**Employee Rights Under the Fair Labor Standards Act**

- Employees must be paid all wages within seven (7) days of the end of the payroll period.
- "Person" means an individual, sole proprietorship, partnership, corporation, association, or any other legal entity.
- "Employer" means any person, partnership, corporation, association, or any other legal entity.

**Tips**

- Tips received by an employee from customers for personal services performed by the employee are considered wages.
- Wages may include tips, bonuses, and compensation for overtime work.
- Tips are subject to the FLSA wage and hour provisions.

**Minimum Wage**

- Effective January 1, 2022: $10.50/hour
- Effective June 1, 2015: $8.25/hour
- Effective October 1, 1996: $2.23 per hour

**Breaks**

- All employees must be offered a meal break of at least thirty (30) minutes for each five (5) hours worked, with the exception of最后一（5）hour worked.
- Breaks may be unpaid or paid, except for meal breaks.

**Work Hours**

- More than six (6) days in any week
- More than forty (40) hours per week
- More than five (5) hours continuously without a break
- Before 7:00 a.m. or after 7:00 p.m., except from 1:00 p.m. to 3:00 p.m.

**Overtime Pay**

- Employees must be paid at a rate of one and one-half (1½) times the regular rate of pay for all hours worked in excess of forty (40) hours in a workweek.

**Dispute Resolution**

- Employees have the right to file a complaint with the U.S. Department of Labor or to sue in court if the employer fails to pay wages or overtime pay.
- Employers may not discriminate or retaliate against employees who file complaints or sue for wages or overtime pay.

**Conclusion**

- The FLSA is enforced by the Wage and Hour Division of the U.S. Department of Labor.
- Employees who believe they are not being paid correctly should contact the Wage and Hour Division for assistance.

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**Employee Rights Polygraph Protection Act**

- Employers may not administer polygraph tests to applicants or employees.
- Polygraph tests are protected by law in all states.

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**Equal Employment Opportunity in the Law**

- Private employers, state and local governments, educational institutions, and labor organizations are covered by Title VII of the Civil Rights Act of 1964, as amended by the Civil Rights Act of 1991.
- Employees are protected from discrimination on the basis of race, color, religion, sex, national origin, age, and disability in the workplace.

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**Job Safety and Health: IT’S THE LAW!**

- All workers have the right to:
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