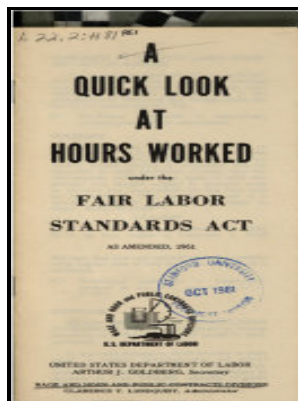


# Hours worked under Fair labor standards act.

U.S. Dept. of Labor, Employment Standards Administration, Wage and Hour Division - Wages and the Fair Labor Standards Act



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## Fact Sheet Numeric Index

An employee must be paid for all of the time considered to be hours worked and all time that is hours worked must be counted when determining overtime hours worked. Employers are required to apply the federal or state minimum and overtime law that provides employees the greatest benefits. In such circumstances, the contractor may recover the value of the pay and benefits the received but to which the was not entitled, including through deduction from any sums due to the e.

## The Fair Labor Standards Act

The time is not only hours worked on regular working days during normal working hours but also during corresponding hours on nonworking days. Emily has only worked five hours; the hours spent actually engaged in assisting the roommate who has a disability is deemed to be compensable hours worked.

## 29 CFR § 13.5

Most bonuses are required to be included in the employees' regular rates. The following chart summarizes the sleep time rules for each category of worker.

## What Counts as “Hours Worked” Under the Fair Labor Standards Act?

For example, if the employee completes online training at home after work based solely on her own initiative, the employer does not need to count the time as hours worked even if it is directly related to her work. This documentation may take the form of a simple written statement from the or could be a legal or other document proving the relationship, such as a birth certificate or court order.

## 29 CFR § 13.5

Second, there are some special situations where the relatedness of the meeting, seminar, lecture, or training is not relevant. If John provides

assistance to Mrs.

### **The Fair Labor Standards Act**

The 's direct supervisor may not contact the 's unless there is no other appropriate individual who can do so.

### **What Counts as “Hours Worked” Under the Fair Labor Standards Act?**

At the end of Mr. For example, a nurse who must watch over an ill patient, a chauffeur who must be at the home and ready to drive when directed, or a nanny who must watch over her charge even when sleeping are all on duty and must be paid for all of that time.

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