

BOLI Technical Assistance Webpage Calculating daily and weekly overtime

Q. Do I need to pay both daily and weekly overtime when manufacturing employees work in excess of the daily limit and more than 40 hours in a week?

A. Yes. When employees who are entitled to and have worked daily overtime have also worked more than 40 hours in the workweek, the employer should calculate overtime wages earned for hours worked on both a daily basis and a weekly basis and then pay both amounts. (See Note below.)

Example 1:

Day	Hours	Regular	Daily OT	Weekly OT
Monday	12	10	2	0
Tuesday	8	8	0	0
Wednesday	5	5	0	0
Thursday	5	5	0	0
Friday	11	10	1	1
Total	41	38	3	1

Employee's regular rate of pay is \$12 per hour.

41 hours worked x \$12 = \$492.00

3 hours daily overtime x \$6 = \$18.00

1 hour weekly overtime x \$6 = \$6.00

Total = \$516.00

Example 2:

Day	Hours	Regular	Daily OT	Weekly OT
Monday	13	10	3	0
Tuesday	13	10	3	0
Wednesday	10	10	0	0
Thursday	12	4	2	8
Friday	11	0	1	11
Total	59	34	9	19

Employee's regular rate of pay is \$15 per hour.

59 hours worked x \$15 = \$885.00

9 hours daily overtime x \$7.50 = \$67.50

19 hours weekly overtime x \$7.50 = \$142.50

Total = \$1095.00

Source: BOLI Technical Assistance Webpages: https://www.oregon.gov/boli/TA/pages/t_faq_tamanufacturing.aspx, accessed March 29, 2017.

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