

## COMPENSATION FOR OVERNIGHT TRAVEL: Non-Exempt Position

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 Chicago to attend a conference. He leaves on a 5:00 p.m. flight on Friday and prepares his agenda & checks email while on the plane. He arrives in Chicago that evening, attends a networking dinner and continues responding to emails in his hotel room. At 8:00 a.m. on Saturday, Bob attends the conference. At 3:00 p.m. that afternoon he returns to Minnesota. How is Bob compensated?

