

Response to Bill 88, Working for Workers Act

Concerns Regarding:

“Minimum Wage for Active Time”

&

“Conflict With Self-Employed Worker’s Right to
Informed Consent in Contractual Matters”

Submitted To:
Standing Committee on Social Policy

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Dear Committee Members,

I've reviewed Bill 88, *The Working for Workers Act*, and am writing to the Standing Committee on Social Policy to provide my feedback. I will also send this document to other Ontario MPPs with relevant interests in this legislation.

I have worked as a 'gig driver' with Skip the Dishes for the past two years in southern Ontario. In that time I have completed approximately 7500 orders. I am a retired physical therapist having spent the bulk of my career working as an independent contractor in private practice. In addition I undertook research training at the University of Alberta, completing my PhD coursework between 2006 and 2008.

SUMMARY

The Bill requires *operators* to provide a degree of improved communication and transparency to *workers*; this is a positive feature of the Bill. There are important weaknesses of the legislation related to financial remuneration which, taken together, will have severe, negative impacts on a worker's earning potential. In my case, depending on how 'work assignment' is defined, I will lose as much as 25-70% of my weekly income if Bill 88 becomes law in its current form.

STRENGTHS

Section 7, *Right to Information* requires operators to provide improved communication and transparency to workers with specific respect to how pay is calculated, how decisions to make an offer to a worker are determined, how a worker's performance rating impacts the worker, and requires operators to define pay periods and pay days.

WEAKNESSES

1. **Bill 88 fails to define the term 'work assignment', despite this term being at the core of this legislation and having critical impact on what a worker will earn.**

It has been stated by the Ontario government that the intention of Bill 88 is to create a new model whereby workers are paid hourly at minimum wage (\$15/hour) for their 'active' time (ie., 'work assignment'). Despite

all other relevant terms in Bill 88 being clearly defined in Section 1, the critical term 'work assignment' is left undefined.

1.1 Specific to the *Skip the Dishes* platform, there are three possible definitions of 'work assignment' beyond a worker's full shift. These definitions are listed in decreasing order of amount of 'active time':

- A) the time from acceptance of an offer to the time of delivery of the order
- B) the time from arrival at the restaurant to the time of delivery of the order
- C) the time from pick up of an order to the time of delivery of the order

In my experience driving with Skip the Dishes (January 2020 to present, 7523 deliveries) it takes an average of 4.2 minutes, depending on various factors (traffic, weather, proximity to the pickup restaurant), to reach a pick up location/restaurant. Once arrived at a pick up location, a driver may have to wait between 0 and 30 minutes to receive the order from restaurant staff; on average I wait approximately 3.9 minutes for orders to be handed to me by the restaurant. With the order received, the time to deliver the order to the customer ranges from 4 to 13 minutes, with an average of about 6.7 minutes.

Note: all data used here was collected during each of my shifts, March 7-13, '22. See appendix for detail.

Using these average times, it is possible to understand how each of these three possible definitions of 'work assignment' (A, B, or C) will impact my earning potential under Bill 88.

A) time from acceptance of an offer to delivery of the order

This definition is comprised of three possible time segments:

T1 = time from offer acceptance to time of arrival at pick up location (restaurant)

T2 = time from arrival at pick up location to time of order pick up

T3 = time from order pick up to order delivery

$T1 + T2 + T3 = 16.22$ minutes (*see appendix for raw data and calculations*)

Using this model, a worker would be paid \$4.06/order by the operator before any gratuity.

or,

B) the time from arrival at the restaurant to delivery of the order

This definition is comprised of two time segments:

T2 = time from arrival at pick up location to time of order pick up

T3 = time from order pick up to order delivery

T2 + T3 = 11.33 minutes (*see appendix for raw data and calculations*)

Using this model, a worker would be paid \$2.83/order by the operator before any gratuity.

or,

C) the time from pick up of an order to delivery of the order

This definition is comprised of one time segment:

T3 = time from order pick up to order delivery

T3 = 6.67 minutes (*see appendix for raw data and calculations*)

Using this model, a worker would be paid \$1.67/order by the operator before any gratuity.

Across the past week (March 7-13, 2022), a week which has been typical in terms of order volume and monies earned, I have earned an average of \$5.33/order, before tips. All calculations are based on data collected on each of the 83 orders completed this week.

