



## HAPPY FOURTH OF JULY!

### PROUD TO BE AN AMERICAN

Our Founding Fathers fought so we could be truly free and assure all American citizens certain unalienable rights. To celebrate our freedoms, all government offices, post offices, courts, schools, and more are closed, with non-government offices encouraged to give their workers off on the holiday.

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### HOW DOES OVERTIME PAY WORK ON INDEPENDENCE DAY?

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While many people get to enjoy the holiday with a well-earned break, others are still scheduled to work. But some businesses need to stay open when most people are celebrating. Do the people who work on Independence Day receive any special overtime pay?



The Fair Labor Standards Act (FLSA) does not actually promise overtime pay for those who work on any holiday. To receive overtime pay, you have to work more hours than the typical 40-hour workweek.

## **WHY DO HOLIDAYS LIKE THE 4TH OF JULY NOT COUNT AS OVERTIME?**

Overtime is meant to reward people for working more hours than they are supposed to. When your employment contract doesn't promise you paid time off for holidays, then working on Independence is a part of your normal work schedule.

This means that you are not owed overtime pay for working on a holiday unless you meet one of two conditions:

- Your employment contract promises you overtime pay for working on federal holidays.
- You already worked over 40 hours in the workweek or will work over 40 hours in a workweek that includes a holiday.

[\*\*Schedule a Consultation\*\*](#)

## **WHAT FEDERAL OVERTIME RULES SHOULD YOU KNOW ABOUT?**

Employees are categorized as “exempt” and “non-exempt” to receive overtime pay. Exempt employees are those who do not have to be paid overtime pay. The Fair Labor Standards Act requires most employers to pay overtime to non-exempt employees based on a weekly overtime standard, rather than a daily standard.

This means overtime is to be paid when a non-exempt employee exceeds 40 hours in a given workweek. When states like Alabama and Georgia do not have their own overtime laws, employers must follow FLSA standards.

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