

How does DCI handle Daylight Savings Time?

- When employees are working an overnight shift, it is important to understand how DCI will accommodate the scheduled time versus the actual time worked. DCI abides by the [United States Department of Labor FLSA Hours Worked Advisor Laws](#). Daylight Savings Time participation varies by state.
- When an employee is working an overnight shift while Daylight Savings Time begins, they will work one hour less than the scheduled time because the clocks are set ahead one hour at 2:00 AM. When employees are working that same overnight shift while Daylight Savings Time ends, they will work an extra hour because clocks are set back one hour at 2:00 AM.

Examples:

Daylight Savings Time Starts (Spring)

* Clocks set ahead 1 hour at 2 AM

Date: 3/11/2018

Shift Start Time: 2:00 AM

Shift End Time: 4:00 AM

Actual Hours Worked: 1

Amount in DCI: 1

- On the Sunday that Daylight Savings Time starts at 2:00 AM, the employee does not work the hour from 2:00 AM to 3:00 AM because at 2:00 AM all of the clocks are turned forward to 3:00 AM. Thus, on this day the employee only worked 1 hour, even though the schedule was for 2 hours.

Daylight Savings Time Ends (Fall)

* Clocks set back 1 hour at 2 AM

Date: 11/5/2017

Shift Start Time: 12:00 AM

Shift End Time: 2:00 AM

Actual Hours Worked: 3

Amount in DCI: 3

- On the Sunday that Daylight Savings Time ends at 2:00 AM, the employee works the hour from 1:00 AM to 2:00 AM twice because at 2:00 AM all of the clocks are turned back to 1:00 AM. Thus, on this day the employee worked 3 hours, even though the schedule only reflected 2 hours

Related articles

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