1.2 Comparison of earnings: Existing payment model vs each of three possible models under Bill 88:

Existing	Option 1 (T1+T2+T3) (acceptance to delivery)	Option 2 (T2+T3) (Arrive resto to delivery)	Option 3 (T3) (receive order to delivery)
\$5.33/order	\$4.06/order	\$2.83/order	\$1.67/order

Clearly the definition of 'work assignment' has critical impact on earning potential. Any potential definition of work assignment that serves the government's intention of having gig worker's remuneration restructured to a 'minimum wage-active time only' model will necessarily result in substantially reduced earnings for workers.

It is impossible for my earned income with Skip the Dishes to do anything but decrease substantially under this proposed legislation.

2. **Bill 88 requires operators to withhold critical financial information from the worker at the time an offer is presented to the worker, when the worker must decide to accept or decline the offer.**

Under *Section 7, Right to Information* - specifically (4) *New Work Assignment*, and (5) *Completed Work Assignment* - operators are required to provide workers with only an **estimate** of the amount they will be paid for a 'work assignment' at the time the offer is presented to the worker. The actual value of the 'work assignment' will not be made known to the driver until 24 hours after delivery. Thus, the legislation creates a perpetual condition in which workers are forced to decide to accept or decline offers without being properly informed of the true value of the 'work assignment'. Without an accurate understanding of the value of a 'work assignment', workers are unable to make an informed, rational decision as to the value of the order, and thus whether accepting or declining the offer is in their best interests.

Self-employed workers are defined, in part, by the degree of control they have over their work conditions. This aspect of the legislation allows for this control to be diminished dramatically.

DISCUSSION

With respect to remuneration, Bill 88 has nil potential to improve or even maintain my earned income as a self-employed gig driver. Indeed, as demonstrated above, the data proves that the proposed "minimum wage for active time" model will result in a 25% to 70% reduction in my earned income per order (Current = \$5.33/order, vs \$4.06/order or \$2.83/order or \$1.67/order).

Comparing average total earned income (ie., including tips) per hour provides a similar demonstration of the loss of income I will experience as a result of this legislation (note: tip amounts are identical between models):

Existing	Option 1 (T1+T2+T3) (acceptance to delivery)	Option 2 (T2+T3) (Arrive resto to delivery)	Option 3 (T3) (receive order to delivery)
\$21.85/hour	\$18.77/hour	\$15.87/hour	\$13.06/hour

Second, with respect to the concepts of good faith and informed consent in contractual matters, this legislation creates circumstances under which self-employed digital platform ‘workers’ lose a critical degree of control over their work. By requiring ‘operators’ to provide only an estimate of the value of a ‘work assignment’ at the time the ‘worker’ must decide to accept or decline an offer, the ‘worker’ is prevented from exercising his/her necessary ability to make a rational, informed decision regarding the real value of the offered ‘work assignment’.

Neither of these important problems serve the best interests of gig economy workers. Indeed, these ‘features’ of Bill 88 create a non-level playing field between operators and workers, one which clearly serves the interests of operators and is unnecessarily detrimental to the interests of workers.

Given these realities, I must advise the government to scrap this “minimum wage/active hours” remuneration model. Bill 88, *The Working for Workers Act* can only reduce – substantially – the earnings of Ontario’s gig driving community. There are several other aspects of this legislation that serve the interests of independent contractors working in this occupational space, as noted above. I strongly encourage the Ontario government to maintain these valuable features of Bill 88.

Thank you for your careful attention to my review.

