Humanity Scheduling Rules for Minors

A Smarter Way to Schedule Minors

Minors are a steadfast and consistent presence in the American workforce and often work within industries that require a high degree of variability in their schedules to provide necessary labor coverage. Any organization in the US that employs minors also must comply with child labor regulations set forth by the Fair Labor Standards Act (FLSA).

Mitigate Labor Compliance Risks and Reduce Complexity

Managing a schedule that is constantly changing is hard enough, and when you combine it with additional legal constraints, the result is a toxic cocktail of complex scheduling requirements that can give even the most diligent and detail-oriented schedule makers epic migraines.

But when you leverage Humanity's scheduling rules for minors, the system knows what to watch for based on the employee's date of birth, school calendar, and state or federal law so any conflicts that may put the organization at risk of non-compliance can be easily avoided.

TCP partners closely with customers during the setup process to ensure any complexities and foreseeable challenges are fully accounted for, including any differences in laws should the organization have a presence in multiple states.

Key Benefits

Keep compliance simple — The system will manage conflicts that arise out of the need to comply with FLSA and school calendars.

Throw out the manual workarounds — Using rules lets you automate more elements related to building a compliant schedule, so scheduling minors will be easier with less risk for errors and less frustration.

Reduce your risk of non-compliance — Avoid unnecessary fines of up to $10,000 per employee and other business restrictions.*

TCP's Humanity Scheduling Is Recognized as a Leader Year Over Year

Best Estimated ROI for Enterprise

Humanity Scheduling earned G2's best estimated ROI rating in its category based on a combination of estimated time to achieve ROI and time to go live.

FrontRunner

Humanity was named a FrontRunner for Employee Scheduling software by Software Advice in 2020.

Most Implementable for Mid-Market

Humanity Scheduling earned G2's highest Implementation rating in its Mid-Market category.

*Source: 2022 penalties published on the US Department of Labor website

Want to Learn More? Let's talk.

866.783.9890 | www.tcpsoftware.com | **Your Workforce Ally**