Non-productive pay is for all time performing duties other than piece-rate work while under control of the employer, such as meetings, waiting for customers, production down time, training and transport between worksites. The rate for non-productive pay must be at least either the applicable state or local hourly minimum wage, whichever is higher.

*The hours indicated here should include all hours worked (including overtime and double-time hours, if any), which are used to compute the weighted-average regular rate of pay.

**The regular rate of pay for overtime purposes is calculated using the weighted-average method. Because all hours have been paid at their respective rates, the overtime premium portion of those hours is computed at a factor of either .5 (overtime) or 1 (double time).

For more information see the DLSE Enforcement Policies and Interpretations Manual, section 49 (other sections may apply as well).

The wage statement must show all compensation paid to the employee.

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**Example itemized wage statement for a worker paid piece-rate, as required by Labor Code section 226(A)**

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**May 2019**