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## elaws® - FLSA Overtime Calculator Advisor

### WORKWEEK

A workweek is a *fixed* and regularly recurring period of 168 hours, or seven consecutive 24-hour periods. The workweek does not have to coincide with the calendar week, but instead it may begin on any day of the week and at any hour of the day. The workweek is the basis on which determinations of employee coverage, the application of most exemptions, and compliance with the wage payment requirements of the FLSA are made. Once the beginning time of an employee's workweek is established, it remains fixed regardless of the hours the employee is scheduled to work. However, the beginning of the workweek may be changed if the change is intended to be permanent and is not designed to evade the overtime requirements.

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