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

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WAGE AND HOUR LAW RECORD-KEEPING REQUIREMENTS RELAXED

Effective July 8, Fair Labor Standards Act records employers now are required to keep for four years will need be preserved for only three years, according to amendments to the record-keeping regulations of the Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, adopted today by F. Granville Grimes, Jr., Acting Administrator.

The action follows expiration of a 30-day period for comment and protest announced when the amendments were proposed March 12.

The changes will not affect the Divisions' record-keeping requirements with respect to basic records, such as time cards and similar working records, which must be kept for only two years. In adopting the amendments, Grimes pointed out that they will 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, and at the same time be in keeping with the general Federal statute limiting to three years the time for commencing criminal actions.

In addition, the amendments will bring the regulations technically into accord with the statutory amendment to the Wage and Hour Law which changed from 2,000 to 2,080 the number of hours of employment which may be set under the law's provision intended to encourage agreements between employers and employees for employment on an annual basis. Another minor change simplifies one of the Divisions' record-keeping regulations pertaining to home workers.

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