

EXAMPLES

OF...

FLSA VIOLATIONS

FICTIONAL EXAMPLES OF REAL ISSUES

Because there are not a lot of specific deadlines involved with FLSA compliance, we thought it more helpful to give you examples of potential FLSA infractions, and explain why they are violations.



ABC Inc., operating in Omaha, NE, pays its entry-level employees \$7.25 an hour.



This is a violation because while the Federal minimum wage is \$7.25, Nebraska's state minimum wage is \$9.00. Federal law does not trump a more strict state law.



ABC Inc. employs a 17-year old worker in a role that has been classified as "hazardous" by the U.S. Secretary of Labor.



Even though the age limit for general occupations is 16, this is a violation because the age limit for "hazardous" occupations is 18.

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ABC Inc. has the proper FLSA posters displayed, but the view of the posters is obstructed by a hanging fixture.



This is a violation because the view of the posters is blocked. FLSA posters have to be displayed throughout the workplace and visible to employees.



ABC Inc. does not pay white-collar professional employees who make \$23,660 a year, overtime.



Gotcha! This isn't a violation. Though it may be. A proposed change to the overtime rule says, any employee that doesn't make an annual salary of, at least, \$47,476 will have to be paid time and a half for any time worked, over 40 hours during a workweek.