



TOOLKIT WAGE & HOUR (Fair Labor Standards Act)

This Toolkit contains information, forms, factsheets and resources to assist you in being compliant with the laws & regulations relating to **Wage and Hour**.

For state specific information, visit the BLR or CCH Answers Now subscription in the members-only section of the website or contact your AAIM Solutions Team at solutions.team@aaimea.org or 314.754.0236.

Regulations & Policies

- [DOL – Fair Labor Standards Act Advisor](#)
- [Wage & Hour Division Laws and Regulations](#)
- [Ledbetter Fair Pay Act](#)
- [Overtime Regulations](#)
- [Safe Harbor Policy](#)
- [FLSA Recordkeeping Requirements](#)
- [FLSA Hours of Work Advisor](#)

Posters, Forms & Fact Sheets

- [#73 – Pump Act/Break Time for Nursing Mothers – English / Spanish](#)
- [#43 – Child Labor](#)
- [#16 – Deductions from Wages for Uniforms & Other Facilities](#)
- [#17G – Salary and Deductions for Exempt Status](#)
- [#17C – Exemption – Administrative](#)
- [#17E – Exemption – Computer-Related](#)
- [#17B – Exemption – Executive](#)
- [#17F – Exemption – Outside Sales](#)
- [#17D – Exemption – Professional](#)
- [#22 – Hours Worked Fact Sheet](#)
- [#21 – Recordkeeping](#)
- [Federal Minimum Wage Poster – English / Spanish](#)
- [Click Here for Additional Fact Sheets](#)

Independent Contractors

The company's risk if this person is improperly classified as an independent contractor is that it could be responsible for paying the income tax and FICA that should have been withheld from the employee's pay along with fines/penalties.

- [Independent Contractor \(Self-Employed\) or Employee? – As defined by the IRS](#)
- [Independent Contractor Checklist \(IRS Publication\)](#)
- [Misclassification of Employees as Independent Contractors – DOL Website](#)
- [New Hire Reporting \(Florida\)](#)

Additional Guidance & Resources

- [DOL State Labor Laws](#)
- [DOL Compliance Video](#)
- [FLSA Handy Reference Guide](#)
- [Opinion Letter - FLSA2020-1: Addressing calculating overtime pay for a non-discretionary lump sum bonus paid at the end of a multi-week training period.](#)
- [Opinion Letter - FLSA2020-2: Addressing whether per-project payments satisfy the salary basis test for exemption.](#)
- [Overtime Calculator](#)
- [Wage & Hour FAQs](#)
- [Wage & Hour Code of Federal Regulations](#)