

Showcase of Compliance Assistance Tools

A Closer Look at Easy-to-Use DOL Employment Law Resources

★ **elaws** Advisor Spotlight

Employment Laws Assistance for Workers and Small Businesses

FLSA Overtime Security Advisor ★ ★ ★

The U.S. Department of Labor (DOL) offers a series of **elaws Advisors** - online tools that help workers and employers understand their rights and responsibilities under DOL employment laws. One innovative Advisor helps the public understand the recently revised **Overtime Security Rule**, which implements Section 13(a)(1) of the Fair Labor Standards Act (FLSA) as defined by Regulations, 29 CFR Part 541.

The **elaws FLSA Overtime Security Advisor** (www.dol.gov/elaws/overtime.htm) helps explain the updated rules, which set the criteria for determining whether workers are eligible for overtime pay. In an interactive format, the Advisor asks the users simple questions about the primary job responsibilities and compensation of a worker, reviews the responses and provides information to help the users better understand their rights and responsibilities.



Employers can use the Advisor to obtain help in complying with the new rules and paying workers correctly, while employees can use it to help determine whether they are currently entitled to overtime pay.

Additional information about the Overtime Security Rule can be found on the Department's FairPay Web site, www.dol.gov/fairpay. This site offers tools and resources that include fact sheets and online training seminars with video and PowerPoint presentations.

This tool is one of many compliance assistance resources offered by the U.S. Department of Labor. Visit www.dol.gov/elaws for a full list of **elaws Advisors**, each of which links to more detailed information such as regulatory text, fact sheets and other compliance assistance materials.