

## “Overtime”

Specific Expectation:

- 1.2 gather, interpret, and describe information about different remuneration methods (e.g., hourly rate, overtime rate, job or project rate, commission, salary, gratuities) and remuneration schedules (e.g., weekly, biweekly, semimonthly, monthly)

Sources: <https://www.grosman.com/blog/employment-law/how-overtime-pay-works-in-ontario/>

Hourly workers are sometimes given the opportunity to work **overtime**, which is defined as “outside of their normal work hours”

In Ontario, employers are generally required to pay qualifying employees overtime pay of at least **one and a half times** their regular rate of pay for each hour of work they work in excess of a 44-hour work week. This is often called **time-and-a-half**.

### Example

You work 50 hours in a week, and your normal pay rate is \$20 per hour.

- a) How many hours MORE than 44 did you work?
- b) What is your gross pay for the first 44 hours?
- c) What rate of pay are you earning during those final 6 hours?
- d) What is your gross pay for those extra 6 hours?
- e) What is your total gross pay?