

Fair labor standards act (flsa) essay sample

[Business](#), [Employee](#)



“ The Fair Labor Standards Act, on its part, requires that most workers receive overtime pay at 1.5 times the employee’s regular pay rate for all hours worked over 40 hours in a seven-day workweek.” (UW, 2007).

As per the above definition clearly statement I would be eligible for Seven (7) hours of overtime at 1.5 times my usual pay rate. The calculations as per FLSA are done per week and hence the weeks in which I worked for less than 40 hours would not cast any effect on my excess hours and I would still be entitled to Seven (7) hours of extra pay from the weeks in which I worked for 45 and 42 hours. FLSA is applicable for employees in private sector and in Federal, State and local governments who fall under non-exempt category (DOL, 2010). FLSA does not state or mandate overtime for work on holidays, weekends and overtime over 40 hours is the sole criterion.

The calculation of over time rate is a complex matter and differs for employees who are paid per hour and for salaried employees. For employees who are paid per hour, the overtime pay is 1.5 times while for salaried employees there are various ways of calculations proposed. Since I am a ‘ pay per hour’ employee, I would get 1.5 times my hourly pay and hence my total overtime pay would be $7 * 1.5(\text{my hourly pay})$. Hence, FLSA facilitates overtime pay for employees across industries for employees like me and hence is a boon for us since it encourages equality and justice in terms of minimum wages as well as overtime pay rates.

References

United States Department of Labor (2010). Wage and Hour Division (WHD).
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