

I'm interested in finding out the following:

1. Do companies include holiday time when calculating overtime hours?
2. Do the hours included in the overtime hours calculation change based on the shift the employees are scheduled; 8 hours, 10 hours, 12 hours. IE you include holiday hours in some overtime hour calculations but not in all cases.
3. What hours do companies include in the calculation of overtime hours: holiday, PTO etc.

Summary: Almost 2-to-1, members include holiday time when calculating overtime. On question 3, some members do include PTO or any days compensated for, but most don't.

We do include paid holidays when calculating overtime and the overtime is anything over 37.5 hours per week. No other paid time off is included when calculating overtime pay...for instance paid vacation, paid sick leave or paid personal leave is not included in the calculations of overtime.

1. We do include holiday time as time worked, therefore holiday time counts toward hours worked in order to determine overtime.
 2. The calculation does not change based on the shift or on the number of hours worked. We do not pay shift differential for holiday time. All holiday time is paid as straight time.
 3. We only include holiday hours and actual hours worked in determining eligibility for overtime pay. We do not count PTO time, funeral, jury duty, etc. as hours worked in determining eligibility for overtime.
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We run one shift here--5 days/8 hours per day. Our overtime is anything over 40 hours in a week, excluding vacation/personal time. Holidays are included towards the 40 hours needed before overtime is paid out.

Holiday time counts toward overtime. PTO does not count toward overtime. All of our holidays are paid at 8 hours regardless of the employee's schedule shift. Employees who work four 10-hour days know they will need to work a couple of extra hours to make up for the "short" holiday hours.

1. We do include holiday hours when calculation overtime hours
 2. We only have 8 hour shifts
 3. If the employee submits a vacation request at least one week in advance of the requested day (and it is approved), that vacation time is included for overtime calculation, less than one week – not included. But, we do include days that we compensate for – bereavement days, jury duty, etc. We also will pay weekend overtime if the employee was sent home or told not to come in on a day during the week due to lack of work, but is asked to work the weekend to get a job out on time.
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Yes, we include holidays in the OT calc, but not PTO.

OT is paid for hours worked over 40, and holiday counts as "hours worked." Each employee receives 8 hours of holiday pay, regardless of shift length.

Holiday counts towards OT, PTO does not.

- 1) We do not include holiday time, our employee has to work 48 hours before OT kicks in because the holiday is non work hours
 - 2) No, the included OT hours do not change based on the number of hours in a shift. We have a 10 hour night shift so they get 10 hours of holiday pay that are no considered when figuring overtime
 - 3) Regular working hours only
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Yes, we include holiday time in the calculation. We base hours on a 40 hour work week. Only Holiday hours. PTO must be made up to 40 hours before overtime kicks in.

We only pay overtime for physical hours worked over 40 in a work week. Therefore, PTO, holiday hours, etc. are not counted toward OT.

This is our calculation process:

1. Do companies include holiday time when calculating overtime hours?
 - a. Yes.
 2. Do the hours included in the overtime hours calculation change based on the shift the employees are scheduled?
 - a. All of our staff are scheduled for 8 hour shifts.
 3. What hours do companies include in the calculation of overtime hours: holiday, PTO etc.
 - a. Currently we include these in OT calculations: Holiday, PTO, bereavement, jury duty
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1. Yes, we include holiday hours when calculating OT for that pay week.
2. Yes, an employee working 10 hour shifts is paid OT after working 40 hours in a pay week.
3. Holiday Hours and Paid time off, i.e. vacation, are counted as hours worked. The key here is "Paid Hours". Otherwise the hours have to be worked. IE an out early day only counts for the actual hours worked.

All OT is paid after 40 worked in a pay week.

