

(2) With respect to any other agricultural commodities—20 miles.

(b) For the purpose of this section:

(1) "Open country or rural community" shall not include any city, town, or urban place of 2,500 or greater population or any area within:

(i) One air-line mile of the city, town, or urban place with a population of 2,500 up to but not including 50,000, or

(ii) Three air-line miles of any city, town, or urban place with a population of 50,000 up to but not including 500,000, or

(iii) Five air-line miles of any city with a population of 500,000 or greater, according to the latest available United States Census.

(2) The commodities shall be considered to come from "normal rural sources of supply" within the specified distances from the establishment if they are received: (i) From farms within such specified distances, or (ii) from farm assemblers or other establishments through which the commodity customarily moves, which are within such specified distances and located in the open country or in a rural community, or (iii) from farm assemblers or other establishments not located in the open country or in a rural community provided it can be demonstrated that the commodities were produced on farms within such specified distances.

(3) The period for determining whether 95 percent of the commodities are received from normal rural sources of supply shall be the last preceding calendar month in which operations were carried on for two workweeks or more, except that until such time as an establishment has operated for such a calendar month the period shall be the time during which it has been in operation.

(4) The percentage of commodities received from normal rural sources of supply within the specified distances shall be determined by weight, volume or other physical unit of measure, except that dollar value shall be used if different commodities received in the establishment are customarily measured in physical units that are not comparable.

(Sec. 13(a) (17), 52 Stat. 1067, as amended, sec. 9, 75 Stat. 71; 29 U.S.C. 213 (a) (17))

§ 536.4 Petition for amendment of regulations.

Any interested person or association wishing a revision of any section of this part may submit in writing to the Administrator a petition for amendment thereof, setting forth the changes desired and the reasons for proposing them. If upon inspection of the petition the Administrator believes that reasonable cause for amendment of the regulations is set forth, the Administrator will either schedule a hearing with notice to interested parties or will make other provisions for affording interested parties an opportunity to present their views in support of or opposition to the proposed change.

PART 541—DEFINING AND DELIMITING THE EXEMPTIONS FOR EXECUTIVE, ADMINISTRATIVE, PROFESSIONAL, COMPUTER AND OUTSIDE SALES EMPLOYEES

Subpart A—General Regulations

- Sec.
- 541.0 Introductory statement.
- 541.1 Terms used in regulations.
- 541.2 Job titles insufficient.
- 541.3 Scope of the section 13(a)(1) exemptions.
- 541.4 Other laws and collective bargaining agreements.

Subpart B—Executive Employees

- 541.100 General rule for executive employees.
- 541.101 Business owner.
- 541.102 Management.
- 541.103 Department or subdivision.
- 541.104 Two or more other employees.
- 541.105 Particular weight.
- 541.106 Concurrent duties.

Subpart C—Administrative Employees

- 541.200 General rule for administrative employees.
- 541.201 Directly related to management or general business operations.
- 541.202 Discretion and independent judgment.
- 541.203 Administrative exemption examples.
- 541.204 Educational establishments.

Subpart D—Professional Employees

- 541.300 General rule for professional employees.
- 541.301 Learned professionals.

§ 541.0

29 CFR Ch. V (7–1–05 Edition)

- 541.302 Creative professionals.
- 541.303 Teachers.
- 541.304 Practice of law or medicine.

Subpart E—Computer Employees

- 541.400 General rule for computer employees.
- 541.401 Computer manufacture and repair.
- 541.402 Executive and administrative computer employees.

Subpart F—Outside Sales Employees

- 541.500 General rule for outside sales employees.
- 541.501 Making sales or obtaining orders.
- 541.502 Away from employer's place of business.
- 541.503 Promotion work.
- 541.504 Drivers who sell.

Subpart G—Salary Requirements

- 541.600 Amount of salary required.
- 541.601 Highly compensated employees.
- 541.602 Salary basis.
- 541.603 Effect of improper deductions from salary.
- 541.604 Minimum guarantee plus extras.
- 541.605 Fee basis.
- 541.606 Board, lodging or other facilities.

Subpart H—Definitions And Miscellaneous Provisions

- 541.700 Primary duty.
- 541.701 Customarily and regularly.
- 541.702 Exempt and nonexempt work.
- 541.703 Directly and closely related.
- 541.704 Use of manuals.
- 541.705 Trainees.
- 541.706 Emergencies.
- 541.707 Occasional tasks.
- 541.708 Combination exemptions.
- 541.709 Motion picture producing industry.
- 541.710 Employees of public agencies.

AUTHORITY: 29 U.S.C. 213; Public Law 101-583, 104 Stat. 2871; Reorganization Plan No. 6 of 1950 (3 CFR 1945-53 Comp. p. 1004); Secretary's Order No. 4-2001 (66 FR 29656).

SOURCE: 69 FR 22260, Apr. 23, 2004, unless otherwise noted.

Subpart A—General Regulations

§ 541.0 Introductory statement.

(a) Section 13(a)(1) of the Fair Labor Standards Act, as amended, provides an exemption from the Act's minimum wage and overtime requirements for any employee employed in a bona fide executive, administrative, or professional capacity (including any employee employed in the capacity of aca-

ademic administrative personnel or teacher in elementary or secondary schools), or in the capacity of an outside sales employee, as such terms are defined and delimited from time to time by regulations of the Secretary, subject to the provisions of the Administrative Procedure Act. Section 13(a)(17) of the Act provides an exemption from the minimum wage and overtime requirements for computer systems analysts, computer programmers, software engineers, and other similarly skilled computer employees.

(b) The requirements for these exemptions are contained in this part as follows: executive employees, subpart B; administrative employees, subpart C; professional employees, subpart D; computer employees, subpart E; outside sales employees, subpart F. Subpart G contains regulations regarding salary requirements applicable to most of the exemptions, including salary levels and the salary basis test. Subpart G also contains a provision for exempting certain highly compensated employees. Subpart H contains definitions and other miscellaneous provisions applicable to all or several of the exemptions.

(c) Effective July 1, 1972, the Fair Labor Standards Act was amended to include within the protection of the equal pay provisions those employees exempt from the minimum wage and overtime pay provisions as bona fide executive, administrative, and professional employees (including any employee employed in the capacity of academic administrative personnel or teacher in elementary or secondary schools), or in the capacity of an outside sales employee under section 13(a)(1) of the Act. The equal pay provisions in section 6(d) of the Fair Labor Standards Act are administered and enforced by the United States Equal Employment Opportunity Commission.

§ 541.1 Terms used in regulations.

Act means the Fair Labor Standards Act of 1938, as amended.

Administrator means the Administrator of the Wage and Hour Division, United States Department of Labor. The Secretary of Labor has delegated to the Administrator the functions vested in the Secretary under sections