

U. S. DEPARTMENT OF LABOR  
Wage and Hour and Public Contracts Divisions  
Washington 25, D. C.

MCCOMB WOULD EASE WAGE AND HOUR LAW RECORD-KEEPING REQUIREMENTS

Records employers now are required to preserve for four years would be kept for only three years under a proposed amendment to the Fair Labor Standards Act record-keeping regulations announced today by Wm. R. McComb, Administrator of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor.

Text of the proposed amendment, on which interested parties are given 30 days to notify the Administrator of their views, is published in the Federal Register today.

McComb pointed out that the proposal would not affect the present record-keeping requirement with respect to basic records, such as time cards and similar working records, which must be kept for only two years. He explained that the reduction from four to three years for other records would reflect the Divisions' new operating policy with respect to the provision of the Portal-to-Portal Act which establishes a two-year Federal statute of limitations applicable to employee suits under the Wage and Hour Law, while at the same time be in keeping with the general Federal statute limiting the time for commencing criminal actions to three years.

The proposed amendments announced today also would bring the regulations technically into accord with the statutory amendment to the Wage and Hour Law changing from 2,000 to 2,080 the number of hours of employment which may be set under the law's provision intended to encourage employer-employee agreements for employment on an annual basis. Another minor change proposed today would simplify one of the Divisions' record-keeping regulations pertaining to home workers.

McComb emphasized that all of the proposed amendments relate to only the Wage and Hour Law.

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