1. Holidays are not included in OT calculations.
 2. All shifts are 8 hours, so all are treated the same.
 3. Non-exempt (hourly) employee owners under the Fair Labor Standards Act are eligible for overtime for all hours worked in excess of 40 in any work week (Sunday through Saturday). (NOTE: Hours worked does not include sick and holiday hours.)
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- 1) Our company does include holiday hours when calculating overtime, but only 8 holiday hours.
 - 2) Only 8 hours of holiday pay per holiday, no matter how many hours in a shift. For years, our company worked five 8 hour days, Monday-Friday. When our shop personnel wanted to go to four ten's Monday-Thursday, there was no easy way for our payrolls to not be out of whack. Either an employee could complain that 8 hours (holiday pay) was short of their normal 10 hours, or, in some cases, like Thanksgiving we give Thursday and Friday off, the company would be overpaying. To remedy that, all shop employees go back to an 8 hour/5 day week during all holidays. For example: The upcoming Memorial Holiday, employees receive 8 hours holiday pay for Monday, but work 8 hours only Tuesday-Friday. Even if a holiday falls on a Friday, a day which our employees don't work, they are entitled to holiday pay of 8 hours, so the week begins Monday-Thursday 8 hours per day, with Friday as holiday pay.
 - 3) Vacation, PTO/Sick, etc. are NOT included when calculating overtime hours.
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We include all hours towards overtime; Holiday/PTO etc. Anything over 40 hours is paid at time and a half.

1. yes

2. Shift does not change the calculation

3. We recently changed our calculations. We previously did not include Holiday hours into the calculation, but had many employees that did not want to help on holiday weeks. We now calculate holiday pay into total hours worked for OT. We do not include vacation hours or sick time into the calculation for OT.

1. Yes

2. No

3. Holidays are considered time worked in the calculation of overtime. Vacation and unplanned absences are not considered time worked for purposes of overtime.

1. Do companies include holiday time when calculating overtime hours? Yes

2. Do the hours included in the overtime hours calculation change based on the shift the employees are scheduled?. NA

3. What hours do companies include in the calculation of overtime hours: holiday, PTO etc.; any hours that the employee is compensated for i.e. holiday, vacation, military, funeral

We pay overtime only on Hours worked – therefore, during a holiday week employees would have to work 48 hours in order to earn overtime. Same applies to either 8 hour shifts or 10 hour shifts – the Holiday is paid in hours for their regular work shift.

1. We do include holiday pay as time worked for purposes of OT calculations.

2. n/a 8 hour shifts only.

3. Holiday, scheduled time off (PTO if scheduled)

Yes, the holiday and or earned time off is included

eg: if one day of their vacation falls into a payable week it could be a base week that adds or could cause overtime to be paid into overtime

We do include Holiday pay when calculating OT hours.

We do not have 10 or 12 hours permanent shifts.

We only include Holiday. PTO time does not count as hours worked when calculating OT.

We include all holiday and PTO hours in calculating overtime. Our second shift works a 10 hour shift, but holiday hours paid are 8 for both first and second shift. Second shift is given the opportunity to make up the difference in hours within the week of the holiday to bring their hours to 40.

Holiday, Bereavement, Sick, Birthday time off or whatever title such pay carry's is at straight time pay in all cases because NO WORKing labor is performed. Straight time Work pay is for labor up through 40 hours. Any work labor over 40 hours is.. over WORK time or Overtime and paid at a premium rate of at least 1.5 times straight work time pay. Therefore EE could work 4- 10 hour days and be paid straight time for work- 40 hours and a Holiday of 8 hours also at straight time because NO WORK labor was performed. I base the 8 hour holiday on a 5 day @ 8hr / day shift.

About 5 years ago we stopped including hours paid but not worked (holiday, vacation etc) in our OT calculations. There are no exceptions, we apply this rule across all shifts, all departments, all employees.

We only pay overtime on hours "worked" over 40. If there is Holiday pay such as Memorial Day. That pay is for 8 hours. If the employee then works four ten hour days they are only paid for the 40 hours worked. They do not get paid overtime because of the 8 hours of Holiday time.

We pay time and a half for all hours over 40 per week irrespective of shift worked including hours credited for holiday pay. We also recognize and exempt scheduled time off provided at least 5 days in advance whether paid or not.

We only use actual hours worked when calculating overtime. We do not factor in holiday pay, etc.

We include all PTO hours in the overtime calculation. This would include vacation, sick, holiday, funeral leave, etc. We only have 8 hour shifts.

Overtime pay is computed on a weekly basis. Employees must work all hours in their standard workweek. The Company will pay for all hours worked in excess of an employee's regularly scheduled workweek at the rate of one and one-half times the employee's regular rate of pay.

