

indication that the employees employed there are employed in the named operations either directly or through the performance of functions so necessary to conducting the operations that the employment should, in practical effect, be considered a part of the activity intended to be exempted. Where this is the case, it is consistent with the legislative intent to avoid segmentation and treat all employees of the establishment in the same manner (see Sen. Rep. No. 145, 87th Cong. first session, p. 33). Accordingly, where it can be demonstrated that an establishment is, during a particular workweek, devoted exclusively to the performance of the operations named in section 13(b)(4), on the forms of aquatic life there specified, any employee of the establishment who is employed there during such workweek will be considered to be employed in such operations and to come within the exemption if there are no other facts pertinent to his employment that require a particular examination of the functions which he performs in connection with the conduct of the named operations. If, however, there are any facts (for example, the employment of the same employee at the establishment or the engagement by other employees in like duties there during periods when none of the named operations are being carried on) which raise questions as to whether he is actually engaged in the exempt activities, it will be necessary to scrutinize what he is actually doing during the conduct of the operations named in section 13(b)(4) in order to determine the applicability of the exemption to him. This is necessary because an employee who would not otherwise be within the exemption such as a carpenter doing repair work during the dead season, does not become exempt as "employed in" one of the named activities merely because the establishment begins canning or processing fish.

PART 785—HOURS WORKED

Subpart A—General Considerations

- Sec.
- 785.1 Introductory statement.
- 785.2 Decisions on interpretations; use of interpretations.

- 785.3 Period of effectiveness of interpretations.
- 785.4 Application to Walsh-Healey Public Contracts Act.

Subpart B—Principles for Determination of Hours Worked

- 785.5 General requirements of sections 6 and 7 of the Fair Labor Standards Act.
- 785.6 Definition of "employ" and partial definition of "hours worked".
- 785.7 Judicial construction.
- 785.8 Effect of custom, contract, or agreement.
- 785.9 Statutory exceptions.

Subpart C—Application of Principles

- 785.10 Scope of subpart.
- EMPLOYEES "SUFFERED OR PERMITTED" TO WORK
- 785.11 General.
- 785.12 Work performed away from the premises or job site.
- 785.13 Duty of management.
- WAITING TIME
- 785.14 General.
- 785.15 On duty.
- 785.16 Off duty.
- 785.17 On-call time.
- REST AND MEAL PERIODS
- 785.18 Rest.
- 785.19 Meal.
- SLEEPING TIME AND CERTAIN OTHER ACTIVITIES
- 785.20 General.
- 785.21 Less than 24-hour duty.
- 785.22 Duty of 24 hours or more.
- 785.23 Employees residing on employer's premises or working at home.
- PREPARATORY AND CONCLUDING ACTIVITIES
- 785.24 Principles noted in Portal-to-Portal Bulletin.
- 785.25 Illustrative U.S. Supreme Court decisions.
- 785.26 Section 3(o) of the Fair Labor Standards Act.
- LECTURES, MEETINGS AND TRAINING PROGRAMS
- 785.27 General.
- 785.28 Involuntary attendance.
- 785.29 Training directly related to employee's job.
- 785.30 Independent training.
- 785.31 Special situations.
- 785.32 Apprenticeship training.
- TRAVELTIME
- 785.33 General.

§ 785.1

- 785.34 Effect of section 4 of the Portal-to-Portal Act.
- 785.35 Home to work; ordinary situation.
- 785.36 Home to work in emergency situations.
- 785.37 Home to work on special one-day assignment in another city.
- 785.38 Travel that is all in the day's work.
- 785.39 Travel away from home community.
- 785.40 When private automobile is used in travel away from home community.
- 785.41 Work performed while traveling.

ADJUSTING GRIEVANCES, MEDICAL ATTENTION, CIVIC AND CHARITABLE WORK, AND SUGGESTION SYSTEMS

- 785.42 Adjusting grievances.
- 785.43 Medical attention.
- 785.44 Civic and charitable work.
- 785.45 Suggestion systems.

Subpart D—Recording Working Time

- 785.46 Applicable regulations governing keeping of records.
- 785.47 Where records show insubstantial or insignificant periods of time.
- 785.48 Use of time clocks.

Subpart E—Miscellaneous Provisions

- 785.49 Applicable provisions of the Fair Labor Standards Act.
- 785.50 Section 4 of the Portal-to-Portal Act.

AUTHORITY: 52 Stat. 1060; 29 U.S.C. 201-219.

SOURCE: 26 FR 190, Jan. 11, 1961, unless otherwise noted.

Subpart A—General Considerations

§ 785.1 Introductory statement.

Section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206) requires that each employee, not specifically exempted, who is engaged in commerce, or in the production of goods for commerce, or who is employed in an enterprise engaged in commerce, or in the production of goods for commerce receive a specified minimum wage. Section 7 of the Act (29 U.S.C. 207) provides that persons may not be employed for more than a stated number of hours a week without receiving at least one and one-half times their regular rate of pay for the overtime hours. The amount of money an employee should receive cannot be determined without knowing the number of hours worked. This part discusses the principles involved in determining what constitutes

29 CFR Ch. V (7-1-06 Edition)

working time. It also seeks to apply these principles to situations that frequently arise. It cannot include every possible situation. No inference should be drawn from the fact that a subject or an illustration is omitted. If doubt arises inquiries should be sent to the Administrator of the Wage and Hour Division, U.S. Department of Labor, Washington, DC 20210, or to any area or Regional Office of the Division.

[35 FR 15289, Oct. 1, 1970]

§ 785.2 Decisions on interpretations; use of interpretations.

The ultimate decisions on interpretations of the act are made by the courts. The Administrator must determine in the first instance the positions he will take in the enforcement of the Act. The regulations in this part seek to inform the public of such positions. It should thus provide a "practical guide for employers and employees as to how the office representing the public interest in its enforcement will seek to apply it." (*Skidmore v. Swift*, 323 U.S. 134, 138 (1944).)

§ 785.3 Period of effectiveness of interpretations.

These interpretations will remain in effect until they are rescinded, modified or withdrawn. This will be done when and if the Administrator concludes upon reexamination, or in the light of judicial decision, that a particular interpretation, ruling or enforcement policy is incorrect or unwarranted. All other rulings, interpretations or enforcement policies inconsistent with any portion of this part are superseded by it. The Portal-to-Portal Bulletin (part 790 of this chapter) is still in effect except insofar as it may not be consistent with any portion hereof. The applicable statutory provisions are set forth in § 785.50.

§ 785.4 Application to Walsh-Healey Public Contracts Act.

The principles set forth in this part are also followed by the Administrator of the Wage and Hour Division in determining hours worked by employees