

## A red icon on a white background, enclosed in a rounded square. The icon depicts a dashboard or analytics interface. It features a large speech bubble at the top right, a bar chart with three bars of increasing height on the left, and a vertical list of four rounded rectangular buttons on the right. Dashed lines are also present, suggesting a grid or data points.

**EMPLOYEE RIGHTS**  
UNDER THE FAIR LABOR STANDARDS ACT  
**FEDERAL MINIMUM WAGE**  
**\$7.25** PER HOUR  
EFFECTIVE JULY 24, 2009

## OVERSIGHT PAY

For those who have the right to sue, only for private employers (21 or less employees)

## CHILD LABOR

no employee must be at least 14 years old (those in non-hazardous jobs and at least 16 years old in non-hazardous hazardous jobs) by the Secretary of Labor. (Section 14 of the Fair Labor Standards Act) must be at least 16 years old in hazardous jobs and 18 years old in hazardous jobs and 18 years old in hazardous jobs. (Section 14 of the Fair Labor Standards Act)

## TOP GROSS

Employed off "top gross" employees" information must be provided to the employer. (Section 14 of the Fair Labor Standards Act) must be at least 14 years old (those in non-hazardous jobs and at least 16 years old in non-hazardous hazardous jobs) by the Secretary of Labor. (Section 14 of the Fair Labor Standards Act)

## NURSING MOTHERS

The Fair Labor Standards Act (FLSA) requires employers to provide for nursing mothers. (Section 14 of the Fair Labor Standards Act) must be at least 14 years old (those in non-hazardous jobs and at least 16 years old in non-hazardous hazardous jobs) by the Secretary of Labor. (Section 14 of the Fair Labor Standards Act)

## ENFORCEMENT

The Department has authority to enforce both wage and overtime provisions in minimum wage. (Section 14 of the Fair Labor Standards Act) must be at least 14 years old (those in non-hazardous jobs and at least 16 years old in non-hazardous hazardous jobs) by the Secretary of Labor. (Section 14 of the Fair Labor Standards Act)

## ADDITIONAL INFORMATION

- Certain categories of workers are exempt from the minimum wage, overtime provisions, and overtime provisions.
- Section 14 of the Fair Labor Standards Act (FLSA) requires employers to provide for nursing mothers. (Section 14 of the Fair Labor Standards Act) must be at least 14 years old (those in non-hazardous jobs and at least 16 years old in non-hazardous hazardous jobs) by the Secretary of Labor. (Section 14 of the Fair Labor Standards Act)
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