RS Jemmett
Erin, ON

Date	Order #	Accept time	Arrive time	T1	Arrive time	Pickup time	T2	Pickup time	Deliver time	T3	T1+T2 +T3	T2+T3	T3	Transit \$	Total \$	Tip \$	Current Model	If T1+T2+T3	If T2+T3	If T3
07-Mar	1038	5:14	5:18	0:04	5:18	5:23	0:05	5:23	5:28	0:05	0:14	0:10	0:05	\$7.00	\$7.00	\$0.00	\$5.04/order	\$4.00/order	\$3.00/order	\$1.75/order
	630	5:35	5:40	0:05	5:40	5:45	0:05	5:45	5:49	0:04	0:14	0:09	0:04	\$4.14	\$8.80	\$4.66				
																	Total \$/hr (w tips)			
	804	5:55	6:00	0:05	6:00	6:07	0:07	6:07	6:17	0:10	0:22	0:17	0:10	\$5.75	\$16.85	\$11.10				
	3466	6:20	6:22	0:02	6:22	6:37	0:15	6:37	6:44	0:07	0:24	0:22	0:07	\$4.34	\$18.65	\$13.81	\$24.79	\$22.40	\$20.20	\$17.45
	3333	6:51	6:53	0:02	6:53	7:01	0:08	7:01	7:05	0:04	0:14	0:12	0:04	\$4.24	\$13.71	\$9.47				
	1108	7:08	7:11	0:03	7:11	7:17	0:06	7:17	7:29	0:12	0:21	0:18	0:12	\$4.64	\$16.42	\$11.78				
	2879	7:38	7:43	0:05	7:43	7:48	0:05	7:48	7:54	0:06	0:16	0:11	0:06	\$4.55	\$7.55	\$3.00				
	1	7:56	8:03	0:07	8:03	8:05	0:02	8:05	8:14	0:09	0:18	0:11	0:09	\$6.25	\$8.30	\$2.05				
	2055	8:36	8:39	0:03	8:39	8:44	0:05	8:44	8:54	0:10	0:18	0:15	0:10	\$5.45	\$12.44	\$6.99				
	1863	9:11	9:15	0:04	9:15	9:18	0:03	9:18	9:24	0:06	0:13	0:09	0:06	\$4.25	\$7.25	\$3.00				
	6181	9:33	9:37	0:04	9:37	9:40	0:03	9:40	9:45	0:05	0:12	0:08	0:05	\$4.86	\$7.00	\$2.14				
Mean (n=11)				0:04			0:05			0:07	0:16	0:12	0:07	\$5.04	\$123.97	\$68.00	Hours = 5			
08-Mar	80608	5:28	5:31	0:03	5:31	5:34	0:03	5:34	5:39	0:05	0:11	0:08	0:05	\$4.64	\$9.66	\$5.02	Current Model	If T1+T2+T3	If T2+T3	If T3
	90122	5:45	5:49	0:04	5:49	6:05	0:16	6:05	6:11	0:06	0:26	0:22	0:06	\$5.45	\$10.14	\$4.69	\$5.19/order	\$3.75/order	\$3.00/order	\$1.5/order
																	Total \$/hr (w tips)			
	976	6:17	6:21	0:04	6:21	6:26	0:05	6:26	6:31	0:05	0:14	0:10	0:05	\$5.00	\$7.00	\$2.00				
	9095	6:32	6:36	0:04	6:36	6:38	0:02	6:38	6:51	0:13	0:19	0:15	0:13	\$6.80	\$8.90	\$2.10	\$22.17	\$18.58	\$16.71	\$12.96
	23374	6:54	6:59	0:05	6:59	7:06	0:07	7:06	7:16	0:10	0:22	0:17	0:10	\$5.20	\$10.15	\$4.95				
	51717	7:51	7:55	0:04	7:55	7:59	0:04	7:59	8:07	0:08	0:16	0:12	0:08	\$6.00	\$7.00	\$1.00				
	50615	8:07	8:12	0:05	8:12	8:14	0:02	8:14	8:19	0:05	0:12	0:07	0:05	\$5.15	\$7.00	\$1.85				
	56760	8:19	8:22	0:03	8:22	8:24	0:02	8:24	8:29	0:05	0:10	0:07	0:05	\$4.04	\$8.84	\$4.80				
	71327	8:46	8:47	0:01	8:47	8:52	0:05	8:52	8:56	0:04	0:10	0:09	0:04	\$4.14	\$11.40	\$7.26				
	84224	9:01	9:03	0:02	9:03	9:08	0:05	9:08	9:16	0:08	0:15	0:13	0:08	\$5.45	\$8.60	\$3.15				
Mean (n=10)				0:03			0:05			0:06	0:15	0:12	0:06	\$5.19	\$88.69	\$36.82	Hours = 4			
09-Mar	88055	4:45	4:50	0:05	4:50	4:52	0:02	4:52	4:58	0:06	0:13	0:08	0:06	\$4.34	\$8.88	\$4.54	Current Model	If T1+T2+T3	If T2+T3	If T3
	92444	5:52	5:57	0:05	5:57	6:05	0:08	6:05	6:09	0:04	0:17	0:12	0:04	\$4.14	\$7.66	\$3.52	\$5.28	\$4.25	\$3.00	\$2.00
	5668	6:13	6:19	0:06	6:19	6:24	0:05	6:24	6:37	0:13	0:24	0:18	0:13	\$6.90	\$12.36	\$5.46				
