INTRODUCTION TO THE FAIR LABOR STANDARDS ACT
JANUARY 16 – 17, 2024

Diane M. Juffras
School of Government
University of North Carolina at Chapel Hill

Tuesday, January 16

1:00 – 1:30 Introduction to the FLSA, Overtime and Comp Time
1:30 – 2:00 Determining Exempt Status: The (Easy) Executive Duties Test
2:00 – 2:15 Break
2:15 – 3:00 Determining Exempt Status: The (Harder) Administrative Duties Test
3:00 – 3:15 Determining Exempt Status: The Academic Administrative Test
3:15 – 3:30 Break
3:30 – 4:15 Breakout Groups: Problems in the Executive and Administrative Duties Tests
4:15 – 5:00 Plenary Session: Problems in the Executive and Administrative Duties Tests

Wednesday, January 17

9:00 – 9:30 Determining Exempt Status: The Many Professional Duties Tests
9:30 – 10:00 Exercises in the Professional Duties Tests
10:00 – 10:15 Break
10:15 – 11:30 Compensable Time: Hours Worked, On-Call Time, Meal Periods and Travel Time
11:30 – 11:45 Break
11:45 – 12:15 Overtime: The Basic Rule and Public Safety Exceptions
12:15 – 1:00 Introduction to the Regular Rate
1:00 Adjourn