If a Standard Workweek = 37.5 hours (8-hour shifts with a thirty-minute unpaid lunch, 5 days per week), any hours worked over 37.5 hours are paid as overtime.

Example: Employee's regular schedule is 7 a.m. – 3 p.m. Monday – Friday with a 30-minute unpaid lunch each day. On Friday, the employee works an additional 4 hours. The employee will receive time and one-half for all four additional hours worked in excess of his/her regular schedule.

Approved excused paid absences, including but not limited to vacation leave, holiday leave, military leave, jury duty, and paid bereavement leave, are counted as time worked for the purposes of computing overtime. An unapproved absence for which an employee uses vacation time in order to be paid for the missed hours does not count towards overtime calculation.

Hours worked on Saturdays, Sundays, holidays, or regular days of rest will qualify for overtime premium rate only when the employee has reached his/her standard workweek hours worked in that week. No particular day of the week is presumed to be paid at the overtime premium rate.

We calculate overtime pay as follows on our Non-Union employees:

In any one week period; hours in excess of 40 hours are considered overtime. The following hours are considered in computing overtime.

Layoffs, if the employee uses vacation pay.

Paid Holidays.

Planned vacations if they are planned with at least 5 days notice.

For overtime calculation, we only include **actual time worked**. So if you are paid for 45 hours that include an 8 hour holiday pay, you are not eligible for any overtime pay.

This is actually per the wage and hour law. However, if you feel generous, you may pay over and above this. You just need to meet the law. This would also be the same way if an employee has PTO included in a weekly pay.

We do not include holiday time when calculating overtime. If the holiday is 8 hours then overtime is calculated on 32 hours. We only pay overtime when 40 hours per week has been worked. PTO time does not count towards the 40 hours, however, holiday pay does. Each employee only receives 8 hours of holiday pay, the hours of their shift does not matter.

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1. Overtime pay is calculated only on actual hours worked. Holiday time and PTO time are not used to calculate overtime pay.
 2. Not applicable to us since holiday hours are not used in the overtime calculation.
 3. Only on actual hours worked.
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1. nope. OT is paid based solely on hours worked in a given period.
2. Nope. Same across the board.
3. Only based on hours worked, so holiday, vacation, sick days, etc don't count toward the OT calculation.

We do include holiday hours (and PTO) for overtime calculation, and it's the same for all shifts.

We include the 8 hours of holiday pay when calculating Overtime.
If someone works 26 hrs (2 days at 8 hrs each and one day stays late for 2 extra hours) then gets 8 hrs holiday they would not get paid the OT the day they stayed late as the total # of hrs to be paid must be 40 before getting OT.
If the employee works on a Saturday or Sunday ~ they get paid OT no matter how many hours they work during the week. Saturday and Sunday are always at OT regardless of the amount of hours worked in a week.

All holiday hours and PTO are included when calculating OT hours. OT is calculated at 8 hours/day no matter what hours are scheduled on the shift.

We do include holiday pay as hours worked for the purposes of calculating OT. We only pay 8 hours of holiday per holiday, however, regardless of the length of shift for which someone is scheduled as all employees are eligible for 8 holidays totaling 64 hours of holiday pay (i.e. if someone normally works a 12 hour shift we only pay 8 hours of holiday). We do not include other leaves (PTO, jury duty, bereavement leave, disability, etc) for the purpose of hours worked for OT.

1. Do companies include holiday time when calculating overtime hours?
 - a. For employees who work / assigned to 8 hour shifts & 10 hour shifts we include it holiday.
 - b. For employees who work / assigned to 12 hour shifts we do not include holiday .
 2. Do the hours included in the overtime hours calculation change based on the shift the employees are scheduled; 8 hours, 10 hours, 12 hours. IE you include holiday hours in some overtime hour calculations but not in all cases.
 - a. Yes
 3. What hours do companies include in the calculation of overtime hours: holiday, PTO etc.
 - a. Holiday only but it is based on the shift the employee is assigned to. 12 hour shifts – Holiday hours are not included. 8 & 10 hour shifts holiday hours are included.
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