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## Wage and Hour Classification Rules

### Wage and Hour Division (WHD)

#### *Field Operations Handbook (FOH)*

The Field Operations Handbook (FOH) is an operations manual that provides Wage and Hour Division (WHD) investigators and staff with interpretations of statutory provisions, procedures for conducting investigations, and general administrative guidance. The FOH was developed by the WHD under the general authority to administer laws that the agency is charged with enforcing. The FOH reflects policies established through changes in legislation, regulations, court decisions, and the decisions and opinions of the WHD Administrator. Further, the FOH is not used as a device for establishing interpretative policy.

The Department of Labor (DOL) is providing the information in this handbook as a public service. This information and other related materials are presented to provide public access to information regarding DOL programs. It is important to note that there will often be a delay between the official publication of the materials and the modification of these pages. Therefore, no express or implied guarantees are indicated. The Federal Register and the Code of Federal Regulations remain the official resources for regulatory information published by the DOL. Every effort will be made to address all errors brought to the attention of FOH staff.

- Chapter 10: FLSA Coverage-Employment Relationship, Statutory Exclusions, Geographical Limits
- Chapter 11: Individual Coverage - FLSA
- Chapter 12: Enterprise Coverage - FLSA
- Chapter 13: Coverage of the Public Contracts Act
- Chapter 14: The McNamara-O'Hara Service Contract Act
- Chapter 15: Davis-Bacon and Related Acts and Contract Work Hours and Safety Standards Act
- Chapter 16: Title III - Consumer Credit Protection Act (Wage Garnishment)

- Chapter 20: Agriculture Related and Seasonal Exemptions
- Chapter 21: Retail or Service Establishment Exemptions From Secs 6 and 7
- Chapter 22: Executive, Administrative, Professional, and Outside Salesperson Exemptions-FLSA Sec 13(a) (1)
- Chapter 23: Newspaper and Other Communication Exemptions
- Chapter 24: Transportation Exemptions
- Chapter 25: Other Exemptions
- Chapter 30: Records, Minimum Wage, and Payment of Wages
- Chapter 31: Hours Worked
- Chapter 32: Overtime
- Chapter 33: Child Labor - FLSA
- Chapter 64: Employment of Workers with Disabilities at Special Minimum Wages under Section 14(c)

### Other Interpretive Guidance

- Field Bulletins
- Opinion Letters

### What This Means For Counties

The US Department of Labor has now put convenient links to the Field Operations Handbook (FOH) onto their website. <http://www.dol.gov/whd/foh/index.htm>  
The FOH was revised March 9, 2011.

For those of you wishing to review the exemption status of various jobs, this is a direct route to the definitions, citations, and guidelines used by field auditors. While it does not answer all questions, it is a great first step to review the standards and checklists which must be applied. Each of the chapters has a link which are pdf files. You can copy and paste language from the pdf files and then paste to your document.