



# Wage & Hour Regulations

## Department of Labor - WHD



THE UNIVERSITY OF ARIZONA  
GRADUATE COLLEGE  
**Peace Corps  
Coverdell Fellows**

Jake Meyers, Abdul Sigal, David Thalenberg

### WHD History

In the final hours of his presidency in 1913, President Taft signed the act that created the Department of Labor. The Department's original mission statement sought "to foster, promote and develop the welfare of working people, to improve their working conditions, and to enhance their opportunities for profitable employment." In 1938, the Wage and Hour Division (WHD) Office was established following the passing of the Fair Labor Standards Act (FLSA). The FLSA established the right to a minimum wage and time and a half overtime pay when a worker accumulates more than 40 hours per week.

### EMPLOYEE RIGHTS UNDER THE FAIR LABOR STANDARDS ACT

**FEDERAL MINIMUM WAGE**  
**\$7.25** PER HOUR  
BEGINNING JULY 24, 2009

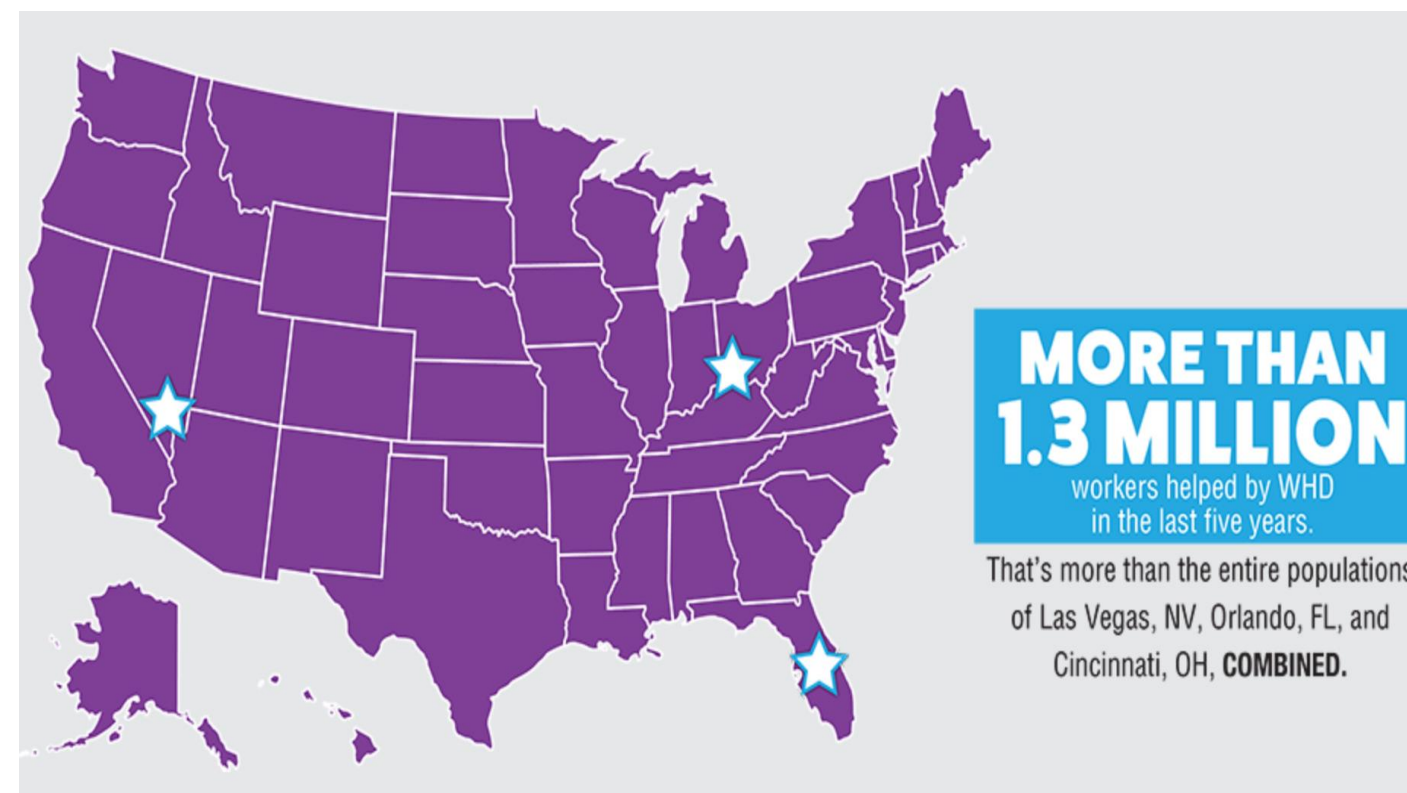
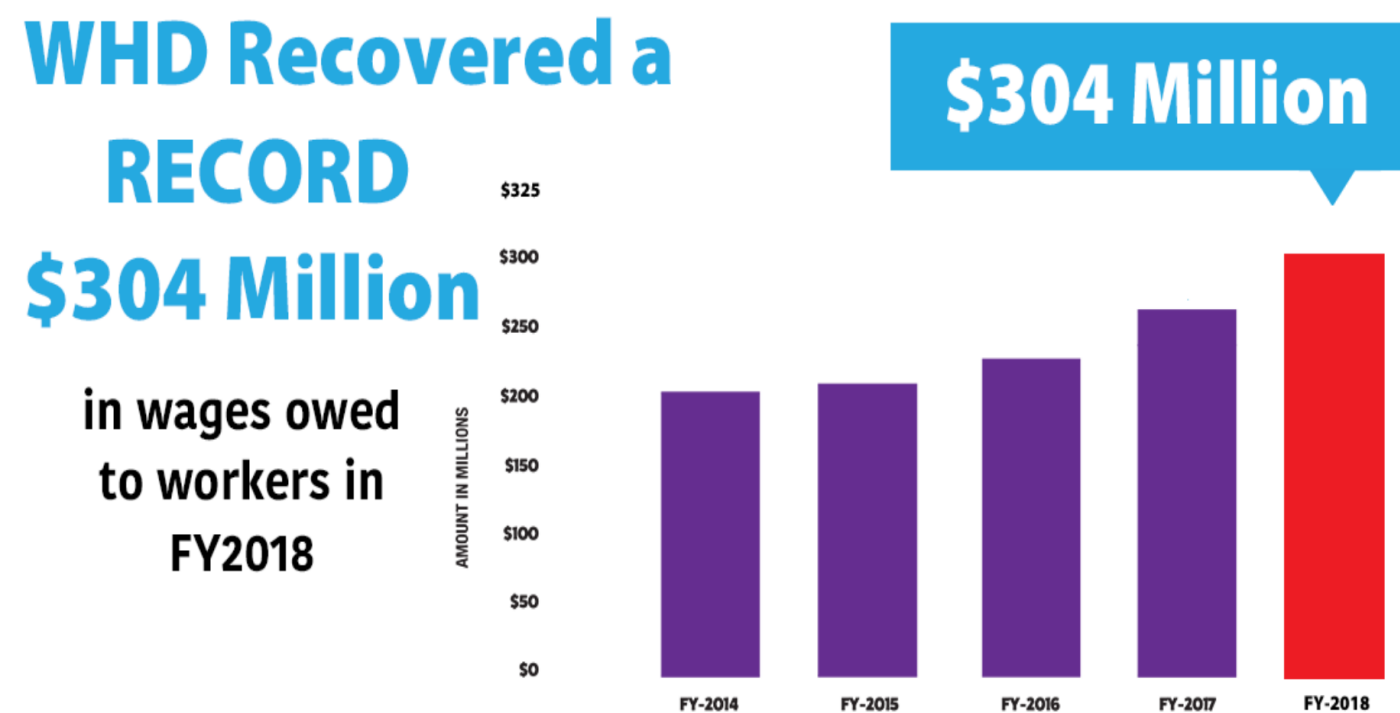
### What does the WHD do?

