



## The University of Texas School of Law

**Essential Employment Law: A  
Practical Course in The Basics**  
August 23, 2024

1

## Wage and Hour

**An Old Law in a Modern  
World**

**Littler**



2

# Presented By



## **KIM MIERS**

Office Managing Shareholder  
Littler Mendelson, P.C.  
Austin, TX

3

3

## Agenda

- Minimum wage and overtime requirements
  - Exemptions to requirements
- Compensable time
- Calculating overtime
- Common mistakes

4

# Wage and Hour Basics



© Littler Mendelson, P.C.

Proprietary and Confidential

5

5

# Wage and Hour Basics



- **Federal law - Fair Labor Standards Act “FLSA” enacted in 1938**
- **Numerous state laws**
- **County laws**
- **Municipal laws**

© Littler Mendelson, P.C.

Proprietary and Confidential

6

6

Find the full text of this and thousands of other resources from leading experts in dozens of legal practice areas in the [UT Law CLE eLibrary \(utcle.org/elibrary\)](https://utcle.org/elibrary)

## Title search: Wage and Hour: An Old Law in a Modern World

First appeared as part of the conference materials for the  
2024 Essential Employment Law: A Practical Course in the Basics session  
"Wage and Hour: An Old Law in a Modern World"