

# Clocks spring forward on March 12

Daylight-saving time begins at 2:00 a.m., March 12, 2017. Graveyard-shift workers, therefore, will actually work only seven hours that day. If you pay those employees for a standard eight-hour shift, don't include the extra hour's pay when calculating their regular rates of pay to determine their overtime rates. The extra hour's pay also isn't included when calculating the number of hours worked.

*Tick tock:* Daylight-saving time isn't observed in Arizona or Hawaii.