**EMPLEDOYS RIGHTS UNDER THE FLSA LABOR STANDARDS ACT**

**SUPERVISORY RIGHTS**

Employees may carry out their supervisory responsibilities with the same rights and without fear of reprisal or discrimination that an employee would have if engaged in similar activities as an employee. These rights include: (a) the right to determine who is to be supervised and to hire, promote, discharge, discipline, or transfer employees; (b) the right to assign work; (c) the right to determine the time and place at which employees shall work; (d) the right to discipline employees; and (e) the right to communicate with the employees who are assigned to him.

**OVERTIME PAY**

Under the FLSA, certain employees are entitled to overtime pay. The overtime rate is computed at a rate of less than: (a) $12.50 per hour if the employee is employed in a position that is considered to be an executive, administrative, or professional occupation; or (b) $25 per hour if the employee is employed in a position that is considered to be a service occupation.

**SOCIAL SECURITY**

The FLSA requires that employers contribute to the Social Security Trust Fund.

**WAGE AND HOUR DIVISION**

The Wage and Hour Division enforces the provisions of the FLSA, including the minimum wage and overtime provisions.

**DISABILITY DISCRIMINATION**

The FLSA prohibits discrimination in employment on the basis of disability.

**EMPLOYER RESPONSIBILITIES UNDER THE FLSA LABOR STANDARDS ACT**

Under the FLSA, employers are required to:

- Pay employees at least $7.25 per hour for all hours worked.
- Keep records of overtime hours worked.
- Comply with the record-keeping requirements of the FLSA.
- Comply with the timekeeping requirements of the FLSA.
- Comply with the wage and hour division requirements of the FLSA.

**FEDERAL OMBudsMAN**

The OMBudsman is available to assist employees in resolving disputes with employers.

**WHO AM I? ANOTHER EMPLOYEE**

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