

**875—220.221(91D) Compensable hours of work.**

**220.221(1)** Reserved.

**220.221(2)** Compensable hours of work generally include all of the time during which an employee is on duty on the employer's premises or at a prescribed workplace, as well as all other time during which the employee is suffered or permitted to work for the employer. The time includes all preshift and postshift activities which are an integral part of the employee's principal activity or which are closely related to the performance of the principal activity, such as attending roll call, writing up and completing tickets or reports, and washing and racking fire hoses.

**220.221(3)** Time spent away from the employer's premises under conditions that are so circumscribed that they restrict the employee from effectively using the time for personal pursuits also constitutes compensable hours of work.

**220.221(4)** An employee who is not required to remain on the employer's premises but is merely required to leave work at home or with company officials where the employee may be reached is not working while on call. Time spent at home on call may be compensable depending on whether the restrictions placed on the employee preclude using the time for personal pursuits. Where the conditions placed on the employee's activities are so restrictive that the employee cannot use the time effectively for personal pursuits, such time spent on call is compensable.

**220.221(5)** Normal home to work travel is not compensable, even where the employee is expected to report to work at a location away from the location of the employer's premises.

**220.221(6)** A police officer, who has completed the tour of duty and who is given a patrol car to drive home and use on personal business, is not working during the travel time even where the radio must be left on so that the officer can respond to emergency calls. The time spent in responding to such calls is compensable.

**220.221(7)** The fact that employees cannot return home after work does not necessarily mean that they continue on duty after their shift.

SOURCE: 29 CFR 553.221.