

FLSA-1405

October 25, 1977

This is in reply to your memorandum dated September 15, 1977, enclosing a copy of a letter from your constituent, *** commenting about compulsory overtime hours of work.

We have considered *** comments under the Fair Labor Standards Act, which is the Federal law of most general application concerning wages and hours of work. The major provisions of this law are highlighted in the enclosed "Handy Reference Guide", which you may wish to send to your constituent.

While this law provides many beneficial labor standards, it does not place any restrictions, as explained on page 2 of the Guide, on the number of hours in a day or days in a workweek that an adult employee may be requested to work in a workweek. Such matters are left for consideration by the employer and the employees or their authorized representatives. However, covered and non-exempt employees must be paid in compliance with the minimum wage and overtime pay provisions of the Act for all hours worked in the workweek.

We regret that we are unable to be of any assistance to your constituent in this matter.

Sincerely,

Herbert J. Cohen
Assistant Administrator
Wage and Hour Division

Xavier M. Vela
Administrator

Enclosures