

# FLSA Overview

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## What is FLSA?

- The Fair Labor Standards Act (FLSA) was passed by Congress in 1938.
- This law covers all employees regardless the size of the business or organization

## What are the primary regulations of the Act?

- Sets the Minimum Wage and Overtime pay
  - Federal Minimum Wage \$5.15 effective September 1, 1997
  - At least 1 1/2 times an employee's regular rate of pay for all hours worked over 40 in a workweek
- Provides for equal pay
- Establishes Exempt and Non-Exempt Employees Classifications
- Mandates certain record keeping
- Restricts employment of person between the ages of 14 and 18
  - Employees under 20 years of age may be paid \$4.25 per hour during their first 90 consecutive calendar days of employment with an employer.
  - Employees must be at least 16 years of age to work in most non farm jobs and at least 18 to work in non farms jobs.
  - Youths 14 to 15 years old may work outside school hours in various non manufacturing jobs with these restrictions
    - 3 hours on a school day or 18 hours in a school week
    - 8 hours on a non school day or 40 hours in a non-school week
- State Labor Laws vs FLSA
  - Become familiar with your stat labor laws. In some cases, State Labor Laws supersede the FLSA if the state regulations provide more protection or greater benefits to employees
  - All states have a web site that outlines State Labor Laws. Check them out.