

## Fair Labor Standards Act and the Texas Payday Law

### **Presenter:**

William T. (Tommy) Simmons

Legal Counsel to Commissioner Ruth Hughs, Commissioner Representing Employers

Texas Workforce Commission

E-mail: [tommy.simmons@twc.state.tx.us](mailto:tommy.simmons@twc.state.tx.us)

Book: [www.twc.state.tx.us/news/efte/tocmain2.html](http://www.twc.state.tx.us/news/efte/tocmain2.html); Web app: [texasworkforce.org/tbcapp](http://texasworkforce.org/tbcapp)

 Android version of the app is available upon request via [tommy.simmons@twc.state.tx.us](mailto:tommy.simmons@twc.state.tx.us)

Toll-free: 1-800-832-9394 Direct: 512-463-2967 General number: 512-463-2826

### **Topics and Website Links**

#### **What Wage and Hour Laws Do – U.S.:**

[http://www.twc.state.tx.us/news/efte/flsa\\_does\\_and\\_doesnt\\_do.html](http://www.twc.state.tx.us/news/efte/flsa_does_and_doesnt_do.html)

**What State Wage Payment Laws Do:** [http://www.twc.state.tx.us/news/efte/tpl\\_introduction.html](http://www.twc.state.tx.us/news/efte/tpl_introduction.html)

#### **What the FLSA Does Not Require:**

[http://www.twc.state.tx.us/news/efte/flsa\\_does\\_and\\_doesnt\\_do.html](http://www.twc.state.tx.us/news/efte/flsa_does_and_doesnt_do.html)

#### **Minimum Wage – Allowable Deductions:**

[http://www.twc.state.tx.us/news/efte/allowable\\_deductions.html](http://www.twc.state.tx.us/news/efte/allowable_deductions.html)

**Hours of Work:** [http://www.twc.state.tx.us/news/efte/hours\\_worked\\_nx\\_ees.html](http://www.twc.state.tx.us/news/efte/hours_worked_nx_ees.html)

#### **Voluntary or Unauthorized Overtime:**

[http://www.twc.state.tx.us/news/efte/b\\_suffered\\_or\\_permitted\\_to\\_work.html](http://www.twc.state.tx.us/news/efte/b_suffered_or_permitted_to_work.html)

**Calculating Overtime Pay:** [http://www.twc.state.tx.us/news/efte/calculating\\_overtime\\_pay.html](http://www.twc.state.tx.us/news/efte/calculating_overtime_pay.html)

#### **Exempt White-Collar Employees:**

[http://www.twc.state.tx.us/news/efte/focus\\_on\\_the\\_white\\_collar\\_exemptions.html](http://www.twc.state.tx.us/news/efte/focus_on_the_white_collar_exemptions.html)

**Salary Basis Test:** [http://www.twc.state.tx.us/news/efte/salary\\_test.html](http://www.twc.state.tx.us/news/efte/salary_test.html)

**Exemption Categories:** [http://www.twc.state.tx.us/news/efte/duties\\_tests.html](http://www.twc.state.tx.us/news/efte/duties_tests.html) and

[http://www.twc.state.tx.us/news/efte/other\\_types\\_of\\_white\\_collar\\_exemptions.html](http://www.twc.state.tx.us/news/efte/other_types_of_white_collar_exemptions.html)

**Coverage of State Wage Payment Laws:** [http://www.twc.state.tx.us/news/efte/tpl\\_coverage.html](http://www.twc.state.tx.us/news/efte/tpl_coverage.html)

#### **Purposes of State Wage Payment Laws:**

[http://www.twc.state.tx.us/news/efte/tpl\\_introduction.html](http://www.twc.state.tx.us/news/efte/tpl_introduction.html)

#### **Deductions Under State Laws:**

[http://www.twc.state.tx.us/news/efte/deduction\\_problems\\_under\\_tpl.html](http://www.twc.state.tx.us/news/efte/deduction_problems_under_tpl.html)

**Pay Agreements:** [http://www.twc.state.tx.us/news/efte/pay\\_agreements.html](http://www.twc.state.tx.us/news/efte/pay_agreements.html)

**Methods of Pay:** [http://www.twc.state.tx.us/news/efte/delivery\\_of\\_wages.html](http://www.twc.state.tx.us/news/efte/delivery_of_wages.html)

**Direct Deposit:** [http://www.twc.state.tx.us/news/efte/electronic\\_fund\\_transfer\\_wages.html](http://www.twc.state.tx.us/news/efte/electronic_fund_transfer_wages.html)

**Paying on Time:** [http://www.twc.state.tx.us/news/efte/frequency\\_of\\_pay.html](http://www.twc.state.tx.us/news/efte/frequency_of_pay.html)

**Final Pay:** [http://www.twc.state.tx.us/news/efte/final\\_pay.html](http://www.twc.state.tx.us/news/efte/final_pay.html)

**Property Return Security Deposit:** [http://www.twc.state.tx.us/news/efte/property\\_return.html](http://www.twc.state.tx.us/news/efte/property_return.html)

**Minimum Wage for Final Pay Period:** [http://www.twc.state.tx.us/news/efte/final\\_pay.html](http://www.twc.state.tx.us/news/efte/final_pay.html)

#### **Wage Deduction Authorization Agreement:**

[http://www.twc.state.tx.us/news/efte/wage\\_deduction\\_authorization\\_agreement.html](http://www.twc.state.tx.us/news/efte/wage_deduction_authorization_agreement.html)