

FLSA-1114

July 2, 1991

This is in response to your application for a certificate to employ homeworkers in the "knotting" industry, under the provisions of the Fair Labor Standards Act (FLSA) and Regulations 29 CFR Part 530 (copy enclosed).

In a telephone discussion with a member of my staff, you stated that the performance of all knitting activities by your homeworkers had ceased prior to the initiation of an investigation of your firm for compliance with FLSA in January 1990. This was confirmed by the Investigator from our Providence, Rhode Island District Office, who conducted the investigation. After the above date, your homeworkers were engaged exclusively in "knotting," i.e., the tying of knots in the fringe ends of blankets, also known as throws, to prevent their unraveling at some later time. As the practice known as knotting described above is not part of a restricted industry, more specifically, the knitted outerwear industry as defined in 29 CFR Part 530.1(g), a certificate to employ homeworkers in restricted industry is not required for this occupation.

As with any employer employing homeworkers, you are required to comply with the recordkeeping provisions 29 CFR Part 516.2 (copy enclosed), which require, among other information, an accurate record of daily and weekly hours worked. You are also required (see 29 CFR Part 516.31) to maintain other records to include a homeworker handbook for each homeworker. Based on our understanding that you intend to employ five homeworkers in the knotting activity, an appropriate supply of homeworker handbooks is enclosed.

If you have any questions concerning the employment of homeworkers or the provisions of FLSA, please do not hesitate to contact the Providence District Office. The address is 380 Westminster Mall, Room 346, Providence, Rhode Island 02903, telephone: area code (401) 528-4141.

Sincerely,

John R. Fraser
Acting Administrator

Enclosures