																	Total \$/hr (w tips)			
	23923	6:44	6:47	0:03	6:47	6:51	0:04	6:51	6:59	0:08	0:15	0:12	0:08	\$4.85	\$7.85	\$3.00	\$16.47	\$14.66	\$12.48	\$10.73
	26485	7:06	7:10	0:04	7:10	7:15	0:05	7:15	7:27	0:12	0:21	0:17	0:12	\$7.70	\$12.84	\$5.14				
	58557	7:53	7:55	0:02	7:55	7:58	0:03	7:58	8:07	0:09	0:14	0:12	0:09	\$4.54	\$7.54	\$3.00				
	64087	8:11	8:15	0:04	8:15	8:18	0:03	8:18	8:26	0:08	0:15	0:11	0:08	\$4.49	\$8.73	\$4.24				
																	Total \$/hr (before tips)			
																	\$22.18	\$15.91	\$11.41	\$7.66
Mean (n=7)				0:04			0:04			0:08	0:17	0:12	0:08	\$5.28	\$65.86	\$28.90	Hours = 4			
10-Mar	86869	10:41	10:44	0:03	10:44	10:47	0:03	10:47	10:52	0:05	0:11	0:06	0:03	\$7.00	\$7.00	\$0.00	Current Model	If T1+T2+T3	If T2+T3	If T3
	87627	10:54	10:57	0:03	10:57	10:58	0:01	10:58	11:03	0:05	0:09	0:04	0:01	\$7.00	\$7.00	\$0.00	\$5.34	\$3.25	\$1.75	\$0.50
	88687	11:03	11:07	0:04	11:07	11:09	0:02	11:09	11:12	0:03	0:09	0:06	0:02	\$3.74	\$7.29	\$3.55				
																	Total \$/hr (before tips)			
	91694	11:23	11:29	0:06	11:29	11:30	0:01	11:30	11:40	0:10	0:17	0:07	0:01	\$5.55	\$8.45	\$2.90	\$22.18	\$15.91	\$11.41	\$7.66
	97545	11:40	11:46	0:06	11:46	11:48	0:02	11:48	11:52	0:04	0:12	0:08	0:02	\$4.45	\$7.70	\$3.25				
	4008	11:55	12:05	0:10	12:05	12:08	0:03	12:08	12:15	0:07	0:20	0:13	0:03	\$4.45	\$7.45	\$3.00				
	3687	12:15	12:17	0:02	12:17	12:19	0:02	12:19	12:24	0:05	0:09	0:04	0:02	\$4.23	\$7.00	\$2.77				
	15486	12:33	12:36	0:03	12:36	12:40	0:04	12:40	12:51	0:11	0:18	0:07	0:04	\$5.65	\$7.65	\$2.00				
	25175	12:57	13:02	0:05	1:02	1:06	0:04	1:06	1:14	0:08	0:17	0:09	0:04	\$6.00	\$7.00	\$1.00				
																	Total \$/hr (before tips)			
																	\$22.18	\$15.91	\$11.41	\$7.66
Mean (n=9)				0:04			0:02			0:06	0:13	0:07	0:02	\$5.34	\$66.54	\$18.47	Hours = 3			
10-Mar	90337	4:23	4:29	0:06	4:29	4:31	0:02	4:31	4:39	0:08	0:16	0:10	0:08	\$5.10	\$7.24	\$2.14	Current Model	If T1+T2+T3	If T2+T3	If T3
	98600	4:46	4:49	0:03	4:49	4:53	0:04	4:53	5:00	0:07	0:14	0:11	0:07	\$4.84	\$8.41	\$3.57	\$4.87	\$4.00	\$2.75	\$1.50
	6339	5:13	5:23	0:10	5:23	5:26	0:03	5:26	5:34	0:08	0:21	0:11	0:08	\$5.55	\$9.89	\$4.34				
																	Total \$/hr (w tips)			
	22138	5:54	6:00	0:06	6:00	6:01	0:01	6:01	6:05	0:04	0:11	0:05	0:04	\$4.14	\$7.55	\$3.41				
	31246	6:10	6:13	0:03	6:13	6:15	0:02	6:15	6:19	0:04	0:09	0:06	0:04	\$4.04	\$8.04	\$4.00	\$18.54	\$16.59	\$13.78	\$10.97
	36920	6:24	6:25	0:01	6:25	6:30	0:05	6:30	6:37	0:07	0:13	0:12	0:07	\$7.00	\$7.00	\$0.00				
	39055	6:40	6:44	0:04	6:44	6:50	0:06	6:50	6:58	0:08	0:18	0:14	0:08	\$4.34	\$10.56	\$6.22				
	69927	7:05	7:17	0:12	7:17	7:24	0:07	7:24	7:29	0:05	0:24	0:12	0:05	\$4.24	\$7.85	\$3.61				
	7471	8:10	8:11	0:01	8:11	8:20	0:09	8:20	8:29	0:09	0:19	0:18	0:09	\$4.54	\$7.62	\$3.08				
																	Total \$/hr (before tips)			
																	\$22.18	\$15.91	\$11.41	\$7.66
Mean (n=9)				0:05			0:04			0:06	0:16	0:11	0:06	\$4.87	\$74.16	\$30.37	Hours = 4			

