

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

RECORD KEEPING REGULATIONS AMENDED

Amendments to record keeping regulations were announced today by General Philip B. Fleming, Administrator of the Wage and Hour Division, U. S. Department of Labor. (Federal Register, March 25, 1941.) These amendments do not add any items which employers must keep in their records pursuant to these regulations. Rather, they amend and clarify two footnotes -- one to the section on the nature of records required, and the other to the section on definitions of terms used in the regulations

They have no relation to any possible general revision of those Regulations as a result of the hearing held on October 17, 1940 concerning the Regulations as a whole.

The footnote to the section on the nature of records required previously stated that additions to or deductions from the cash wage paid for board, lodging or other facilities furnished had to be shown in the records kept when the cash wage paid was below the required minimum. This footnote is amended to require this information when overtime is worked as well as when the cash wage paid is below the minimum.

The section on definitions of terms used carries explanatory footnotes on computation of overtime pay. The last footnote to this section did not require, for the purpose of computing overtime, inclusions or additions to cash wages for board, lodging or other facilities. These must be included now.

This same amendment also changes that section of the footnote which deals with bonuses. The wording of this is changed to make it quite clear that only "gifts or gratuities . . . which are in no sense compensation for services rendered" can be excluded from consideration in computing overtime.

These amendments are made to bring the record regulations into line with changes made recently in Interpretative Bulletin No. 3, on methods of payment, issued by the Wage and Hour Division, and by recent opinions of the Administrator on the subject of bonuses.