



INDUSTRIAL WORKERS OF THE WORLD
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Travel Time

This Employment Standards Factsheet is also available in a [printable pdf format](#)

The principle of paid travel is that, when an employee travels under the direction or control of the employer or is doing something for the employer's business, their time is counted as time worked.

Employees who earn wages during travel are not necessarily entitled to their usual wage rate, but must be paid at least the minimum wage.

Definitions

Travel: trips considered to be time worked.

Commute: trips not considered to be time worked.

Marshalling Point: A place designated by the employer where employees are required to assemble at a specific time in order to be taken to the worksite. It can be the employee's residence or current lodging, or any other place. The employee does not have the option to make his or her own way to work.

Rendezvous: a place designated by either the employees or the employer where employees may assemble at a specific time to catch a ride to the worksite. Employees have the option of making their own way to work.

Travel or Commute?

The trip from home to a worksite is normally a commute. It is done at the employee's convenience, and no service or labour is provided or performed. Who provides the vehicle does not matter. Employees are not entitled to wages for commuting.

Commute Example: Employees must either report to a designated place (such as a hotel parking lot) by a specific time to catch a ride to the site. If they do not catch their ride they can make their own way to the worksite. The hotel parking lot is a rendezvous; the trip there and to the site is commute.

Travel Example: Employees must be at the airport by 5:30 a.m. for a flight into a logging site. Because an employee's only way to get to work is to report at a specific place and time to take employer-provided transport (non-public) to get to the worksite, the airport is considered a marshalling point. The trip from home to the airport is a commute; the trip from the marshalling point to the worksite is travel.

Where farm labourers are driven from their local area to a worksite, of which they may have no prior knowledge, the trip to and from the worksite is travel. If, however, they are driven a distance for an extended time, for example Kamloops to Midway for a week's harvesting, the trip to and from the worksite is commute.

Specific Duties

If the employee is required to provide a service to the employer by bringing employer-provided tools, equipment, supplies or material from home or another location to the worksite, that trip is travel. For example, if a restaurant asks an employee to stop by a wholesaler to pick up a food order on the way to work, the trip is travel.

Taking home a company vehicle at the end of the day and driving it back to work in the morning would normally be considered a commute.

An employee who takes a company vehicle home in order to service equipment or pick up tools or supplies would be considered to be traveling.

Traveling to different job sites

Time spent during the working day going from one job site to another is work time. If an employee arrives at a job site and is told by the employer to go to another location, the trip from home to the job site is a commute; the trip from the first job site to the next one is travel.

Generally, reporting to a different job site than the one worked at the day before at the beginning of a shift is not considered travel time.

If an employee is hired to work three days at one location, and two at another, the trip to either location is considered a commute.

If work is required at another jobsite for a short period of time, travel to that worksite is travel.

Example: An employee, who lives in Burnaby, is sent to a sales meeting in Kelowna. The trip, from home and return, is travel.

If an employee is required to work at another location for an extended period of time (longer than seven days), travel to the job site is commute.

Example: An employee living in the lower mainland is dispatched to perform maintenance at a pulp mill in the interior. The maintenance will take two weeks. The trip is commute. However, if the employee is required to make the trip by airplane, the airfare is borne by the employer, being a cost of doing business.

Questions and Answers

1.) I live in Alberta, and drive three other co-workers and myself to the job site in BC. Am I entitled to be paid for my travel time?

NO. Although you should be paid once you start working, you are not entitled to receive pay for the time spent commuting to the job site. However, if your employer required you to bring tools or supplies to the job site, your travel would be work.

If the employer required the others to go with you instead of making their own way to the site, their trip would be considered to be work.

2.) I am required to drive a drill truck to work and to use that truck and equipment during my workday. Do I get paid for driving the truck to work?

YES. If you are required to drive the employer's truck to the job site so that it will be there for your use during the day, you are entitled to be paid for travel time to the job site.

3.) My job requires that I travel to different job sites throughout the city during a normal working day. Am I entitled to travel time?

You would not be entitled to wages for the time spent traveling to the first job site, or returning home from the last. You would be entitled to wages for the time spent traveling from one job site to another during the day.

4.) I am expected to make sure there is a complete crew before leaving the marshalling point to drive the crew to the job site. Am I entitled to travel time?

YES, since you are performing work, by ensuring that there is a complete crew available before taking it to the job site, you are entitled to wages for travel time.