The WHD is a federal agency operating in all 50 states and is comprised of a wide variety of staff including investigators, supervisors, analysts, technicians, and administrative employees. The office is responsible for enforcing and administering the following: minimum wage, overtime, child labor laws, break time for nursing mothers, job protections for family and medical leave, polygraph protection rights, and working conditions outlined by the Migrant and Seasonal Agricultural Worker Protection Act. These laws protect over **135 million workers** in more than **7.3 million establishments**. WHD investigations seek to ensure that workers are fairly compensated for their hours worked and typically awards employees who were illegally compensated with back wages. In the last 5 years, more than **\$1.3 billion in back wages** were returned to the workers in the US.

“The Wage and Hour mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce.”

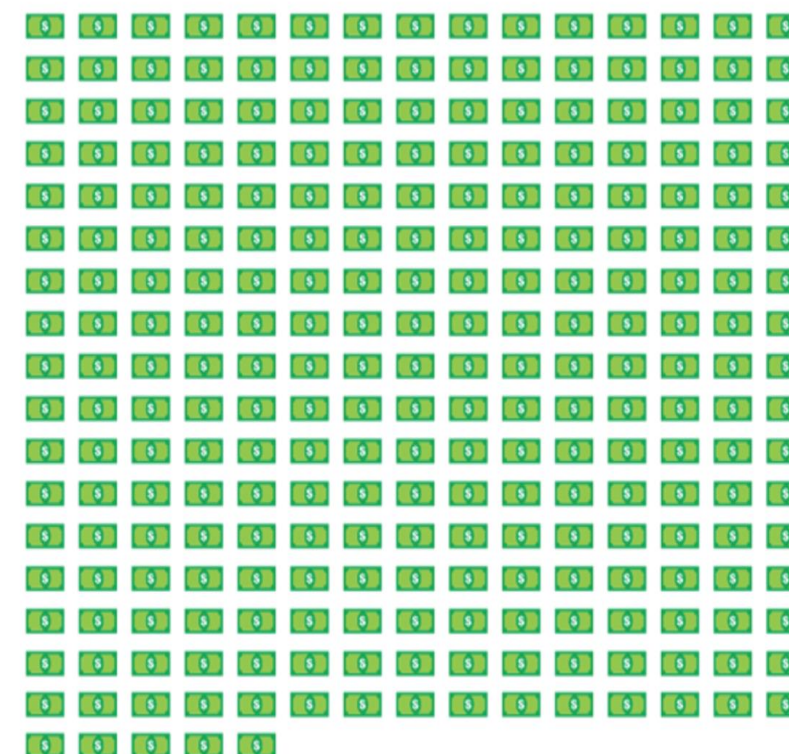
### Returning Workers Back Wages

RECORD BACK WAGES COLLECTED



**MORE THAN \$1.3 BILLION** in back wages recovered by WHD in the last five years

\$ = \$5,000,000



### Working with Investigators



Left to Right: Abdul (Masters of Development Practice, RPCV Ghana 2013-2017), Jake (Masters of Development Practice, RPCV Benin 2015-2017), David (Masters in Latin American Studies / Public Administration, RPCV Paraguay 2016-2018).

As a group of University of Arizona Peace Corps Coverdell Fellows working as interns in the Department of Labor, Wage and Hour Division, Abdul, Jake, and David worked alongside federal investigators and administrators on a case that resulted in **\$1 million** in back wages and liquidated damages. The case entailed a major contracting firm that violated the Fair Labor Standards Act (FLSA) by misclassifying construction workers as piece rate wage earners instead of hourly wage workers. Misclassifying contractors is a common violation of the FLSA that results in workers earning below minimum wage. The Department of Labor, Wage and Hour Division works to ensure that all workers on U.S. soil are fairly compensated.

### Acknowledgements

We would like to thank the University of Arizona Office of Fellowships & Community Engagement and the Department of Labor Wage and Hour Division for their support.

