

FLSA Rule: Straight-time portion of first 40 hours must be in cash

Wed	Thurs	Fri	Sat	Sun	Mon (HOL)	Tues
8 Hours worked	8 Hours worked	8 Hours worked			HOL pay – employee chooses cash or comp	
					Work 8 Hours at 1.5 rate: Straight-time portion of all 8 hours worked must be paid in cash. ½ time portion (4 hrs) employee chooses either cash / comp / vac	

24 Hours Worked before Holiday

Wed	Thurs	Fri	Sat	Sun	Mon (HOL)	Tues
12 Hours worked (REG or OT)	12 Hours worked (REG or OT)	12 Hours worked (REG or OT)			HOL pay – employee chooses cash or comp	
					Work 8 Hours at 1.5 rate: Straight-time portion of <u>first four hours</u> must be paid in cash. ½ time portion of those first four hours may be cash / comp / vac. Entire 1.5 portion of remaining 4 hours can be cash / comp / vac.	

36 Hours Worked before Holiday

Wed	Thurs	Fri	Sat	Sun	Mon (HOL)	Tues
6 Hours worked	6 Hours worked	6 Hours worked			HOL pay – employee chooses cash or comp	
					Work 6 Hours at 1.5 rate: Straight-time portion of all 6 hours worked must be paid in cash. ½ time portion (3 hrs) employee chooses either cash / comp / vac	

18 Hours Worked before Holiday

Wed	Thurs	Fri	Sat	Sun	Mon (HOL)	Tues
16 Hours worked (REG or OT)	16 Hours worked (REG or OT)	8 Hours worked (REG or OT)			HOL pay – employee chooses cash or comp	
					Work 8 (or more) hours at 1.5 rate: Entire 1.5 portion of all hours worked can be cash / comp vac	

40 Hours Worked before Holiday