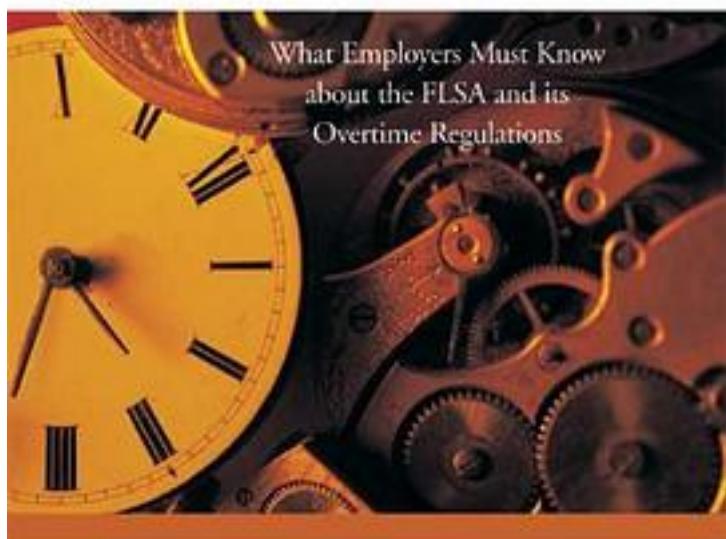


# Understanding the Federal Wage & Hour Laws

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著者:LLP Seyfarth Shaw

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Written for business and human resource professionals, the guide to regulating overtime covers all of the latest changes to the Fair Labor Standards Act (FLSA), which determines whether an employee does or does not receive overtime pay. The 2004

revision of the law marked the first update of overtime regulations to the FLSA in more than 50 years and includes changes to minimum wage, overtime requirements, and white-collar exemption regulations, all of which are addressed in this book. In addition to federal regulations, overtime exemption standards in 18 states that differ from federal regulations are outlined in detail.

In 2004, the Department of Labor issued new overtime regulations of the Fair Labor Standards Act (FLSA). "Understanding the Federal Wage & Hour Laws" is an up-to-date, authoritative reference that explains the current regulations. Not only does the book cover the continuing and new regulations, it helps you meet the challenge of multi-tiered compliance required by different state and federal regulations.

Written for HR professionals, this book succinctly but thoroughly covers all aspects of the FLSA, including:

- Who is covered?
- Hours worked
- Overtime requirements
- Minimum wage
- Child labor laws
- Recordkeeping requirements
- Wage-hour audit
- Questions about the wage-hour investigation
- Consequences of FLSA violations

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