

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

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

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