

Case study – topic

Business



**ASSIGN
BUSTER**

According to ALL Labor/Management Agreement Article IV section 1: the 7: AAA. M to 3: 30 p. M. Shall constitute a days work. Therefore, Ray's overtime begins after 3: pm.

B. We think that the overtime ends at 7: pm when the emergency job ends and is leaving for home. He was off duty at 7: pm when the emergency job ended. He was not on- duty when driving the company vehicle, therefore, the time driving from job to his home isn't considered as overtime.

C.

Because Roy is allowed to commute in a company pick-up to home; the definition of " Hours worked" needs to be restated by the employer.

According to Department of Labors and Industry, " Hours worked," means all hours during which the employee is authorized or required, known or reasonably believed by the employer to be on duty on the employer's premises or at a prescribed work place, and an employer may not avoid or negate payment of regular or overtime wages by issuing a rule or policy that such time will not be paid or must be approved in advance.

If the work is performed, t must be paid. Thus, in this case, the employer of Top-Notch Mechanical must prove that the time used by Roy to go home is not considered as " hours worked". D. There are three elements to the definition of hours worked (An employee is authorized or required by the employer; To be on duty; On the employer's premises or at a prescribed workplace), If any of the three elements is not satisfied, then the time spent driving in a company-provided vehicle Is not considered " hours worked".

Therefore, as the solution to propose to Roy, the employer of Top-Notch Mechanical shall ask Roy to provide evidence to prove that during the time he drove the company pickup to home, he was authorized or required by the employer, he was on duty and on employer's premises or at a prescribed workplace. If Roy fails to provide any of these required evidence, the time will not be considered "hours worked", In turn, Roy will not be compensated case study – topic 4 By James_Eric job and ended after arriving home after the emergency job.

Top-Notch Mechanical This issue relates to ALMA Article IV – Hours of Labor, section 1, 2, and 3. A. We think the overtime begins at 3: pm because that is when he reached his 8 : the 7: AAA.

M to 3: 30 p. M. Shall constitute a days work. Therefore, Rosy overtime B. We think that the overtime ends at 7: pm when the emergency job ends and is leaving for home.

He was off duty at 7: pm when the emergency job ended.

He was not on- duty when driving the company vehicle, therefore, the time driving from job time spent driving in a company-provided vehicle is not considered "hours worked". On employer's premises or at a prescribed workplace. If Roy fails to provide any of these required evidence, the time will not be considered "hours worked", in turn, Roy