Date	Order #	Accept time	Arrive time	T1	Arrive time	Pickup time	T2	Pickup time	Deliver time	T3	T1+T2 +T3	T2+T3	T3	Transit \$	Total \$	Tip \$	Current Model	If T1+T2+T3	If T2+T3	If T3
11-Mar	62941	12:05	12:07	0:02	12:07	12:11	0:04	12:11	12:19	0:08	0:14	0:12	0:08	\$4.14	\$7.34	\$3.20	\$5.12	\$4.00	\$2.75	\$2.00
	66268	12:21	12:29	0:08	12:29	12:33	0:04	12:33	12:38	0:05	0:17	0:09	0:05	\$5.05	\$9.12	\$4.07	Total \$/hr (w tips)			
	74491	12:38	12:41	0:03	12:41	12:45	0:04	12:45	12:51	0:06	0:13	0:10	0:06	\$5.00	\$7.00	\$2.00	\$15.59	\$13.35	\$10.85	\$9.35
	67832	12:51	12:57	0:06	12:57	13:01	0:04	13:01	13:13	0:12	0:22	0:16	0:12	\$5.85	\$7.96	\$2.11				
	85946	13:25	13:30	0:05	13:30	13:32	0:02	13:32	13:41	0:09	0:16	0:11	0:09	\$5.55	\$7.55	\$2.00				
Mean (n=5)				0:04			0:03			0:08	0:16	0:11	0:08	\$5.12	\$38.97	\$13.38	Hours 2.5			
11-Mar	84637	5:14	5:26	0:12	5:26	5:32	0:06	5:32	5:41	0:09	0:27	0:15	0:09	\$10.80	\$20.22	\$9.42	Current Model	If T1+T2+T3	If T2+T3	If T3
	5403	5:47	5:54	0:07	5:54	6:01	0:07	6:01	6:07	0:06	0:20	0:13	0:06	\$7.00	\$7.00	\$0.00	\$5.91	\$4.50	\$3.00	\$1.75
	6394	6:07	6:11	0:04	6:11	6:19	0:08	6:19	6:29	0:10	0:22	0:18	0:10	\$5.00	\$7.00	\$2.00				
	10014	6:30	6:34	0:04	6:34	6:37	0:03	6:37	6:42	0:05	0:12	0:08	0:05	\$5.00	\$7.00	\$2.00	Total \$/hr (w tips)			
	24037	6:42	6:48	0:06	6:48	6:52	0:04	6:52	6:58	0:06	0:16	0:10	0:06	\$4.24	\$8.33	\$4.09	\$25.54	\$21.56	\$17.33	\$13.80
	30048	6:58	7:01	0:03	7:01	7:06	0:05	7:06	7:11	0:05	0:13	0:10	0:05	\$4.14	\$8.69	\$4.55				
	46969	7:11	7:14	0:03	7:14	7:16	0:02	7:16	7:23	0:07	0:12	0:09	0:07	\$5.00	\$7.00	\$2.00				
	66569	7:31	7:39	0:08	7:39	7:41	0:02	7:41	7:52	0:11	0:21	0:13	0:11	\$5.30	\$8.82	\$3.52				
	98499	7:54	8:00	0:06	8:00	8:09	0:09	8:09	8:22	0:13	0:28	0:22	0:13	\$9.10	\$11.10	\$2.00				
	23976	8:28	8:32	0:04	8:32	8:39	0:07	8:39	8:49	0:10	0:21	0:17	0:10	\$6.35	\$8.35	\$2.00				
	36754	9:04	9:09	0:05	9:09	9:11	0:02	9:11	9:15	0:04	0:11	0:06	0:04	\$4.64	\$8.05	\$3.41				
	57481	9:18	9:21	0:03	9:21	9:25	0:04	9:25	9:32	0:07	0:14	0:11	0:07	\$4.35	\$7.00	\$2.65				
Mean (n=12)				0:05			0:04			0:07	0:18	0:12	0:07	\$5.91	\$108.56	\$37.64	Hours 4.25			
12-Mar	18605	12:49	12:51	0:02	12:51	12:55	0:04	12:55	13:07	0:12	0:18	0:16	0:12	\$7.70	\$13.52	\$5.82	Current Model	If T1+T2+T3	If T2+T3	If T3
