

Pay for Performance and Compensation Issues

Student's First Name, Middle Initial(s), Last Name

Institutional Affiliation

Course Number and Name

Instructor's Name and Title

Assignment Due Date

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The Fair Labor Standards Act is the primary legal document that regulates the performance compensation for the US citizens. Among the essential aspects of the mentioned act, one can find the minimum salaries, overtime payments, and documentation requirements. Thus, the document is a source of the obligatory work-related rules. According to the discussed act, no workers can receive the salary that would be less than \$7.25 per hour. Moreover, the overtime wages must be paid if the working time exceeds 8 hours per day. In such case, the payment levels must be 1.5 times higher compared to the usual one. The particular norms are prescribed for the workspace settings. The office or other premises of the employer, on duty, or other workspace environment requires a clear description in the job contract. Besides, the employer must record all worked hours and wages regularly. No special demands regarding meals regulation is provided.

Not all employers follow the FLSA rules. Throughout the better or worse-known companies, one can find a number of the companies that do not pay enough to their worker. For instance, Cafe 101, Bodard Bistro, Tan Restaurant, Arirang Korean, and Restaurant Tay are Houston restaurants that were put in the list of the employers with the reputation of the unscrupulous ones for their untimely payments. However, the list throughout the entire territory is considerably longer. Olive Garden Company from Texas allowed neglected the scheduled shift and owed \$25,570 to 140 employees. Another Texas company has even a greater debt. Taqueria Taconmadr did not pay in time and owed 72 workers \$275,706. Even so, the numbers were calculated regardless of the fact that the workers' salary was lower than minimum.