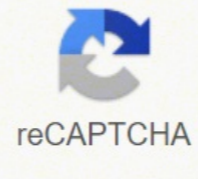




I'm not robot



Next

Overtime work application form

Parent-Teacher Conference

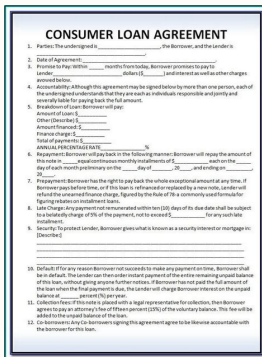
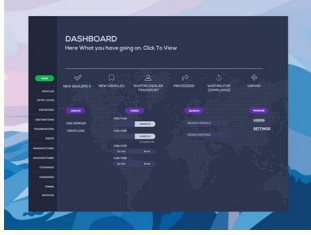
Date of Conference: _____
Teacher: _____

Thank you for your time at this parent-teacher conference. Your input is essential to ensure the best learning experience for your student. Please take a moment to provide us with feedback.

On a scale of 1 to 5, please indicate the level to which you agree with the following statements where:
1- Strongly Disagree 2- Disagree 3- No Opinion 4- Agree 5- Strongly Agree

	SD	D	NO	A	SA
1. The environment was welcoming.	1	2	3	4	5
2. I felt comfortable talking with my child's teacher.	1	2	3	4	5
3. The teacher was prepared to discuss my child's work.	1	2	3	4	5
4. The teacher was aware of my child's progress, level of participation, work quality, etc.	1	2	3	4	5
5. I was able to ask the teacher questions openly.	1	2	3	4	5
6. The teacher provided me with ways to help my student.	1	2	3	4	5
7. The teacher offered solutions to problems I presented.	1	2	3	4	5
8. The teacher and I made joint decisions regarding my child's schooling.	1	2	3	4	5
9. The teacher discussed the School-Parent Compact with me.	1	2	3	4	5
10. I made plans with the teacher to keep in touch.	1	2	3	4	5
11. I plan on scheduling a future conference with the teacher.	1	2	3	4	5

Please include any additional comments below:



