EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

**EMPLOYMENT**

The Fair Labor Standards Act is the nation's minimum wage, overtime pay, and recordkeeping law. It applies to Federal, state, and local government employers, all employers who employ one or more employees engaged in interstate commerce, and all employers engaged in an industry affecting commerce. The Act requires that employees be paid at least the applicable minimum wage for all hours worked and that overtime pay be equal to one and one-half times the regular rate of pay for all hours worked in excess of 40 hours in a workweek. Failure to comply with the Act can result in civil and criminal penalties. More information about the Fair Labor Standards Act is available at www.dol.gov/whd/fslapo.html.

**OVERTIME PAY**

An employee who is paid on an hourly basis must be paid at least the applicable minimum wage for all hours worked. The Act also requires that employees who work more than 40 hours in a workweek be paid at one and one-half times the regular rate of pay for all hours worked in excess of 40 hours in a workweek. In general, the Act requires that employees be paid at the applicable minimum wage or the applicable overtime pay rate for all hours worked. More information about the Fair Labor Standards Act is available at www.dol.gov/whd/fslapo.html.

**CHILD LABOR**

As an employee, you must be at least 18 years old to work in most non-farm jobs and positions. Children younger than age 18 are subject to specific labor laws, which limit the types of work they are permitted to perform. The law also requires that employers pay children at least the applicable minimum wage for all hours worked. More information about the Fair Labor Standards Act is available at www.dol.gov/whd/fslapo.html.

**WAGE AND HOUR LAW**

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**Equal Employment Opportunity**

Equal Employment Opportunity is the law that guarantees the right of all persons to apply and be considered for employment without regard to race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. Employers must pay equal pay to men and women for equal work, and employers must not discriminate against individuals with disabilities. Employers must also provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability unless it causes an undue hardship. More information about the Fair Labor Standards Act is available at www.dol.gov/whd/fslapo.html.

**Residential Employment**

The Fair Labor Standards Act is the nation's minimum wage, overtime pay, and recordkeeping law. It applies to Federal, state, and local government employers, all employers who employ one or more employees engaged in interstate commerce, and all employers engaged in an industry affecting commerce. The Act requires that employees be paid at least the applicable minimum wage for all hours worked and that overtime pay be equal to one and one-half times the regular rate of pay for all hours worked in excess of 40 hours in a workweek. Failure to comply with the Act can result in civil and criminal penalties. More information about the Fair Labor Standards Act is available at www.dol.gov/whd/fslapo.html.

**What Should I Do If I Believe I’ve Been Discriminated Against?**

If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discriminate against a person on the basis of race, color, religion, sex, national origin, age (40 and older), disability, or genetic information. If you believe that you have been discriminated against in the workplace, you should first file a complaint with the Equal Employment Opportunity Commission (EEOC). The EEOC is the federal agency responsible for enforcing federal laws that make it illegal to discrim