

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION
Washington

INADEQUATE OR DISHONEST WAGE-HOUR RECORDS TO BRING PROSECUTION

Field forces of the Wage and Hour Division, U. S. Department of Labor, were instructed today by Colonel Philip B. Fleming, Administrator, to take immediate action against employers who have failed to keep true and adequate records as required by law.

"Incomplete wage and hour records are the most serious hurdle confronting our inspectors," Colonel Fleming declared.

"This is true in all of the 15 regions into which the country has been divided for enforcement purposes. I have directed that employers violating the law in this respect be prosecuted. The law has been in effect 18 months and no one can lead ignorance of the record-keeping regulations. Any employer, therefore, who does not keep these records is properly suspect."

Regulations issued under the Act merely require listing of the name of each employee, home address, hours worked each work day and each workweek, hourly rates of pay, total wages paid and date of payment. In some instances violators have falsified or destroyed records.

"Falsification of records is the most reprehensible of offenses under the Fair Labor Standards Act," Judge W. Calvin Chestnut of the U. S. District Court of Baltimore said last fall in levying a large fine on two clothing manufacturers for violation of the Wage and Hour Law. "These records are the chief defence of the employees from being cheated of their wages. Destroying the records is dishonest, corrupt, and it indicates conscious guilt. To destroy the records of their dealings with their employees is to defy American standards of justice and fair play."

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