Updated: December 2019 Fair Labor Standards Act of 1938 (FLSA) (, as amended (29 USC ̂ ̂ 2201 E Segg. (; 29 of parts 510-794 (. htm) Who is covered by the fair labor Standards Act (FLSA or ACT) is administered by the wage division and hours (WHD). The law establishes the rules for minimum wages, the pay of the extraordinary, the estate of the registers, and child labor. These rules concern more than 135 million workers, both full-time and part-time, both in the private sector and in the public sector. The law concerns companies with employees who deal with interstate trade, produce goods for interstate trade, or handle, sell or work goods or materials that have been transferred or products for interstate trade. For most companies, a threshold of 500,000 dollars of annual turnover (ix, the law does not apply to companies with a turnover lower than that amount). Moreover, regardless of their dollar business volume, the law concerns: hospitals; The institutions dealing mainly with patients, elderly, mental or disabled patients residing in the premises; schools for children suffering from mental or physical handicaps or endowed; Maternal schools, elementary and secondary schools and higher education institutions; Federal, state and local agencies. Employees of companies that do not meet the volume threshold \$ 500,000 annual dollars can be covered in any working week when they are individually engaged in interstate trade, the production of goods for interstate trade, or an activity that is closely related and Directly essential for the production of these goods. Furthermore, the law applies to domestic workers, such as rulers, cooks, gardeners, nurses or home care, if they work in a private house. These employees are subject to minimum wage and extraordinary workIf they receive at least \$2200 in the 2020 from an employer in a calendar year, or if they work a total of more than eight hours a week for one or more employers. (This salary threshold of the calendar is set by the social security administration every year and can be found on For further information on coverage, please refer to the Wage and Hour Division Information Sheet No 14: coverage under the FLSA. The ACT exempts some employees from their overtime and minimum wage provisions, and also exposes some employees to overtime provisions. Poiche. ̂ Exemptions are defined in a restricted way, employers must check the exact terms and conditions for any applicable exemption by contacting their local office and the time-share office. The following are examples of employees who are exempt from both minimum wage and overtime requirements: executive, administrative and professional employees (including teachers and academic administrative staff in primary and secondary schools), other than sales staff, and some qualified computer professionals (as defined in the regulations of the Department of Labor) employees of certain seasonal seasons or recreational establishments employees of certain small newspapers and central operators of small telephone calls SeaNen employed on employees of foreign ships engaged in day-to-day fishing operations deliver farm workers employed on small farms (i.e. those using less than 500 "day-to-day" farm workers in any quarter of the calendar of the previous year of the calendar) Casual Babysitter persons employed exclusively by the services of individual reception (not of an agency employer, not for profit or third party employer) supply and protection (com panionship services) to elderly people and/or individuals with injured, disease or disability the following are examples of employees exempt from extraordinary payment requirements only: some commissioned retail or or carcr plants, trucks, trailers, agriculture, boats or aircraft sellers used by non-productive establishments mainly engaged in the sale of these items to the buyers last auto purchasers, trumpets or agricum patch electric eletters and mechanics engaged by products of the main united states these elements to the buyers completed railroads and air carriers dependent, taxi drivers, some employees of motor carriers, marines on dependent ships and employees These include: employees engaged in certain operations on agricultural products and employees of some bulk petroleum distributors of hospitals and residential care establishments that have agreements with employees who will work 14 daily periods instead of working women of 7 days (if employees are paid the extraordinary premium pay as required by the act for all hours worked beyond eight in a day or 80 in the correct working period of 14 days, depending on which is the most extraordinary working hours) Employers may require such employees to engage in these activities up to 10 hours in aWork. Employers must pay regular wages for the hours spent in this training, but it is not necessary to pay extraordinary premium time pays for training hours provisions / basic requirements The act requires employers of covered employees who are not they are otherwise free to pay pay employees a minimum wage of not less than \$7.25 per hour. Young people under the age of 20 may be paid a minimum wage of not less than \$4.25 per hour during the first 90 consecutive calendar days of work with an employer. Employers cannot move any employee to hire someone at the minimum youth wage. For more information on the use of minimum wage provisions for young people, see the Wage and Hour Division Fact Sheet #32: Youth Mini Wage FLSA. Employers may pay employees on a work rate basis, provided that they receive at least the equivalent of the required minimum hourly rate of pay and overtime for hours worked in excess of 40 hours in a working week. Employers of tipped employees (that is, those who routinely and regularly receive more than \$30 a month in tips) may consider such tips as part of their wages, but employers must pay a direct wage of at least \$2.13 an hour if they claim a peak credit. They also have to meet certain other needs. For a complete list of requirements an employer must meet to use the flagship credit provision, see the Wage and Hour Division Fact Sheet #15: Under the FLSA. The law also allows the employment of certain individuals at wage rates below the statutory minimum wage according to certificates issued by the Department of Labor: Student students (vocational education students); Full-time students in retail or service establishments, agriculture, or institutions of higher education; and individuals whose earning or productive abilities for the work to be performed are impaired by physical or mental disabilities, including those related to age or injury. The law does not limit either the number of hours in a day or the number of days in a week that an employer may require a to work, provided that the employee is at least 16 years old. Similarly, the law does not limit the number of hours of overtime that can be scheduled. However, the law requires employers to pay covered employees not less than one and and and Metimes their normal remuneration rhythm for all hours worked in excess of 40 in a working week, unless employees are otherwise exempt. For more information on extraordinary pay requirements, see the salary information sheet and the breakdown time n. 23: Extraordinary payment requirements of the FLSA. The law prohibits the performance of some types of work in an employee's home unless the employer has obtained preventive certification from the Department of Labor. The restrictions apply in the production of knitwear, gloves and gloves, buttons and buckles, handkerchiefs, embroidery and jewelry (where safety and health risks are not involved). Employers who wish to use homework in these industries are required to provide written insurance to the Department of Labor which will respect the wage and timetable requirements among other things. The act generally prohibits the manufacture of women's clothing (and jewels in dangerous conditions) in the home except in special certificates that can be issued when the employee cannot adapt to the factory