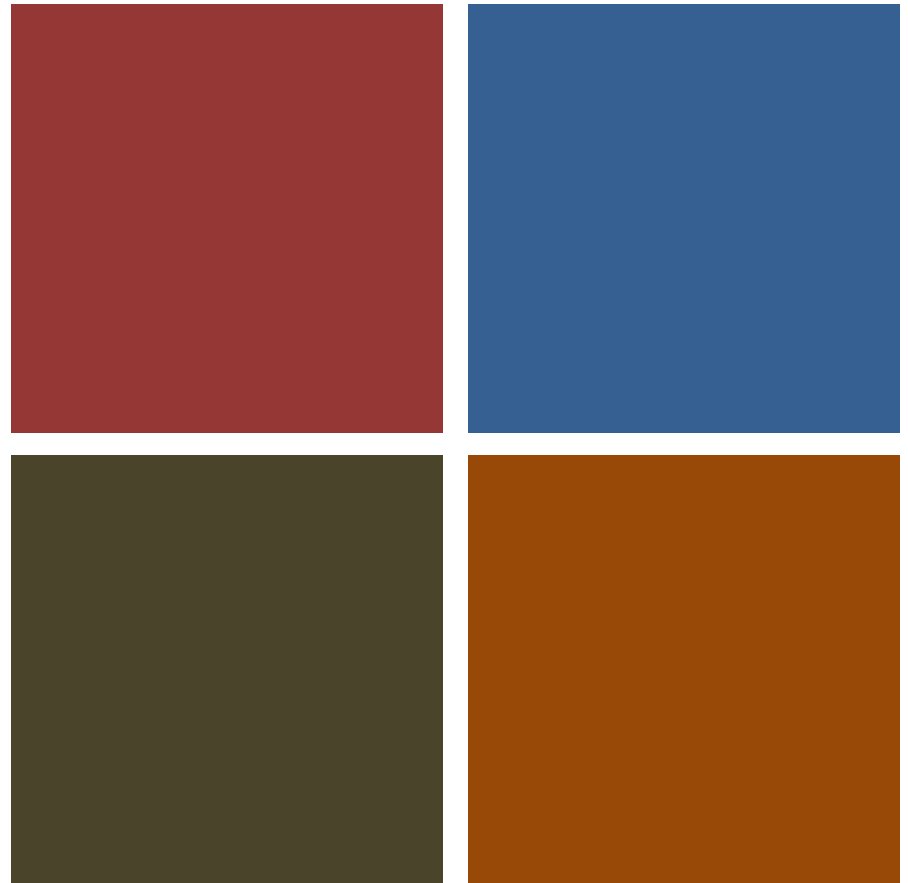




Mobile and Work from
Home Employees:

Wage and Hour
Issues



Bryan P. Cavanaugh

The Cavanaugh Law Firm
October 10, 2019

+ Wage & Hour Issues



- Wage & hour issues
- Employee v. Independent Contractor
- Applicability
 - Enterprise Coverage
 - Individual Coverage

+ Wage & Hour Issues



■ Exemptions

- Executive
- Professional
- Administrative
- Outside Sales
- Others

+ Wage & Hour Issues



■ Overtime

- General Rules
- “On call” – waiting to work or is waiting itself work?

■ Compensable time

- Mobility and 24/7 access
- “Hours worked”
- *De minimis*
- Breaks and meal breaks

+ Wage & Hour Issues

- Travel time
 - Commute time
 - One day special assignment in another city
 - All in a day's work
 - Out of Town
- FMLA
 - 50 employees within a 75-mile radius
 - Know state protections too
 - Regulating work on FMLA leave



Workplace Safety Issues



- OSHA issues: obligation to provide safe & healthy workplace
- Workers Compensation
 - Does it apply?
 - Reporting injuries



Employee Relations and Development Issues



- Including in company culture
- Payroll: being careful about dispute about mobile employee's time sheets
- Work on building trust both ways



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Connecting Payroll Professionals
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Home Employees

Thank you for attending!