



News

Will the De Minimis Doctrine Still Serve as a Defense in California Wage-and-Hour Claims?

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Brandon Takahashi and Brian Noh recently published an article in *Law360* titled "An unclear path for defending Calif. Wage and hour claims." Takahashi and Noh discuss whether the de minimis doctrine, long-held as a defense against wage-and hour claims brought under the Fair Labor Standards Act, will still be applicable as a defense following the recent California Supreme Court decision in *Douglas Troester v. Starbucks Corporation*.

Takahashi and Noh describe how *Troester* represents a "proverbial fork in the road" for California courts: "the state of the de minimis doctrine in California as applied to state wage-and-hour claims will be unclear until either the California Courts of Appeal or the California Supreme Court issue further rulings in other matters, clarifying the parameters of this doctrine."

["An unclear path for defending Calif. Wage and hour claims"](#) (PDF)

Read "[An unclear path for defending Calif. Wage and hour claims](#)," on the *Law360* website (*subscription required*)

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