3504.1 Travel Time

These regulations require the compensation of nonexempt employees for travel time as follows:

- Travel time is time during which an employee is required to travel for purposes related to his/her Yale employment. This does not include time spent traveling from home to the usual place of employment or returning home ("standard commute").

- All required travel time in addition to the "standard commute" that occurs on a scheduled work day is considered compensable working time if that travel occurs during scheduled work hours. Travel time in addition to the "standard commute" that takes place on a day the employee is not normally scheduled to work, such as a weekend day or holiday, is also compensable working time. Travel time that occurs on a scheduled work day but outside scheduled work hours is not compensable working time.

- Compensable working time is paid time. Travel time that is considered compensable working time is paid at the employee’s regular hourly rate, and is also overtime-eligible; when the combination of hours worked and compensable travel time in a week exceeds the standard full-time schedule (37.5 or 40 hours, based on the position’s standard work schedule), any hours over 37.5 or 40 are paid at one-and-a-half times the regular rate.