

J. K. Simms

Session: 10 – 10A

Topic: Overtime Compensation and the Regular Rate of Pay

Topic Summary:

The FLSA is a minefield for employers. An all-too common area where employers, often unknowingly, violate the Act is in calculating the appropriate overtime rate because they miscalculate the regular rate of pay. In this informative session, we will cover the basics of the FLSA and the Tennessee Wage Regulation including a discussion of how to properly calculate overtime compensation under the Act and the impact of bonuses and other additional compensation on the regular rate of pay. We will discuss common errors in calculating regular rate of pay and walk through actual examples and important recent decisions from the courts.