

FLSA and Wage and Hour Laws

All New in 2021!

Wage and hour protections are fundamental to all employees and it's vital for both managers and non-managers to understand the rights and protections afforded under wage and hour law.

This course teaches:

- The basics of wage and hour protections
- The difference between exempt and non-exempt and who qualifies for exempt status
- How to record time properly
- Common mistakes and manager's responsibility
- Meal and rest periods
- California meal and rest periods [for California employees]
- California pay and daily overtime [for California employees]

Interactive polling questions in the course give employers real insight into how learners feel about the concepts and culture skills presented. And Emtrain's innovative Ask the Expert feature gives learners direct access to course experts.

[See more course details or request a free demo >>](#)



Course Versions

- for Managers
- for CA Managers
- for Employees
- for CA Employees

Languages

- English and translatable

Admin Optional Timer



Lesson	Description	MGR	EE	CA MGR	CA EE
Introduction	What is the FLSA and why is it important? An introductory lesson on wage and hour laws in the U.S.	✓	✓	✓	✓
FLSA and State Law Basics	What is covered by the FLSA and what is covered by state laws? Which laws should you follow if your state law differs from the FLSA?	✓	✓	✓	✓
Exempt vs. Non-Exempt	Defining "exempt" vs. "non-exempt", and who qualifies as "exempt".	✓	✓	✓	✓
Time Records and Overtime	Understand the basics of timekeeping and keeping accurate records. Review when employees qualify for overtime.	✓	✓	✓	✓
The Manager's Role	What are your responsibilities as a manager when it comes to wage and hour laws?	✓		✓	
Common Mistakes	Common mistakes to avoid when it comes to wage and hour laws.	✓	✓	✓	✓
California Meal and Rest Breaks	Meal and rest breaks in California.			✓	✓
California Pay and Overtime	Pay and overtime in California.			✓	✓
Our Policies and Procedures	Our policies and procedures.	✓	✓	✓	✓
Provide Your Feedback	A post-program survey on the learning experience.	✓	✓	✓	✓