

**FLSA-267**

May 24, 1971

This is in reply to your letter of May 12, 1971, in which you ask if employees who must report to a packinghouse for work assignments must be paid for travel time spent in going to the work site.

The information we have concerning the travel time of employees of \*\*\* is as follows:

When the employees end a workday, the employer does not know which field the workers will be assigned to the following day and so the workers report to the packinghouse. They drive their own cars to the packinghouse, sometimes passing the very fields to which they will be assigned. When the workers are assigned to the fields, they may drive their own cars or ride in a company truck. The truck driver is paid for the travel time but the workers are not. The travel time from the packinghouse to the fields varies from 5 to 20 minutes per worker, depending upon which fields they are assigned to work.

Under the above circumstances, it is our view that the employees' travel from the packing house to the work sites constitutes hours worked. While the receipt of instructions may relate only to where the work is to be performed, the nature of the employer's business requires such reporting because of the varying day to day assignments. It is to the employer's advantage to have such a reporting system in order to carry out his operations. Accordingly, because the reporting appears to be inherently for the employer's benefit, we would consider the travel to the work sites from the packinghouse as hours worked. This situation differs from those you cited in your letter in that, among others things, the employees there traveled to a known destination.

Sincerely,

Francis J. Costello  
Assistant Administrator