

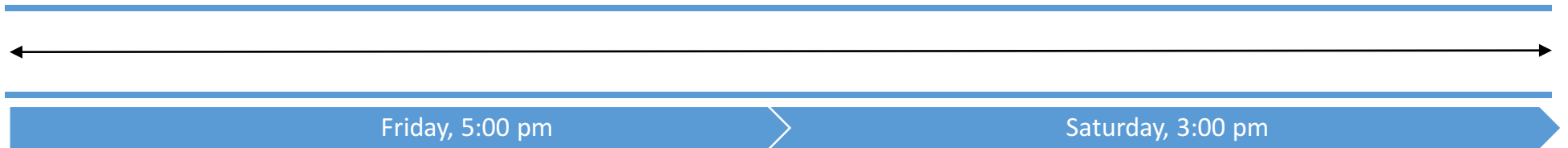
## EXAMPLE OF COMPENSATION FOR OVERNIGHT TRAVEL

**Scenario:** Marketing Rep

Bob is a nonexempt employee in the Athletics department whose scheduled work hours are from 8:00 am – 5:00 pm, Monday through Friday.

Bob must conduct overnight travel with the team to provide media related coverage. He leaves on a 5:00 pm flight on Friday and reviews various videos while on the plane. He arrives at his destination that evening and continues to review film in his hotel room in order to be prepared for the game. At 8:00 am on Saturday, Bob accompanies the team to the game. At 3:00 pm that afternoon, he returns home.

**Question:** How is Bob compensated?



<p>Bob’s flight left Albuquerque at 5:00 pm. According to the FLSA, an employer is only responsible for paying an employee for travel time which is within his/her normal work hours. Bob’s normal work hours are 8:00 am to 5:00 pm. Therefore, the employer is not required to pay Bob for travel time after 5:00 pm.</p>	<p>While in flight, Bob reviews various videos in preparation for the upcoming game. According to the FLSA, if an employee performs work-related duties while traveling, the employer must compensate the employee for this work time.</p>	<p>Due to the fact that Bob reviewed videos outside of normal work hours, the employer is required to compensate him for hours worked.</p>	<p>All overnight travel time is not necessarily compensable. Any non-business meal periods or times when an employee is permitted to sleep, such as in a hotel, would not be considered hours worked and therefore, are non-compensable.</p>	<p>Bob accompanied the team at 7:00 am to the 8:00 am game. Since the travel time was outside of his normal work hours, he was not compensated for his time until he arrived at the field. However, when he left the field at 12:00 pm, his travel time was within his normal work hours and he would be compensated for his travel time back to the airport.</p>	<p>According to the FLSA, since Bob’s flight was scheduled during his normal work hours, even though he was flying on a day he would normally not work (Saturday), the employer is still required to pay him for his travel until 3:00 pm when he returns home. Such time would count towards hours worked for the purpose of calculating overtime.</p>
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