

# Fair Labor Standards Act



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## FLSA Adopted During Depression

- Purpose to employ more workers
- Overtime provisions not necessarily to help workers
- Economy based on manufacturing, not technology and services



# Fair Labor Standards Act

- Applies to public and private employers
- Applies to full and part-time workers
- Operates in 7-day period
- Employees CAN'T Waive Rights



# Fair Labor Standards Act

- Minimum Wage
- Overtime Pay
- Child Labor
- Record Keeping Requirements



# FLSA Does Not Require

- Holiday or weekend pay
- Vacation or severance
- Discharge notice
- Limits on hours worked (16 years +)



# The Basics

- Minimum Wage
  - \$7.25
  - \$2.13 tipped employess



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2019 Essential Employment Law: A Practical Course in the Basics session  
"Wage and Hour: An Old Law in a Modern World"