

## 2025 Wage And Hour Laws

### Castle's Seminar Experience

In Person OR Virtual

03.18.2025 | 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 & Partners, Sheppard, Mullin, Richter, & Hampton, LLP**

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.

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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 **WAGE AND HOUR MANUAL FOR CALIFORNIA EMPLOYERS** by Attorney Richard J. Simmons (**over 1,060 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:**

- Detailed assessment of newly enacted PAGA reform measures
- DOL's new independent contractor rule
- Expanded paid sick leave benefits
- Private Attorneys General Act (PAGA) and the rising trends in Class Action Lawsuits
- Time rounding issues and cases
- New minimum wages for fast food and healthcare workers
- Amended Wage Theft Notice requirements
- Meal and rest period exemptions
- 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
- Labor Commission Rules - Travel time, wage payment requirements
- Federal exemptions - status of changes
- State overtime rules
- 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
- Class action litigation
- 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.

## **SHRM Credit**

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

## **APA Credit**

The American Payroll Association is pending approval for this activity for 6.0 RCHs toward CPP and FPC certifications.

- ***Go To Registration***

## Attorneys

Tyler J. Johnson

Richard J. Simmons

## Practice Areas

Labor and Employment