

481—232.17(91D) Sleep time.

232.17(1) Sleep time cannot be excluded from the compensable hours of work where:

- a.* The employee is on a tour of duty of less than 24 hours, and
- b.* Where the employee is on a tour of duty of exactly 24 hours.

232.17(2) Sleep time can be excluded from compensable hours of work in the case of police officers or firefighters who are on a tour of duty of more than 24 hours, but only if there is an expressed or implied agreement between the employer and the employees to exclude the time. In the absence of such an agreement, the sleep time is compensable. In no event shall the time excluded as sleep time exceed 8 hours in a 24-hour period. If the sleep time is interrupted by a call to duty, the interruption must be counted as hours worked. If the sleep period is interrupted to such an extent that the employee cannot get a reasonable night's sleep (which, for enforcement purposes means at least five hours), the entire time must be counted as hours of work.

SOURCE: 29 CFR 553.222.

[ARC 8755C, IAB 1/8/25, effective 2/12/25; Editorial change: IAC Supplement 7/9/25]