

Fair Labor Standards Act



Nonexempt workers are entitled to basic scheduling and pay standards laid out in the Fair Labor Standards Act 29 U.S.C. § 201.

Administered and enforced by the U.S. Department of Labor's Wage and Hour Division. For more information on matters on exacting who is covered and how tipped employees are treated, see www.dol.gov

Federal Minimum Wage	\$7.25 per hour
Overtime: hours worked over 40 hours per workweek	1 and ½ times the regular rate of pay
Limit to Hours per Week	None if over the age of 16. Employers are required to provide records of timecards.
Who is Covered?	<p>Employees whose employers engage in interstate commerce, OR</p> <p>Make more than \$500,000/yr of</p> <p>BUT FLSA also does not cover exempt workers like those under the white-collar exemption</p>
Employee v. Independent Contractor	<p>FLSA does not cover Independent Contractors</p> <p>Uses common law, and looks to the relationship between the worker and the business: Behavioral, Financial, and the Relationship of the Parties. See http://www.irs.gov/taxtopics/tc762.html</p>