

## Questions and Answers On The Fair Labor Standards Act

The nearest Wage and Hour and Public Contracts Division office serving this area is located at Room 203, Lawyers Building, 320 S. Salisbury Street, Raleigh, N. C. 27601. Phone 919-828-9032, extension 9551.

Q. What are the enterprises with employees covered under the Fair Labor Standards Act prior to the 1966 amendments?

A. Employees employed in any of the following enterprises which have employees engaged in commerce or in the production of goods for commerce, including employees handling, selling or otherwise working on goods that have been moved in or produced for commerce, were covered by the act prior to the 1966 amendments and remain covered under the amended act.

(1) Retail or service enterprises having an annual gross volume of sales of at least \$1 million (exclusive of certain excise taxes) and \$250,000 annual inflow of interstate goods.

(2) Local transit enterprises having an annual gross volume of sales of at least \$1 million (exclusive of certain excise taxes).

(3) Construction enterprises doing a gross annual business of at least \$350,000.

(4) Gasoline service stations having an annual gross volume of sales of at least \$250,000 (exclusive of certain excise taxes).

(5) Establishments having individually covered employees, in other enterprises having an annual gross volume of at least \$1 million.

Q. What are the additional enterprises with employees covered under the Fair Labor Standards Act as a result of the 1966 amendments?

A. Employees employed in any of the following enterprises having employees engaged in commerce or in the production of goods for commerce, including work relating to goods that have been moved in or produced for commerce, are covered by the Fair Labor Standards Act, effective February 1, 1967, as a result of the 1966 amendments.

(1) Enterprises which have an annual volume of sales made or business done, exclusive of certain

excise taxes, of at least \$500,000 (\$250,000 on and after February 1, 1969). Hotel, motel and restaurant enterprises are among the new enterprises covered by this provision.

(2) Construction enterprises (no annual dollar volume test applies).

(3) Laundry and dry cleaning enterprises (no annual dollar volume test applies).

(4) Hospitals (except a federal government hospital), nursing homes and most schools and institutions of higher education (whether public or private, profit or nonprofit, and regardless of dollar volume).

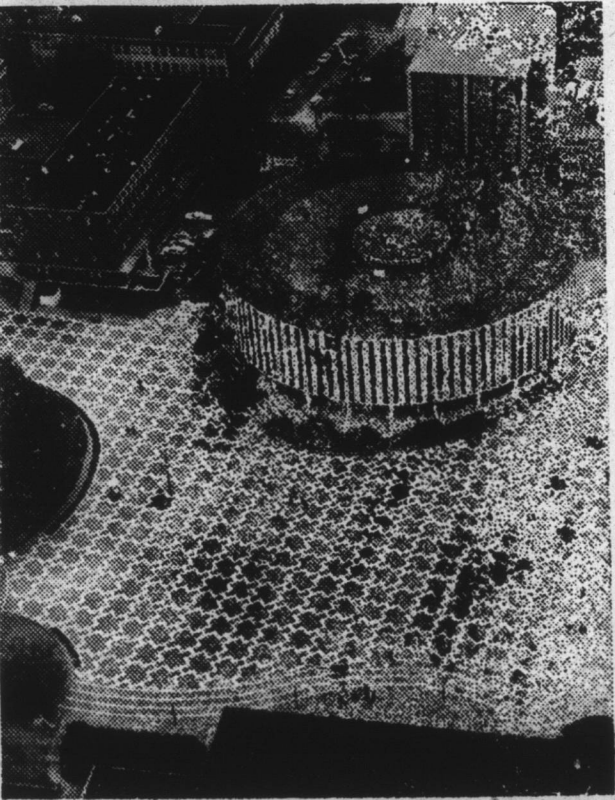
Q. Is it possible for a newly covered enterprise to have employees who were entitled to minimum wage and overtime pay prior to the Fair Labor Standards amendments of 1966?

A. Yes. For example, employees engaged in or producing goods for interstate commerce in the central warehouse and central office of a retail chain

having an annual gross volume of sales of between \$500,000 and \$1 million were previously covered and must be paid not less than \$1.40 an hour, effective February 1, 1967. However, employees in an individual retail store of the chain whose employment became subject to the act for the first time as a result of the 1966 amendments need be paid only \$1.00 an hour and overtime after 44 hours a week, effective February 1, 1967.

Q. Are family-operated establishments covered by the Fair Labor Standards Act?

A. If the only regular employees of an establishment are the owner, spouse, parents or children of the owner, the establishment will not be considered either as an enterprise engaged in commerce or the production of goods for commerce or as a part of such an enterprise, and the establishment's sales will not be counted in applying the dollar-volume test to an enterprise.



NEW NCSU PLAZA—An unusual plaza for a college or university is now nearing completion at North Carolina State University at Raleigh. In the center of the campus, the landscaped and paved area carries thousands of students hurrying from building to building when classes change each hour. The attractive design combines red and white brick. Curved terraces for lawns, shrubbery and trees border the plaza. N. C. State's famed round classroom building, Harrelson Hall, is on the south side of the plaza.

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