

## *Fair Labor Standards Act (FLSA)*

Consider this: In a recent decision, a federal appellate court upheld a \$24,000 judgment against a property-management company for failing to pay overtime to one employee as required by the Fair Labor Standards Act (FLSA). In another case, a maid service was ordered to pay almost \$4.5 million in back wages and other damages to 385 employees; when it failed to pay those damages, the court ordered to it pay thousands of dollars per day in additional fines. The FLSA is definitely a trap for the unwary — and unethical — employer.

The FLSA is arguably the labor law most often violated by employers. Violations are likely to become even more prevalent as Congress and the courts broaden the scope of the law to apply to more types of workers. As the make-up of a company's workforce becomes increasingly varied, it is more crucial than ever to be aware of how the FLSA works.

### Course Summary

This 30-minute course explains the basic requirements of the FLSA in simple, understandable terms. It includes pop-quizzes, news clippings and a final quiz highlighting real-world compliance issues that employees should learn to recognize and deal with appropriately.

The topics covered in the course include —

- An overview of the FLSA
- Minimum-wage requirements
- Overtime rules and how overtime pay is calculated
- Employees who are exempt from the requirements of the FLSA
- What workers are considered independent contractors under the FLSA
- Restrictions on the use of child labor
- Recordkeeping requirements
- Penalties for violations of the FLSA
- FLSA hot spots