



FAIR LABOR STANDARDS ACT



UNITED STATES DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION

dol.gov/whd
1-866-487-9243

Major Provisions



Coverage



Youth
Employment



Minimum Wage



Recordkeeping

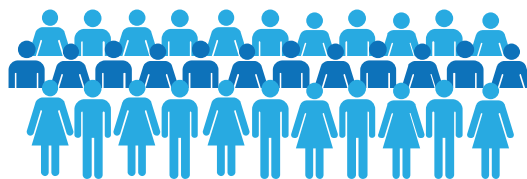


Overtime

Employment Relationship

In order for the FLSA to apply, there must be an employment relationship between the “employer” and the “employee”

Coverage



Over 135 million workers in more than 7 million workplaces protected or covered by the FLSA, enforced by the Wage and Hour Division of the U.S. Department of Labor



FACT SHEET:
FLSA Coverage

Coverage



**Two Types
of Coverage**



Enterprise Coverage

Enterprise, as a whole, is covered and all employees are entitled to FLSA protections



Individual Coverage

Enterprise, as a whole, is NOT covered; however individual employees are covered and entitled to FLSA protections

Enterprise Coverage



Enterprise coverage may apply to a business if:

- It engages in commercial activities that result in no less than \$500,000 in annual dollar volume (ADV), sales or total business, and
- It has two or more employees

Also available as part of the eCourse

[2018 Essential Employment Law eConference](#)

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2018 Essential Employment Law session

"Wage and Hour: An Old Law in a Modern World"