

# EMPLOYMENT STANDARDS FACT SHEET

## GEOPHYSICAL EXPLORATION (Hours of Work, Overtime and Other Standards)

This fact sheet is intended to provide answers to the most commonly asked questions about the minimum standards for the geophysical exploration industry. The answers reflect minimum standards and do not affect an agreement that provides for greater payment or benefits.

### Change Affecting the Geophysical Exploration Industry, Effective July 1, 2000

Geophysical exploration employees are exempt from the 12 hour maximum for daily hours of work. Under occupational health and safety legislation, an employer must ensure the health and safety of its workers. This includes monitoring hours of work if extended hours of work can affect the health and safety of a worker or their co-workers. Workers have a right and a responsibility to refuse work if it appears unsafe.

#### 1. What is geophysical exploration?

Geophysical exploration means the application of a physical science in the determination of geologic or other conditions for the location of oil, natural gas, coal or other minerals.

#### 2. Are any employees excluded from this definition?

The employees excluded from this definition are:

- ♦ a professional member or member-in-training, as defined in the *Engineering, Geological and Geophysical Professions Act*;
- ♦ office or shop employees.

#### 3. What is a work day?

A work days means a 24 hour period ending at midnight, or a 24 hour period as established by the consistent practice of an employer.

#### 4. What is a work month?

A work month means a calendar month, or the period from a time on a specific day in a month to the same time on the same day in the following month as established by the consistent practice of an employer.

#### 5. When does overtime arise in the geophysical exploration industry?

Overtime arises when hours of work exceed 10 in a work day or 191 in a work month.

This rule only applies to geophysical exploration that takes place more than 16 km outside of an urban municipality. An urban municipality is a city, town, village, summer village or hamlet that has a population of 1000 or more. Where the majority of the work takes place within 16 km of an urban municipality, overtime is payable after 8 hours per day or 44 hours per week.

#### 6. What are an employer-s record keeping obligations?

The most important record to be kept is an accurate recording of daily hours worked. Additional record keeping requirements are outlined in section 14 of the *Employment Standards Code*.

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- Contact our Information Centre at: **427-3731**  
(Toll-free in Alberta by dialing 310-0000, then 780-427-3731)
- Visit our Web site at: [www.gov.ab.ca/hre/employmentstandards](http://www.gov.ab.ca/hre/employmentstandards)

**7. What is the maximum number of hours that an employee may work in a day?**

Employment Standards legislation does not restrict hours of work per day in the geophysical exploration industry. The employer and employee must comply with safe work practices in accordance with the *Occupational Health and Safety Act*. Under occupational health and safety legislation, an employer must ensure the health and safety of its workers. This includes monitoring hours of work if extended hours of work can affect the health and safety of a worker or their co-workers. Workers have a right and a responsibility to refuse work if it appears unsafe.

For information about fatigue and safety, refer to the Safety Bulletin from Workplace Health and Safety, "Fatigue and Safety at the Workplace" (Publication No. ERG015.1). A copy of this Bulletin can be obtained from any Workplace Health and Safety office near you or under the "Ergonomics" section of the following web site:

[www.whs.gov.ab.ca/publications](http://www.whs.gov.ab.ca/publications)

Or contact the Workplace Health and Safety Call Centre at 1-866-415-8690.

**8. How many days can an employee work before getting a day off?**

An employee must receive 1 day off in a week of 7 days. These days off can be accumulated, allowing an employee to work a maximum of 24 consecutive days followed by 4 consecutive days off.

**9. Is travel time and time waiting at a work site considered to be hours of work?**

Yes. Activities that are considered to be hours of work include:

- ♦ travelling from base to a work site and return;
- ♦ time travelling from one job site to another job site;
- ♦ time that an employee is required to wait at a work site at the employer's direction.

**10. Do the provisions in the Employment Standards Code for vacation pay, general holiday pay and notice of termination of employment apply to geophysical exploration employees?**

Yes.