

LEGAL NEWS

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Reinstating the 8-Hour Work Day

For years the federal government had a rule that if employees worked in excess of 40 hours per week they were entitled to over-time pay. California, during this period, had a rule that if the employees worked in excess of 8 hours in one day they were entitled to over-time pay, regardless of whether they worked a total of 40 hours in one week or not.

In April 1997 the Industrial Welfare Commission voted to change the above rule in California. Thereafter, California had the same requirements as the federal government.

Well, the rule is changing again. Effective January 1, 2000, employees will again be entitled to over-time pay for any hours worked in excess of 8 hours per day.

If you have employee handbooks which you amended in 1997 to eliminate over-time for hours worked in excess of 8 hours per day, you will need to make amendments. If you are preparing your payroll checks in your own office, you will need to make the payment adjustments. If you are using a payroll service, you will need to provide them with accurate daily time information so that they can properly compute the wages owing.

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