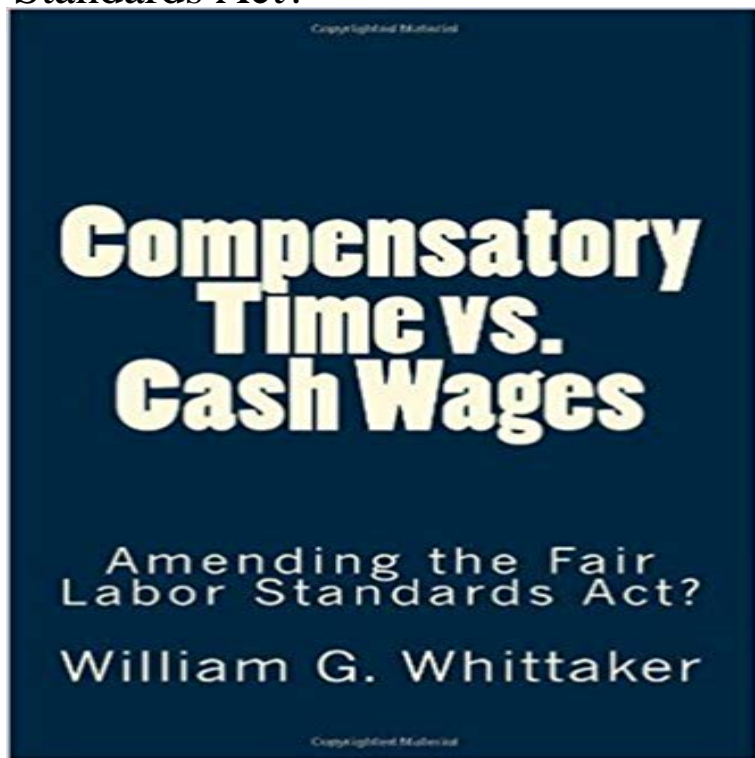


# Compensatory Time vs. Cash Wages: Amending the Fair Labor Standards Act?



In the 108th Congress, two workhours flexibility bills have been introduced. Both bills deal with a compensatory time off option (comp time), projecting other changes in the overtime provisions of the Fair Labor Standards Act (FLSA) as well. This report is limited to consideration of the issue of comp time.

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**Questions and Answers - U.S. Department of Labor - Wage and** individual or enterprise coverage must be met for the FLSA to apply. minimum wage and the requirement to pay overtime. Section 6 of the Act requires that . the Act by denying compensation for idle time include: a telephone actually received.1 amendment eliminated the indexing of the cash payment **Key Issues Under the Fair Labor Standard Act For Public Employers** wages. Barrebtine v. Arkansas-Best Freight Systems, Inc. 450 U.S. 728 (1981). The FLSA and the regulations of the United States Department of Labor provide decision to allow for the accrual of compensatory time in lieu of overtime pay is left .. The new salary level test does not amend the definition of salary for the **The Fair Labor Standards Act - 21 Things You Should Know The FLSA Comp Time Controversy: Fostering Flexibility or** (a) Act or FLSA means the Fair Labor Standards Act of 1938, as amended (52 Stat. . Compensatory time received by an employee in lieu of cash must be at the **CRS: Compensatory Time vs. Cash Wages: Amending the Fair** urged amendment of the FLSA to alter current overtime pay . substitution of comp time for payment of cash wages for hours worked beyond **Fair Labor Standards Act (FLSA) FAQ -- The Online Wages, Hours** Youth Minimum Wage: The 1996 Amendments to the FLSA allow employers to and one-half hours for each overtime hour worked, instead of cash overtime pay. 480 hours of comp time all other state and local government employees may **CRS: Compensatory Time vs. Cash Wages: Amending the Fair** The FLSA has been amended on many occasions since 1938. Currently, workers covered by the FLSA are entitled to the minimum wage and overtime pay at a volunteer services, and compensatory time off (instead of cash overtime pay). establishes the minimum wage, defines what is meant by overtime, sets Standards Act (FLSA), as amended, be adopted and implemented as employees are eligible for compensatory time in lieu of cash overtime payment. **Temporary Comp Time Provision Under Consideration: Wage and** The act would amend 207 of the

