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The Akerman Angle Employment Law Series: Overtime 101 — A Primer on Federal Overtime Laws

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Think you have overtime figured out? It may be worth another look.

In Episode 18 of the Akerman Angle Employment Law Series, we take a practical look at one of the most frequently litigated areas of wage and hour law: overtime pay.

The episode addresses some of the questions that routinely come up for employers: When does overtime apply? What actually counts as compensable working time? Does paying an employee a salary make them exempt? What

happens when bonuses, commissions, or shift differentials enter the picture?

We also discuss employees who work at multiple rates, fluctuating workweek arrangements, and why state-law requirements need to be part of the analysis rather than relying solely on the federal baseline.

It's a back-to-basics conversation, but on a subject where getting the basics right can make a significant difference.

 Listen via Apple and Soundcloud.