**EL Study Aid #6: Compensation Law**

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| **Year** | **Law** | **Description** |
| 1938 | Fair Labor Standards Act | “The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and youth employment standards affecting employees in the private sector and in Federal, State, and local governments” (DOL.gov). |
| 1963 | Equal Pay Act | “The Equal Pay Act (EPA) protects both men and women.  All forms of compensation are covered, including salary, overtime pay, bonuses, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits” (DOL.gov). |
| 1974 | Employee Retirement Income Security Act | “A federal law that sets minimum standards for most voluntarily established retirement and health plans in private industry to provide protection for individuals in these plans” (DOL.gov). |
| 2009 | Lilly Ledbetter Fair Pay Act | “Amends the Civil Rights Act of 1964 to declare that an unlawful employment practice occurs when: (1) a discriminatory compensation decision or other practice is adopted; (2) an individual becomes subject to the decision or practice; or (3) an individual is affected by application of the decision or practice, including each time wages, benefits, or other compensation is paid” (Congress.gov). |