

HOME-TO-WORK TRAVEL AS "HOURS OF WORK" UNDER FLSA

Home to Work Travel Involved	Situation	Is travel time "hours of work"?
Normal Situation	<ul style="list-style-type: none"> • Normal home-to-work (work-to-home) • Employee drives a Government vehicle home (<u>as a Service requirement</u>) to respond to emergency calls immediately from his/her home. • Employee drives a Government vehicle home (<u>as a Service requirement</u>) to transport other employees home-to-work (or job site). • Employee reports at a designated meeting place and drives a vehicle (<u>as a Service requirement</u>) to transport other employees or equipment to a job site. • Employee reports at a designated meeting place and is transported (as a <u>passenger</u>) by Government vehicle to a job site. • Employee reports at a designated meeting place (receives instructions, performs other work, <u>or</u> picks up and carries tools) and is transported (as a <u>passenger</u>) by Government vehicle to a job site. 	<ul style="list-style-type: none"> • No • Yes * • Yes * • Yes ** • No • Yes **
Emergency Situation	<ul style="list-style-type: none"> • Employee (at home) receives an emergency call outside regular working hours to return (travel) to normal duty location (or another job site <u>within the limits of the official duty station</u>). • Employee (at home) receives an emergency call outside regular working hours to travel to a temporary duty station (<u>outside the limits of the official duty station</u>) and the distance traveled is greater than normal home to work travel. 	<ul style="list-style-type: none"> • No • Yes ***

* All time spent driving the vehicle home-to-work (work-to-home) is hours worked.

** The travel from home to the designated meeting place (and return) is normal home-to-work travel. However, performing work or other activity that is an integral part of the employee's job (e.g., picking up tools or receiving instructions) at the designated meeting place constitutes the beginning of the employee's workday. All subsequent travel (to a job site and return) is hours worked.

*** If the distance to the temporary duty location (outside the limits of the official duty station) is more than the distance from the employee's home to the normal duty location, the entire time spent traveling from the employee's home to the temporary duty location and return is hours worked. Conversely, if the distance to the temporary duty location is equal to or less than the distance from the employee's home to the normal duty location, the time spent traveling to the temporary duty location and return is not hours worked.