

2021 Wage And Hour Laws

Castle's Seminar Experience

In Person OR Virtual

09.14.2021 | 9:00am - 4:30pm PST

Event Sponsor: Castle Publications

In Person* at the DoubleTree by Hilton Hotel, 924 West Huntington Drive, Monrovia

Or Live Broadcast

9:00am-4:30pm PST

12:00pm-7:30pm EST

COURSE FACULTY

Richard J. Simmons & Tyler J. Johnson

Attorneys, Sheppard, Mullin, Richter, & Hampton, LLP

In response to California's reopening plan, Castle Publications is pleased to announce that the upcoming seminar series will be presented in person* as well as via a live broadcast. Attendees at Castle's programs will see and hear Attorney Richard J. Simmons, one of the nation's most highly sought-after speakers and authors on employment law. Showcasing his energetic presentation style, Mr. Simmons will present the upcoming series while featuring his invaluable Manuals as the program texts for each of the three seminars.

Each of the programs is designed to provide a meaningful examination of the **state and federal laws** in their respective areas, as well as many practical concerns. Particular attention will be devoted to areas of frequent concern to California employers and common pitfalls that have resulted in significant employer liabilities. The programs are intended to show employers **HOW TO** avoid, limit, and eliminate liabilities. Along with the extensive course materials (provided to all registrants), the programs will enable employers to understand what the laws require and how to comply.

** All in-person attendees must meet the CDC definition of being Fully Vaccinated. If you do not expect to be fully vaccinated by the event date, we invite you to attend the virtual session.*

The Wage and Hour Laws Program will address the California and federal wage and hour laws, including changes and developments in the field. It is a unique one-day seminar that employers, HR officials, controllers, attorneys, payroll professionals, accountants, consultants and supervisors attend each year. This year attendees will receive a copy of the **NEW 2021 WAGE AND HOUR MANUAL FOR CALIFORNIA EMPLOYERS** by Attorney Richard J. Simmons (**over 1040 pages**). The book is absolutely the best resource on the topic, has been cited by courts and the enforcement agencies as an authoritative text, and is widely recognized as the leading text in its field.

Among the many subjects that will be discussed in the program are the following:

- Private Attorneys General Act (PAGA) and the rising trends in Class Action Lawsuits
- Time rounding issues and cases
- The *Dynamex* Case and legislation - The new analysis and exemptions for independent contractors
- New DOL rules on regular rate of pay
- Supreme Court Decisions on bonuses, timekeeping rules and the *de minimis* doctrine
- Meal and rest period rules - Landmark decisions
- Overtime, flexible scheduling, meal period, exemption, and comp time standards
- Hours worked rules
- Travel time, rounding, and wage setoffs
- Impact of new court decisions
- Labor Commission Rules - Travel time, wage payment requirements
- Class action litigation
- Sick leave statutes
- Federal exemptions - status of changes
- State overtime rules
- Pyramiding overtime
- Consequences of minimum wage increases and new decisions
- Government employer coverage under FLSA
- Flexible scheduling techniques - new rules
- 10-Hour Shifts, 12-Hour Shifts and 9/80 Schedules
- Pay stub and itemized wage statement issues
- 4 and 4-1/2 day weeks
- Minimum wage increases
- Make-up time rules and forms
- Payday rules
- Expense reimbursements
- Vacation benefits
- Waiting time penalties - payments on termination of employment
- Relationships with volunteers and trainees
- Exemptions for executive, administrative, professional, outside sales employees
- Salary level and salary basis tests
- Audits and inspections by State Labor Commissioner and Federal Wage and Hour Division
- Reimbursement and indemnification rules

- Recent court decisions - major cases affecting all California employers
- Kin-care rules
- Off-the-clock work issues - time shaving
- Severance pay issues
- Sales representative rules
- Reporting time pay
- Government contractor laws
- Liquidated damages rules
- New Labor Code changes
- Uniform requirements
- Wage payment rules
- Record-keeping and time-keeping requirements
- Child labor
- Wage Theft Prevention Act
- Legislative activity
- Bonuses and commissions
- Holiday pay
- Final pay requirements
- Shift differentials

- Questions and answers

MCLE Credit

This activity has been approved for MCLE credit in the amount of 6 hours by the State Bar of California. Sheppard Mullin Richter & Hampton LLP certifies that this activity conforms to the standards for approved education activities prescribed by the rules and regulations of the State Bar of California governing minimum continuing legal education.

HRCI Credit

The HR Certification Institute has pre-approved this activity for 6 HR (General) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Approved Provider Program.

SHRM Credit

This program is valid for 6 PDCs for the SHRM-CPSM or SHRM-SCPSM .

APA Credit

The American Payroll Association has approved this activity for 6.0 RCHs toward CPP and FPC certifications.

- *Go To Registration*

Attorneys

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Richard J. Simmons

Practice Areas

Labor and Employment