



### ★ **elaws<sup>®</sup> Advisor Spotlight**

### Employment Laws Assistance for Workers and Small Businesses

To help workers and employers understand their rights and responsibilities under federal employment laws, the U.S. Department of Labor (DOL) offers a series of elaws Advisors — easy to use, online tools available 24 hours a day, 7 days a week at [www.dol.gov/elaws](http://www.dol.gov/elaws).

### Fair Labor Standards Act Advisors ★ ★ ★

The [FLSA Suite of elaws Advisors](#) helps users understand the minimum wage, overtime, and child labor provisions of the Fair Labor Standards Act (FLSA), which is enforced by DOL's [Wage and Hour Division](#). Each of these Advisors provides information tailored to specific workplace or employment situations.

The FLSA Suite of elaws Advisors covers various areas of the Fair Labor Standards Act:

- The [Coverage and Employment Status Advisor](#) helps identify which workers are employees covered by the FLSA;
- The [Hours Worked Advisor](#) provides information to help determine which hours spent in work-related activities are considered FLSA "hours worked" and therefore, must be paid;
- The [Overtime Security Advisor](#) helps determine which employees are exempt from the FLSA minimum wage and overtime pay requirements under the Part 541 overtime regulations;
- The [Overtime Calculator Advisor](#) computes the amount of overtime pay due in a sample pay period based on information from the user;
- The [Child Labor Rules Advisor](#) answers questions about the FLSA's youth employment provisions, including at what age young people can work and the jobs they can perform; and
- The [Section 14\(c\) Advisor](#) helps users understand the special minimum wage requirements for workers with disabilities.

Employers and employees often have questions about overtime hours and pay. DOL has created two Advisors that work hand-in-hand to help answer these questions. The **Hours Worked Advisor** helps the user figure out which hours are hours for which employees must be paid. The Advisor explains whether time spent in meetings, training, meal periods, and other pursuits is compensable time. The **Overtime Calculator Advisor** describes how different payments, like bonuses, commissions, and tips, impact the amount of overtime due for any employee entitled to overtime pay — and also shows how the calculations were made using the pay information provided by the user.

Another important part of the FLSA is explained by the **Child Labor Rules Advisor**. This Advisor helps employers, parents, teachers, and youth understand the rules that apply to workers under 18 years of age. The Advisor asks questions about a youth's age and particular working environment, and then explains whether the youth is limited in the hours or occupations he or she may work.

To subscribe to receive e-mail updates when new **elaws Advisors** or other compliance assistance resources become available, visit [www.dol.gov/compliance/CA\\_subscribe.htm](http://www.dol.gov/compliance/CA_subscribe.htm).



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by e-mailing us or by calling our Toll-Free Help Line