	28253	1:28	1:32	0:04	1:32	1:34	0:02	1:34	1:41	0:07	0:13	0:09	0:07	\$4.49	\$9.02	\$4.53	\$6.03	\$4.50	\$3.25	\$2.25
	55085	2:34	2:39	0:05	2:39	2:44	0:05	2:44	2:54	0:10	0:20	0:15	0:10	\$6.90	\$8.90	\$2.00				
	58090	2:56	3:03	0:07	3:03	3:09	0:06	3:09	3:22	0:13	0:26	0:19	0:13	\$6.80	\$22.70	\$15.90	Total \$/hr (w tips)			
	79093	3:39	3:43	0:04	3:43	3:46	0:03	3:46	3:52	0:06	0:13	0:09	0:06	\$4.25	\$9.25	\$5.00	\$21.13	\$18.58	\$16.50	\$14.83
Mean (n = 5)				0:04			0:04			0:09	0:18	0:13	0:09	\$6.03	\$63.39	\$33.25	Hours = 3			
Date	Order #	Accept time	Arrive time	T1	Arrive time	Pickup time	T2	Pickup time	Deliver time	T3	T1+T2+T3	T2+T3	T3	Transit \$	Total \$	Tip \$	Current Model	If T1+T2+T3	If T2+T3	If T3
12-Mar	96376	4:34	4:36	0:02	4:36	4:41	0:05	4:41	4:46	0:05	0:12	0:10	0:05	\$4.04	\$13.99	\$9.95	\$5.21	\$4.25	\$3.00	\$1.75
	8665	4:49	4:52	0:03	4:52	4:56	0:04	4:56	5:03	0:07	0:14	0:11	0:07	\$7.00	\$7.00	\$0.00	Total \$/hr (w tips)			
	8983	5:03	5:06	0:03	5:06	5:10	0:04	5:10	5:16	0:06	0:13	0:10	0:06	\$4.14	\$10.69	\$6.55	\$30.21	\$27.33	\$23.58	\$19.83
	12101	5:25	5:30	0:05	5:30	5:34	0:04	5:34	5:40	0:06	0:15	0:10	0:06	\$4.14	\$13.66	\$9.52				
	35314	5:40	5:46	0:06	5:46	5:50	0:04	5:50	5:56	0:06	0:16	0:10	0:06	\$5.00	\$7.00	\$2.00				
	37573	6:01	6:03	0:02	6:03	6:13	0:10	6:13	6:21	0:08	0:20	0:18	0:08	\$4.34	\$14.79	\$10.45				
	40830	6:21	6:27	0:06	6:27	6:32	0:05	6:32	6:42	0:10	0:21	0:15	0:10	\$7.00	\$7.00	\$0.00				
	52016	6:48	6:59	0:11	6:59	7:02	0:03	7:02	7:11	0:09	0:23	0:12	0:09	\$4.84	\$10.45	\$5.61				
	76770	7:11	7:15	0:04	7:15	7:18	0:03	7:18	7:27	0:09	0:16	0:12	0:09	\$5.65	\$8.40	\$2.75				
	84529	7:27	7:29	0:02	7:29	7:31	0:02	7:31	7:36	0:05	0:09	0:07	0:05	\$3.99	\$7.02	\$3.03				
	239	7:36	7:40	0:04	7:40	7:50	0:10	7:50	8:03	0:13	0:27	0:23	0:13	\$5.55	\$14.68	\$9.13				
	23940	8:07	8:16	0:09	8:16	8:19	0:03	8:19	8:25	0:06	0:18	0:09	0:06	\$7.00	\$7.00	\$0.00				
	39689	8:31	8:37	0:06	8:37	8:42	0:05	8:42	8:49	0:07	0:18	0:12	0:07	\$4.34	\$10.88	\$6.54				
	53967	8:49	8:51	0:02	8:51	8:54	0:03	8:54	8:58	0:04	0:09	0:07	0:04	\$5.39	\$7.00	\$1.61				
	62336	9:00	9:11	0:11	9:11	9:16	0:05	9:16	9:26	0:10	0:26	0:15	0:10	\$5.75	\$11.49	\$5.74				
Mean (n = 15)				0:05			0:04			0:07	0:17	0:12	0:07	\$5.21	\$151.05	\$72.88	Hours 5			