

What is the fair labor standards act? essay sample

[Business](#), [Employment](#)



Abstract

“ The Fair Labor Standards Act (FLSA) of 1938 is one of the most important pieces of legislation ever enacted, giving a voice to the millions of Americans in our workforce.” (Resource FLSA Law , 2006) Keywords: workforce

What is The Fair Labor Standards Act?

In 1938, President Roosevelt retained the Fair Labor Standards Act, which legitimately established many of the workplace privileges we appreciate today. “ The Fair Labor Act launches minimum wage, overtime pay, recordkeeping, and child labor principles affecting full-time and part-time workers in the remote division and in Federal, State, and local governments.” The bill also assumed that any hours operated over 40 in one workweek would necessitate pay rate of time and a half. It was this union-endorsed notice that gave Americans the weekend. The contents of the paper will answer the following questions:

1. How the act was started?
2. Who is covered by the Fair Labor Standards Act?
3. How has the act advanced since its depiction date?

How the Act was Started

On Saturday, June 25, 1938, to evade abridged vetoes 9 days after Congress had recessed, President Franklin D. Roosevelt contracted 121 bills. Amongst these bills was a milestone law in the Nation’s social and economic development-Fair Labor Standards Act of 1938 (FLSA). Against a history of judicial resistance, the depression-born FLSA had subsisted, not undamaged, more than a year of Congressional exchange. In its concluding form, the act

applied to industries whose combined service characterized only about one-fifth of the labor force. In the commerce, it banned unfair child labor and set the least possible hourly wage at 25 cents, and the maximum workweek at 44 hours. Who is Covered by the Fair Standards Act

The Supreme has made it clear that the FLSA was not anticipated “ to hallmark all individuals as employees who lacking any direct or indirect recompense agreement might work for their own benefit on the principles of another,” All personnel that hold positions indomitable to be covered under the obligatory overtime requirements of the FLSA are covered. Overtime-eligible employees must be rewarded with overtime pay or compensatory time for all periods worked over 40 in a single workweek. All overtime-eligible employees must fill out a time and attendance record in mandate to meet the terms with FLSA standards. The FLSA applies only to employers whose annual sales total 500, 000 or more or who are engaged in interstate commerce. (Repa, 2014)

How has the Act Advanced Since its Depiction Date

In August 2004 lawmakers made critical changes to the FLSA. Quoting a requirement to regulate the act to imitate the new areas of material technology and administrative management, the government adopted new ethics for overtime entitlement testing. Ostensibly these changes were an effort to control the growing number of workers who manage others without academic training, but in real terms it meant millions of previously academic training, but real terms it meant millions of previously eligible people could now be forced to work longer and harder without compensation for their

<https://assignbuster.com/what-is-the-fair-labor-standards-act-essay-sample/>

labor. Separate states have a number of liberties when sanctioning their own labor laws, as long as these laws do not infringe federal statutes, which take superiority. Because the cost of living varies significantly across the country, many states use this freedom to establish their own minimum wage, which must be at least equal to that established by the federal government. In conclusion, the FLSA is the utmost significant and most far-reaching law promising a worker's right to be salaried objectively is the federal Fair Labor Standards Act (FLSA).

References

Resource FLSA Law . (2006, 09 28). Retrieved 2 05, 2014, from Recent Changes to Fair Labor Standards Act: [http://www. resource4flsalaw. com](http://www.resource4flsalaw.com)

Repa, B. (2014). Employee Rights. Retrieved 2 5, 2014, from Nolo Law for All: [http://www. nolo. com](http://www.nolo.com)