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LandMark Publications : Fair Labor Standards Act (Employment Law Series) before purchasing it in order to gauge whether or not it would be worth my time, and all praised Fair Labor Standards Act (Employment Law Series):

0 of 0 people found the following review helpful. Excellent ResourceBy CustomerThis book provides the leading FLSA cases from the various circuits. The only drawback is that the cases are organized by Circuits rather than by topics.

THIS CASEBOOK contains a selection of 233 U. S. Court of Appeals decisions that analyze, discuss and interpret provisions of the Fair Labor Standards Act. The selection of decisions spans from 2005 to the date of publication. With certain exceptions [], the FLSA requires employers to pay all employees a specified minimum wage, and overtime of time and one-half for hours worked in excess of forty hours per week. 29 U.S.C. sect;sect; 206-07. . . . An employee cannot waive his right to the minimum wage and overtime pay because waiver "would nullify the purposes of the [FLSA] and thwart the legislative policies it was designed to effectuate." *Barrentine v. Arkansas-Best Freight Sys., Inc.*, 450 U.S. 728, 740, 101 S.Ct. 1437, 67 L.Ed.2d 641 (1981) (internal quotation marks omitted); see also *Tony Susan Alamo Found. v. Sec'y of Labor*, 471 U.S. 290, 302, 105 S.Ct. 1953, 85 L.Ed.2d 278 (1985) (exceptions to coverage under the FLSA affect more people than those workers directly at issue because exceptions are "likely to exert a general downward pressure on wages in competing businesses"). *Glatt v. Fox Searchlight Pictures, Inc.*, 811 F.3d 528 (2nd Cir. 2016).The strictures of [] FLSA [] apply only to employees. The FLSA unhelpfully defines "employee" as an "individual employed by an employer." 29 U.S.C. sect; 203(e)(1). "Employ" is defined as "to suffer or permit to work." *Id.* sect; 203(g). New York likewise defines "employee" as "any individual employed, suffered or permitted to work by an employer." 12 N.Y.C.R.R. sect; 142-2.14(a). Because the statutes define "employee" in nearly identical terms, the NYLL definition [is "construed"] as the same in substance as the definition in the FLSA. See *Zheng v. Liberty Apparel Co.*, 355 F.3d 61, 78 (2d Cir.2003). *Glatt v. Fox Searchlight Pictures, Inc.*, *ibid.*The Supreme Court has yet to address the difference between unpaid interns and paid employees under the FLSA. In 1947, however, the Court recognized that unpaid railroad brakemen trainees should not be treated as employees, and thus that they were beyond the reach of the FLSA's minimum wage provision. See *Walling v. Portland Terminal Co.*, 330 U.S. 148, 67 S.Ct. 639, 91 L.Ed. 809 (1947). The Court adduced several facts. First, the brakemen-trainees at issue did not displace any regular employees, and their work did not expedite the employer's business. *Id.* at 149-50, 67 S.Ct. 639. Second, the brakemen-trainees did not expect to receive any compensation and would not necessarily be hired upon successful completion of the course. See *id.* at 150, 67 S.Ct. 639. Third, the training course was similar to one offered

by a vocational school. Id. at 152, 67 S.Ct. 639. Finally, the employer received no immediate advantage from the work done by the trainees. Id. at 153, 67 S.Ct. 639. *Glatt v. Fox Searchlight Pictures, Inc.*, *ibid.*

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