§ 778.603 Special overtime provisions for certain employees receiving remedial education under section 7(q).

Section 7(q) of the Act, enacted as part of the 1989 Amendments, provides an exemption from the overtime pay requirements for time spent by certain employees who are receiving remedial education. The exemption provided by section 7(q), as implemented by these regulations, allows any employer to require that an employee spend up to 10 hours in the aggregate in any workweek in remedial education without payment of overtime compensation provided that the employee lacks a high school diploma or educational attainment at the eighth-grade level; the remedial education is designed to provide reading and other basic skills at an eighth-grade level or below, or to fulfill the requirements for a high school diploma or General Educational Development (GED) certificate; and the remedial education does not include job-specific training. Employees must be compensated at their regular rate of pay for the time spent receiving such remedial education. The employer must maintain a record of the hours that an employee is engaged each workday and each workweek in receiving remedial education, and the compensation paid each pay period for the time so engaged, as described in 29 CFR 516.54. The remedial education must be conducted during discrete periods of time set aside for such a program, and, to the maximum extent practicable, away from the employee’s normal work station. An employer has the burden to establish compliance with all applicable requirements of this special overtime provision as set forth in section 7(q) of the Act and in this section of the regulations. Section 7(q) is solely an exemption from the overtime provisions of section 7(a) of the Act. It is not an exemption from the requirements of any other law that regulates employment practices, including the standards that are used to select individuals for employment. An employer creating a remedial education program pursuant to section 7(q) should be mindful not to violate other applicable requirements. See, for example, title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e et seq.; Executive Order 11246, as amended, 3 CFR part 339 (1964–1965 Compil.), reprinted in 42 U.S.C. 2000e note; the Rehabilitation Act of 1973, as amended, 29 U.S.C. 701 et seq.; and the Uniform Guidelines on Employee Selection Procedures published at 41 CFR part 60-3.

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PART 779—THE FAIR LABOR STANDARDS ACT AS applied TO RETAILERS OF GOODS OR SERVICES

Subpart A—General

INTRODUCTORY

Sec.
779.0 Purpose of interpretative bulletin.
779.1 General scope of the Act.
779.2 Previous and new coverage.
779.3 Pay standards for employees subject to previous coverage of the Act.
779.4 Pay standards for newly covered employment.
779.5 Matters discussed in this part.
779.6 Matters discussed in other interpretative bulletins.

INTERPRETATIONS OF THE LAW

779.7 Significance of official interpretations.
779.8 Basic support for interpretations.
779.9 Reliance on interpretations.
779.10 Interpretations made, continued, and superseded by this part.

SOME BASIC DEFINITIONS

779.11 General statement.
779.12 Commerce.
779.13 Production.
779.14 Goods.
779.15 Sale and resale.
779.16 State.
779.17 Wage and wage payments to tipped employees.
779.18 Regular rate.
779.19 Employer, employee, and employ.
779.20 Person.
779.21 Enterprise.
779.22 Enterprise engaged in commerce or in the production of goods for commerce.
779.23 Establishment.
779.24 Retail or service establishment.

Subpart B—Employment to Which the Act May Apply: Basic Principles and Individual Coverage

GENERAL PRINCIPLES

779.100 Basic coverage in general.
779.101 Guiding principles for applying coverage and exemption provisions.
779.102 Scope of this subpart.

EMPLOYEES ENGAGED IN COMMERCE OR IN THE PRODUCTION OF GOODS FOR COMMERCE

779.103 Employees “engaged in commerce.”
779.104 Employees “engaged in the production of goods for commerce.”
779.105 Employees engaged in activities “closely related” and “directly essential” to the production of goods for commerce.
779.106 Employees employed by an independent employer.
779.107 Goods defined.
779.108 Goods produced for commerce.
779.109 Amount of activities which constitute engaging in commerce or in the production of goods for commerce.
779.110 Employees in retailing whose activities may bring them under the Act.
779.111 Buyers and their assistants.
779.112 Office employees.
779.113 Warehouse and stock room employees.
779.114 Transportation employees.
779.115 Watchmen and guards.
779.116 Custodial and maintenance employees.
779.117 Salesmen and sales clerks.
779.118 Employees providing central services for multi-unit organizations.
779.119 Exempt occupations.

Subpart C—Employment to Which the Act May Apply: Enterprise Coverage

ENTERPRISE; THE BUSINESS UNIT

779.200 Coverage expanded by 1961 and 1966 amendments.
779.201 The place of the term “enterprise” in the Act.
779.202 Basic concepts of definition.
779.203 Distinction between “enterprise,” “establishment,” and “employer.”
779.204 Common types of “enterprise.”

RELATED ACTIVITIES

779.205 Enterprise must consist of “related activities.”
779.206 What are “related activities.”
779.207 Related activities in retail operations.
779.208 Auxiliary activities which are “related activities.”
779.209 Vertical activities which are “related activities.”
779.210 Other activities which may be part of the enterprise.
779.211 Status of activities which are not “related.”

COMMON BUSINESS PURPOSE

779.212 Enterprise must consist of related activities performed for a “common business purpose.”
779.213 What is a common business purpose.
779.214 “Business” purpose.

UNIFIED OPERATION OR COMMON CONTROL

779.215 General scope of terms.
779.216 Statutory construction of the terms.
779.217 “Unified operation” defined.
779.218 Methods to accomplish “unified operation.”