



What Factors Determine Whether California Law Applies to Nonresidents?

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In deciding whether California's overtime laws apply to nonresident employees who spend full days or weeks working in the state, the California Supreme Court has previously held that the state's labor code applies to overtime work "performed in California." By focusing on the location of the work performed, the Supreme Court signaled the state's strong interest in enforcing its overtime laws for work performed within its borders without regard to either party's residence as controlling factors.

However, a federal court in the state just issued a new decision addressing this same question in March—will this case change the standard, or does it simply refine existing law? Read on to find the answer ...

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