



**INTRODUCTION TO THE FAIR LABOR STANDARDS ACT
JUNE 9-10, 2026
School of Government
University of North Carolina at Chapel Hill**

Tuesday, June 9

- 1:00 – 2:00** **Introduction**
Determining Exempt Status: The (Easy) Executive Duties Test
- 2:00 – 2:15** **Break**
- 2:15 – 3:30** **Determining Exempt Status: The (Harder) Administrative Duties Test**
- 3:30 – 3:45** **Break**
- 3:45 – 5:00** **Determining Exempt Status: The Many Professional Duties Tests**
- 5:00** **Adjourn for the Day**

Wednesday, June 10

- 9:00 – 9:45** **Duties Test Wrap-Up**
- 9:45 – 10:30** **Compensable Time: Hours Worked, On-Call Time, Meal Periods and Travel Time**
- 10:30 – 10:45** **Break**
- 10:45 – 11:15** **Overtime and Compensatory Time Off**
- 11:15 – 11:45** **Special Rules for Public Safety Overtime: the 207(k) Exemption and the Fluctuating Workweek**
- 11:45 – 12:00** **Break**
- 12:00 – 1:00** **Introduction to the Regular Rate**
- 1:00** **Course Adjourns**