

2025 California HR Conference by PIHRA

The Remote & Hybrid Work Legal Playbook - Essential California Wage & Hour and Employment Compliance

Anaheim, CA

May 4-6, 2025

Tuesday, May 6, 2025 | 2:00-3:00 PM Pacific

About the Session

As remote and hybrid work models continue to evolve, California employers must stay ahead of increasingly complex wage and hour and other compliance requirements. In this essential session, Lisa Harris, Partner at Sheppard Mullin, will explore the key legal considerations for managing remote and hybrid teams in California's highly regulated employment environment.

Topics will include wage and hour compliance for remote employees—covering overtime, breaks, and time tracking—expense reimbursement obligations, the risks associated with multi-state workers, and other employment considerations for remote employees. Attendees will also receive a concise overview of recent legal updates impacting remote work policies and practical strategies to ensure compliance across their organizations.

Key Learning Objectives:

- Understand California's wage and hour laws as they apply to remote and hybrid employees, including requirements for overtime, meal and rest breaks, and timekeeping.
- Identify mandatory expense reimbursement obligations for remote workers, including home office setups and work-related travel.
Recognize the compliance risks and legal considerations when employees work from multiple states, and how that affects California labor law adherence.
- Understand other employment considerations applicable to hybrid and remote employees.
- Apply recent legal updates and best practices to update internal policies for remote and hybrid workforces.

Speaker: Lisa Harris, Partner, Sheppard Mullin

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Attorneys

Lisa M. Harris

Practice Areas

Labor and Employment