



## Connected Employees Pose Many Problems

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Jim McDonald's article "Connected Employees Pose Many Problems" was featured in *Business Connection* on March 1, 2015.

In the article, Jim provides employers with three steps they should take to avoid potential legal headaches.

1. If employees must download or access sensitive proprietary information on a laptop computer as part of their work duties, provide them with a company owned computer, prohibit personal use of that computer, and obtain a signed agreement to return it immediately upon termination of employment.
2. Prohibit non-exempt employees from working off-the-clock via cell phones and other devices, and direct managers not to send off-hours e-mails or text messages to non-exempt employees.
3. If employees are required to have a cell phone for work, provide the phone.

"Bring Your Own Device" lawsuits involving these issues are likely to be the next wave of class action lawsuits directed at California employers. A few thoughtful moves now can help avoid an expensive lawsuit later.