

# How Much Is Working off the Clock Costing You?

Your shift is done but there is still work to be finished. Should you stay or should you go?

Before you make a decision, know that working off the clock is costing you money. A half-hour before your shift, and 15 minutes after your shift ends might not seem like such a big deal but when you add that extra time up, day after day, week after week, it could add up to some considerable cash.

“When you work off the clock, it waters down the compensation that has been negotiated for you,” said Pearl Sawyer, Local 1000A President. “You are leaving money you have earned and worked hard for on the table. Your hard work is worth something so why would you give it away for free?”

For many members, the amount of work they need to do has increased as they carry not only their workload but that of co-workers whose hours have been cut.

“It is okay to start at the right time, when you are scheduled to begin and to leave at the right time, when you are scheduled to finish even if there remain tasks to be finished,” said Sawyer. “I want our members to know in these cases, that the company does not have the right to contractually force them to come in to work early or stay later without pay.”

If more and more workers work off the clock, Sawyer said companies will not have any incentive to add hours back to the business or create more full-time positions because they are getting free labour. For those looking to qualify for benefits, the company does not recognize those hours you worked off the clock.

“The bottom line is when you work off the clock, you are hurting yourself financially,” she said. “It is money that could have been in your pocket instead of the company’s.”

Sawyer encouraged workers, who have any questions or concerns about working off the clock or notice a pattern of working off the clock at their workplace, to contact their union staff representative.

For more information on working off the clock or your union staff rep’s contact information, please visit [www.ufcw1000a.ca](http://www.ufcw1000a.ca).

## What is “Working Off the Clock?”

“Working Off the Clock” means that you are working beyond your scheduled hours or through your breaks and not getting paid for your work. It means you are working for free.

# JANE: OUT \$1,116

Jane has worked as a full-time produce clerk at a grocery store for three years. She makes \$18.60/hr. Due to a cut in hours, her department has fewer staff, meaning Jane's workload has increased and she is feeling compelled to work off the clock as she can't get the work done in the allocated time.

How much is working off the clock costing Jane?



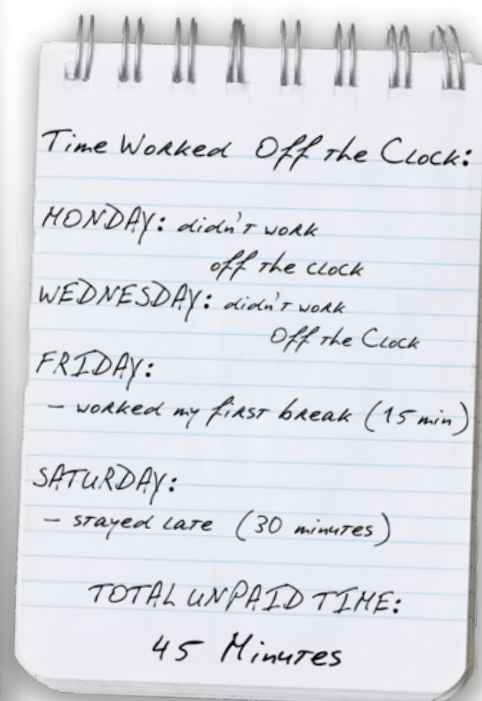
Total hours worked off the clock =  $\frac{1}{2} + 1 + \frac{1}{2} = 2$  hours X \$18.60 = \$37.20

Jane could have had an extra \$37.20 in wages this week. Let's say Jane feels guilty leaving or intimidated into staying late or coming early and does this for at least 30 weeks out of the year. \$37.20/week X 30 weeks = \$1,116. That's a lot of money to not have in your pocket.

# ANIL: OUT \$205.72

Anil works part-time at a grocery store, making \$10.55 an hour.

How much is working off the clock costing Anil?



Total hours worked off the clock =  $\frac{1}{4} + \frac{1}{2} = \frac{3}{4}$  hours X \$10.55 = \$7.91

At first glance, \$7.91 might not seem like a lot. But if Anil works off the clock for even half the year (26 weeks), that means he essentially lost \$205.72 (26 weeks X \$7.91) of his hard-earned money to the company.

## Are You Working Off The Clock?

You came in on time, had your breaks and now your shift is at an end. But you still have tasks to finish or your supervisor tells you that you have to finish a few more things. Before you respond, know your rights!

Find out from your supervisor whether you will be paid for the extra time you work.

- YES, YOU WILL BE PAID.  
It is your right to stay or leave at the end of your scheduled finish

time (unless you can be required to work paid overtime under your collective agreement).

- NO, YOU WILL NOT BE PAID.  
Remember working off the clock can cost you big bucks over time. Find out if the company wants you to stay and if you will get paid. If anyone tries to intimidate and pressure you or says you can't leave, contact your steward or staff representative.