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The Fair Labor Standards Act of 1938: Revolutionizing the Rights of Workers

Junior Group Website

Student-composed text word count: 1200

Total Multimedia Length: 1 minute 36 seconds

Process Paper word count: 499

Process Paper

Our National History Day project is on the Fair Labor Standards Act (FLSA) of 1938. We decided on this topic because it wasn't too broad of a topic, but it was well-known enough for us to find a great variety of sources on it. The fact that the event took place not too long ago also made it so that it wouldn't be too difficult to find many primary sources, and since it wasn't very recent either, we could also research its long-term impacts easily. Our final reason for choosing this topic was that it wasn't difficult to connect to the NHD theme for this year, Rights and Responsibilities. The Fair Labor Standards Act of 1938 established laws concerning minimum wage, overtime pay, defined workweeks, and provisions that ended hazardous labor for children in America. Despite opposition to the bill from employers and Congress, the rights established have formed the foundation of most modern employee-employer relationships. Its signing was fueled by President Roosevelt's belief that the government was responsible for providing and enforcing laws that offer workers a "living wage."

Our group conducted research on the FLSA by finding reliable sources, taking notes from them online using Google Docs, and organizing them in one large Google Drive folder. A lot of the information we obtained on the FLSA when we first began doing research came from the Gale Databases, which provided us with credible, high-quality sources that were easy to find and dense in useful information. As our knowledge of the FLSA increased, we began to look for other sources, including websites, government reports, and articles on the effects of the FLSA and what led to its creation.

We decided to choose a website for our format because we all had experience with past projects related to building websites. In addition to our experience, we believed the 1200 word limit would allow us to create the detailed and immersive project we wanted.

We originally found building our website challenging, largely because of the NHD website builder. Its confusing and unintuitive design made it frustrating to create our website, but eventually, we learned how to effectively utilize the website builder to make the website look the way we wanted it to. We began our website by creating the home page, navigation bar, and color palette. Then, for our writing,

we drafted them separately, then combined and revised them for the final drafts. Throughout its creation, we kept searching for quotes and more information to strengthen our argument, and soon, we got to a point where all we had left before our website was done was shortening the word count.

Following the end of the Washington NHD State Competition, we used our judges' evaluations to address the holes in our website, strengthening our thesis and improving our impact pages with stronger examples. We also added new types of primary sources like audio and video clips. Our teachers, friends, and parents helped fine tune our website with design ideas and small suggestions.