

Labor

Business



**ASSIGN
BUSTER**

A clear understanding on which employees are entitled to overtime pay is necessary in order to avoid conflicts between the employee and the employer. In this response, the employees entitled to receive the pay are referred to as non-exempt employees while those with no right to be compensated for the overtime are referred to as exempt employees. This classification is mainly based on the employee's salary and the type of job assigned to them. To ensure that there is fairness in offering the compensation, there are set rules that outline the condition, provisions for employees under eighteen years, employee's break. For the employees, they are supposed to account on the time spent in conducting the assignment. According to the Fair labor standard act (FLSA) guidelines, an employee is supposed to work for forty hours a week and is entitled to compensation of one and a half times the regular hourly compensation. Moreover, the FLSA overtime rules are not applicable in case the total number of working hours are not more than forty (Fair labor Standards Act, nd). Thus, having worked at a nice paper mill for forty-five, forty two, thirty nine, and thirty one hours a week, only the weeks having more than forty hour of working in a week qualify for overtime. In this case, I am supposed to receive overtime compensation of seven hours at a rate of one and a half times my regular hourly rate.

References

Fair labor Standards Act, (nd). FLSA overtime. Retrieved from: <http://www.flsa.com/overtime.html>