work due to the ete or disability (physical or mental) , or must take care of a disabled individual at home. Special wage provisions and hours apply to the occupation of the state and local government. For more information regarding these special provisions, consult the technical sheet of the salary and hours of division # 7: state and local governments under the FLSA. Employees of employee rights can find out how to present a complaint by contacting the local salary and time office office (, or by calling the free Help Line line of the program at 1-866-4USWAGE (1-866-487-9243). Furthermore, an employee can present a private dress, generally for the previous two years of (three years in the case of a wilful breach) and an equal amount such as liquidated damages, advance fees and legal costs. Is it a violation of the act of fire or in any other way to discriminate against an employee for filing a complaint with an employer or Wages division and now or to participate in legal proceedings under the law. RecordKeeping, Reporting, Notices and Posters Notices and Posters Every employee employer subject to minimum wage provisions FLSA's must publish and maintain published, a notice (/flsa.htm) Explaining the act in a conspicuous place in all their establishments. Although there are no size requirements for the poster, employees must be able to read it easily. The following are: There is no need to post the poster in languages other than English (https://www.dol.gov/whd/regs/compliance/Posters/FLSA.HTM). Employers covered are required to publish the General Labor Standards poster. However, some industries have posters designed specifically for them. Workers of agricultural employees (PDF) (and employees of the state and local government (PDF) (WHD / Regs / Compliance / Poster / WHI385State.pdf) We can post the general law on the trade rules There are also posters for American Samoa (PDF) (and Northern Mariana Islands (PDF) (employer who employs disabled workers in a special minimum Certificates are also needed to publish the rights of employees of disabled workers /Posters of special minimum wages (Each employer covered by the FLSA must keep an account for each of its employees covered. Employers must keep records of wages, hours and other information contained in the Labour Department regulations. Most of these data are the type that employers generally keep in ordinary practice. There is no form required for registers. However, records shall include accurate employee information and data on hours worked and wages earned. Below is a list of the basic wage registers that an employer must keep: the full name of the employee, used for social security purposes, and on the same register, the symbol or employee identification number if used in place of name at any time, work or record Address, including date of birth of postal code, If you are younger than 19 Sex and employment Time and day of the week in which the employee's working week begins Total wages paid each pay period Payment date and pay period covered by payment The following is a list of some additional information that an employer must keep unless employee is a manager, administrator, or professional employee and (including teachers and academic administrative staff in primary and secondary schools) or outside the sales employee exempted from Act:239191; 189. Minimum wage and overtime requirements: hours worked every day and total hours worked every working week The basis on which employees' salaries are paid (e.g. \$9 per hour; " \$ 440 a week, "cottage") Regular hourly fee rate Monthly Total of daily or weekly real-time pay Total of overtime for the working week All additions or deductions from employee wages For a complete list of basic documents a employer must maintain, see the fact sheet of wage and hour division: Recordkeeping RecordkeepingUnder the FLSA. Employers are required to keep records of wage registers, collective agreements and records of sales and purchases for at least three years. The records on which the wage calculations are based should be maintained for two years. These include time cards and work tickets, pay tables, work and hours, and records of additions or deductions from wages. Report The FLSA does not contain specific report requirements; However, the above registers must be open for inspection by the Wagon and Hour Division representatives, who may ask the employer to make extensions, calculations or transcripts. Documents may be kept at the place of work or in a central registration office. Penalties In addition to the rights and remedies available to people through private costumes for violations of the law, the Department of Labour uses a variety of remedies to enforce the requirements of the law. When Wage and Hour Division investigators encounter violations, they recommend changes in working practices to bring the employer into conformity, and demand payment of any subsequent salary due to the employees. Powerful offenders can be prosecuted and fined to \$10.000. A second conviction can result in imprisonment. Employers who voluntarily or repeatedly violate the minimum wage or overtime requirements shall be subject to civil money penalties for any infringement. For violations of child labour, employers are subject to a civil penalty for every violation. In addition, employers are subject to a civil money penalty for any violation that causes the death or serious injury of any minor employee such penalty may be doubled when the violations are determined to be wilful or repeated. The Labour Department evaluates a civil money penalty, the employer has the right to submit an exception to the determination within fifteen days of receipt of the communication. If an exception is filed, it refers to a Judge of law for audition and determination on the fact that penalties is appropriate. If an exception is not archived, penalties becomes definitive. The Department of Labor can also carry the complete for rear remuneration and equal amounts in liquidated damage, and can obtain injunctions to limit people to violate the act. The act also prohibits the pedition of goods in interstate trade which have been produced in violation of minimum wage, extraordinary pay, minimum work of minors or minimum minimum provisions. The Department of Labor can try to order such shipments. The relationship with state laws, local and other federal laws of laws on wages and hours also applies to employment subject to this law. When it applies both this act and state law, it is necessary to observe the law that set the highest standards. For example, if a state law requires a minimum wage higher than the minimum wage required by the act, the employer must pay the highest minimum wage. Assistance for compliance with more detailed FLSA information, including copies of explanatory brochures and regulatory and interpretative materials, is available on the salary website and division time (, or by contacting a local salary and time office office (. Another resource for compliance with Fair Labor Standards Act Advisor (/eLaws/FLSA.htm) helps to answer questions about workers and companies that are subject to FLSA. The Department of Labor offers employers, workers and others with clear and easy access information and assistance on how to respect FLSA. Among the many resources available are: DOL CONTACTS SAVERY AND HOUR DIVISION (Contact WHD (Tel: 1-866-4USWAGE (1-866-487-9243); TTY: The Employment Law Guide is offered as a public resource. It does not create new legal obligations and is not a substitute for the U.S. Code, the Federal Register and the Federal Federal Code as official sources of applicable law. Every effort has been made to ensure that the information provided is complete and accurate at the time of publication, and this will continue. The following versions of this guide will be available on www.dol.gov/compliance or calling our automated help line 1-866-4-USA-DOL (1-866-487-2365) (1-866-487-2365). Summary Content

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