Informational Sheet: Prevailing Wages on State Projects

OVERTIME PROVISIONS for MICHIGAN PREVAILING WAGE RATE COMMERCIAL SCHEDULE

1. Overtime is represented as a nine character code. Each character represents a certain period of time after the first 8 hours Monday thru Friday.

	Monday thru Friday	Saturday	Sunday & Holidays	Four 10s	
First 8 Hours		**4**			
9th Hour	**1**	**5**		-	-
10th Hour	**2**	**6**	**8**	- 9	-
Over 10 hours	**3**	**7**		-	-

Overtime for Monday thru Friday after 8 hours:
the 1st character is for time worked in the 9th hour *(8.1 - 9 hours)*
the 2nd character is for time worked in the 10th hour *(9.1 - 10 hours)*
the 3rd character is for time worked beyond the 10th hour *(10.1 and beyond)*

Overtime on Saturday:
the 4th character is for time worked in the first 8 hours on Saturday *(0 - 8 hours)*
the 5th character is for time worked in the 9th hour on Saturday *(8.1 - 9 hours)*
the 6th character is for time worked in the 10th hour *(9.1 - 10 hours)*
the 7th character is for time worked beyond the 10th hour *(10.01 and beyond)*

Overtime on Sundays & Holidays
The 8th character is for time worked on Sunday or on a holiday

Four Ten Hour Days
The 9th character indicates if an optional 4-day 10-hour per day workweek can be worked *between Monday and Friday* without paying overtime after 8 hours worked, unless otherwise noted in the rate schedule. To *utilize a 4 ten workweek, notice is required from the employer to employee prior to the start of work on the project.*

2. Overtime Indicators Used in the Overtime Provision:
   H - means TIME AND ONE-HALF due
   X - means TIME AND ONE-HALF due after 40 HOURS worked
   D - means DOUBLE PAY due
   Y - means YES an optional 4-day 10-hour per day workweek can be worked without paying overtime after 8 hours worked
   N - means NO an optional 4-day 10-hour per day workweek *cannot* be worked without paying overtime after 8 hours worked

3. EXAMPLES:
   HHHHHHHDN - This example shows that the 1½ rate must be used for time worked after 8 hours Monday thru Friday *(characters 1 - 3);* for all hours worked on Saturday, 1½ rate is due *(characters 4 - 7).* Work done on Sundays or holidays must be paid double time *(character 8).* The N *(character 9)* indicates that 4 ten-hour days <u>is not</u> an acceptable workweek at regular pay.

   XXXHHHHDY - This example shows that the 1½ rate must be used for time worked after 40 hours are worked Monday thru Friday *(characters 1-3);* for hours worked on Saturday*,* 1½ rate is due *(characters 4 – 7).* Work done on Sundays or holidays must be paid double time *(character 8).* The Y *(character 9)* indicates that 4 ten-hour days <u>is</u> an acceptable alternative workweek.