



# California Paid Sick Leave Law and Cell Phone Reimbursement Plans

BREAKFAST BRIEFING

Event

11.06.14

Join us every first Thursday of the month for breakfast and a discussion on hot HR topics. This complimentary event is a great opportunity to network and talk with other HR professionals and our lawyers in an informal and collaborative setting to get the information you need to stay in the know.

Recently, Governor Brown signed into law the “Healthy Workplaces, Healthy Families Act of 2014.” Starting soon, employers will be required to provide a minimum of 3 paid sick leave days per year. This new requirement affects businesses large and small. Is your business prepared for the numerous implications of mandatory paid sick leave? In another recent development, a California court interpreted Labor Code language to require employers to reimburse employees for expenses pertaining to their work-related use of personal cell phones. The holding may implicate a number of other important wage-and-hour laws. Has your business considered a cell phone reimbursement policy? Businesses should prepare for these new developments with policies designed to address the new requirements. Come learn how.

Presented by Raul Zermeno and Andrew Hoag

Raul Zermeno is an associate in the Los Angeles office. He represents management in all aspects of employment law, including discrimination, harassment, wrongful termination and wage and hour claims. Prior to joining the firm, Raul worked as a litigation associate for a law firm in Long Beach, California where he practiced general civil litigation with an emphasis in employment law. Raul is fluent in Spanish.

Andrew Hoag is an associate in the Los Angeles office. His practice includes representing employers in various aspects of labor and employment law, including defense of class actions. Prior to joining the firm, Andrew practiced at a general civil litigation firm in California’s Central Valley where his practice focused on construction and business litigation. Andrew was an All-American collegiate debater.

**Date and time:**

Thursday, November 6, 2014

7:30 a.m. – 8:00 a.m.

*Breakfast and Networking*

8:00 a.m. – 9:00 a.m.

*Presentation*

9:00 a.m. – 9:15 a.m.

*Questions*

**Location:**

City Club LA

555 S. Flower Street

51st Floor

Los Angeles, CA 90071

Hosted parking

Please RSVP no later than November 3, 2014.

There is no cost to attend this briefing. Space is limited – attendance will be awarded on a first-come, first-served basis.

*This program has been submitted to the HR Certification Institute for review*

***Related People***



**Andrew J. Hoag**

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