

- **How is my overtime calculated?**

- The payment for overtime is calculated according to federal and state rules.
- The simple calculation is time worked over 40 hours in a work week are paid at one and one-half times your hourly wage.
- You will receive all of the normal wages in your regular payment. You will receive the one-half portion of your overtime wages in a separate payment.

- **Example:**

Hours Worked	<ul style="list-style-type: none"> <li>• 55 hours in a work week</li> </ul>
Hourly Wage	<ul style="list-style-type: none"> <li>• \$14.00 per hour</li> </ul>
Overtime Wage	<ul style="list-style-type: none"> <li>• \$14.00 x 1.5 = \$21.00</li> <li>• \$21.00 - \$14.00 = \$7.00 extra per hour over 40</li> </ul>
Norman Wage Payment	<ul style="list-style-type: none"> <li>• 55 x \$14.00 = \$770.00</li> </ul>
Overtime Wage Payment	<ul style="list-style-type: none"> <li>• 15 x \$7.00 = \$105.00</li> </ul>
Total Paid	<ul style="list-style-type: none"> <li>• \$875.00 for the work week (\$770.00 + \$105.00 = \$875.00)</li> </ul>

These calculations show gross wages. Net wages will be subject to any applicable withholdings. Hourly wages will change based upon the HCW CBA.

- **What if I have more than one hourly wage?**

- When working as a homecare worker or a personal support worker you may have multiple hourly wages. Overtime is calculated on the 'weighted' hourly wage.
- The weighted hourly wage is an average hourly wage proportional to the amount of hours worked in a work week for each wage.
- Formula for weighted hourly rate:

$$\frac{(Wage A \times \text{Hours worked at Wage A}) + (Wage B \times \text{Hours worked at Wage B})}{\text{Total Hours worked}}$$

- **Example:**

Hours Worked	<ul style="list-style-type: none"> <li>• 55 hours in a work week</li> </ul>
Hourly Wage	<ul style="list-style-type: none"> <li>• \$14.00 per hour for 10 hours</li> <li>• \$15.00 per hour for 45 hours</li> </ul>
Weighted Wage	<ul style="list-style-type: none"> <li>• <math>\\$14.00 \times 10) + (\\$15.00 \times 45) / 55 = \\$14.81</math> Weighted Rate</li> </ul>
Overtime Wage	<ul style="list-style-type: none"> <li>• \$7.41 extra per hour over 40 hours per work week</li> </ul>
Normal Wage Payment	<ul style="list-style-type: none"> <li>• <math>10 \times \\$14.00 = \\$140.00</math></li> <li>• <math>45 \times \\$15.00 = \\$675.00</math></li> </ul>
Overtime Wage Payment	<ul style="list-style-type: none"> <li>• <math>15 \times \\$7.41 = \\$111.14</math></li> </ul>
Total Paid	<ul style="list-style-type: none"> <li>• \$926.14 for the work week (<math>\\$140.00 + \\$675.00 + \\$111.14 = \\$926.14</math>)</li> </ul>

These calculations show gross wages. Net wages will be subject to any applicable withholdings. Hourly wages will change based upon the HCW CBA.