

COMPENSATION FOR OVERNIGHT TRAVEL: Admission Recruiters

Question: Bob is a nonexempt employee whose normal work hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday. Bob must travel to San Francisco to meet with potential students. He leaves on a 5:00 p.m. flight on Friday and prepares his notes while on the plane. He arrives in San Francisco that evening and continues his file review in his hotel room in order to feel prepared for his meetings. At 8:00 a.m. on Saturday, Bob meets with the prospective students. At 3:00 p.m. that afternoon he returns to Denver. How is Bob compensated?

