

Fair Labor Standards Act Bootcamp (Self-Paced)

This bootcamp provides federal professionals with a comprehensive understanding of the Fair Labor Standards Act and how it governs overtime, travel compensation, and exemption determinations in the federal workforce. Participants learn how to apply FLSA regulations, evaluate compensation scenarios, and ensure compliance with federal pay and claims requirements.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: <https://www.graduateschool.edu/courses/fair-labor-standards-act-package-self-paced>



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Course Outline

This package includes these courses

- Fair Labor Standards Act (FLSA) Course (Self-Paced) (6 Hours)
- Overtime and Travel Provisions for FLSA Course (Self-Paced) (6 Hours)

Fair Labor Standards Act (FLSA) Course (Self-Paced)

This certificate equips federal professionals with the knowledge needed to interpret and apply Fair Labor Standards Act provisions in federal workforce management. Participants learn how to determine exemption status, understand the FLSA claims process, and apply statutory requirements to support compliant compensation decisions.

- Discuss the history, coverage, and regulations governing the Fair Labor Standards Act (FLSA)
- Describe agency, manager/supervisor, and employee responsibilities under the FLSA
- Make FLSA exempt/nonexempt determinations by applying exemption criteria to employees/positions
- Describe the guidelines for filing an FLSA claim

Overtime and Travel Provisions for FLSA Course (Self-Paced)

This course provides federal professionals with practical guidance for applying Fair Labor Standards Act provisions related to overtime, travel time, and compensatory time for travel. Participants learn how to interpret federal work-hour rules, determine compensable travel time, and apply compensation policies consistently across workforce scenarios.

- Interpret Fair Labor Standards Act provisions governing overtime eligibility and compensable hours of work.
- Distinguish between regular and irregular work hours when determining overtime eligibility.

- Apply federal rules governing flexible schedules, training time, meal periods, and standby or on-call status.
- Determine when employee travel qualifies as compensable hours of work under federal regulations.
- Differentiate between commuting, regular work travel, and overnight travel when evaluating compensation eligibility.
- Apply federal policies governing compensatory time off for travel under the Workforce Flexibility Act.
- Evaluate workplace scenarios involving overtime and travel compensation to support consistent and compliant decisions.