

Hours Allocation

“Regular Time” or “Straight Time” hours until you reach 40 hours in a week. 40+ hours in a week should be designated as “Overtime” as an hourly employee. Overtime exception states include California, Colorado, and Oregon.

California (CA) Overtime Rule:

- Overtime: 8+ hours in a workday or 40+ hours in a work week
- Double Time: 12+ hours in a workday or work conducted on a 7th consecutive day of work

Colorado (CO) Overtime Rule:

- Overtime: 12+ hours in a workday or 40+ hours in a work week

Oregon (OR) Overtime Rule:

- Overtime: 10+ hours in a workday if you work in manufacturing facility

Sick Leave

The current list of worksite locations offering sick leave pay is listed below. Please reach out to your Populus Group representative for more information and eligibility requirements.

- Arizona (Statewide)
- California (Statewide; Berkeley, Emeryville, Los Angeles County, Oakland, San Diego, San Francisco, & Santa Monica have different accrual rates)
- Illinois (Chicago, Cook County only)
- Maryland (Montgomery County only)
- Massachusetts (Statewide)
- Minnesota (Minneapolis, St. Paul only)
- New Jersey (Cities of Bloomfield, East Orange, Elizabeth, Irvington, Jersey City, Montclair, Morristown, New Brunswick, Newark, Passaic, Paterson, Plainfield, Trenton)
- New York (New York City only—includes all 5 boroughs)
- Oregon (Statewide)
- Pennsylvania (Philadelphia only)
- Vermont (Statewide)
- Washington (Statewide; Seattle, Spokane, Tacoma only)
- Washington DC