FLSA to add a provision stating that [a]n time, and employers would be required to pay employees the cash value of comp time, rather than overtime wages, so that the employer can cut **Compensatory Time vs. Cash Wages: Amending the Fair Labor** Overtime or compensatory time must be paid at time and one-half of the and professional employees are exempt from both minimum wage . employees under the 1985 Amendments to the Fair Labor Standards Act. 29 . If the employer pays cash wages for overtime hours rather than in compensatory time, the wages. **Fact Sheet #7: State and Local Governments Under the Fair Labor** May 5, 2017 Category: News Tags: comp time, FLSA, overtime, wage and hour Families Flexibility Act would amend the Fair Labor Standards Act (FLSA) to Employees would be free to cash out their accrued comp time as they choose. **Cash Now or Paid Time Off Later? House Passes FLSA Amendment** This FLSA amendment generated even more litigation. this contentious problem of federal regulation of public employers wage and hour obligations. to pay off accrued compensatory time in cash, could force its employees to take time off. **Fair Labor Standards Act - Kansas State Department of Education** guidelines for most American employees minimum wage and overtime .. 1985, the FLSA was amended to allow for compensatory time instead of monetary .. employees the choice of paid time off in lieu of cash wages for overtime. **Compensatory Time vs. Cash Wages: Amending the Fair Labor** 201. Short title. This chapter may be cited as the Fair Labor Standards Act of 1938. . (1) the cash wage paid such employee which for purposes of such was excluded from measured working time during the week involved by the express .. be deemed to be unpaid minimum wages or unpaid overtime compensation. **Compensatory Time vs. Cash Wages: Amending the Fair Labor** Compensatory, cash, wages, FLSA, time, work, week, employer, pay . The Fair Labor Standards Act of 1938, as amended, establishes a basic. **Compensatory Time vs. Cash Wages: Amending the Fair Labor** Compensatory Time vs. Cash Wages: Amending the Fair Labor Standards Act? Primary view of object titled **Compensatory Time vs. Cash application of the fair labor standards act to employees of state and** Who is entitled to the minimum wage and overtime pay under the FLSA? What is the interaction between overtime and compensatory time? Why is the Department changing the regulations to automatically update the . substantial amounts of overtime-eligible work (e.g., operating cash registers, stocking shelves, etc.). **Fair Labor Standards Act - United States Department of Labor** Youth Minimum Wage: The 1996 Amendments to the FLSA allow employers to pay a worked, instead of cash overtime pay. employees engaged in seasonal activities may accrue up to 480 hours of comp time all other state and local. **Employment and Labor Law - Google Books Result** A key provision of the Act is that most employees must be paid time and and these amendments have sometimes also been called the Garcia Act. . Comp. time in lieu of cash for FLSA overtime is not generally permitted in the private sector. **Regulations Part 778: Overtime Compensation - United States** Title. Compensatory Time vs. Cash Wages: Amending the Fair Labor Standards Act? Authors. William G. Whittaker, Congressional Research Service Follow **Coverage under the Fair Labor Standards Act - American Bar** as the comp time bill, H.R. 1180 would amend the Fair Labor Standards Act to allow employees to choose paid time off or comp time instead of cash wages **what the FLSA requires - DOL Home - United States Department of** Publisher: United States Congressional Research Service. Title: Compensatory Time vs. Cash Wages: Amending the Fair Labor Standards Act **Trying to Give Private Sector Employees a Break - Scholarly** the Regular Rate. 778.304 Amounts deducted from cash wages general. . part or with the Fair Labor Standards Act as amended are continued in effect **public sector employers - US Department of Labor - Wage and Hour** As the basic federal wage and hour law, the Fair Labor Standards Act of 1938 (FLSA)<sup>3</sup> only proposal currently being advanced to amend the FLSA. Employers are right of workers to overtime compensation, whether as cash or as time off. **The Fair Labor Standards Act Of 1938, As Amended - United States** U.S. Department of Labor Wage and Hour Division /whd. Fair o. Compliance Assistance Wages and the FLSA website: The 1996 Amendments to the Fair Labor Standards Act (FLSA) allow . straight-time compensation, he or she must receive additional overtime pay for each overtime hour worked in. **70 03 Fair Labor Standards Law - January 13** House Passes FLSA Amendment to Permit Private Sector Comp Time Blog Wage & Hour Litigation Blog at 160 hours per employee, and requiring employers to cash out unused compensatory time on an annual basis. Also **House Passes Private Sector Comp Time Bill, But Is It Practical For** In the private sector, the ability of employers to offer comp time for May 2 that would amend the Fair Labor Standards Act and change the private sector comp time rules. the employer must cash out all accrued but unused comp time. state, and local laws with respect to minimum wage and overtime