

# FEAR NOTHING 2021

## VIRTUAL EMPLOYMENT LAW SEMINAR

**FRIDAY**  
**5/29** 9:30 AM–  
3:30 PM  
PT

2021 brought several changes to the workplace, but employers should have less to fear following this Payne & Fears conference. Join us for a full day of seminars on the most pressing employment law topics, transmitted to you in your home, office, home office, or virtually anywhere with an internet connection.

Attendees can enjoy one or all of the sessions, using the planned breaks between sessions for maximum convenience. Attendees can use the same link to log in and out throughout the day.

MCLE, SHRM, and HRCI credits available

**REGISTER  
HERE**

Complimentary seminar presented by:

**PAYNE & FEARS**

**PAYNE  
&  
FEARS**

### 9:30 AM— 10:30 AM What's the Deal With the Regular Rate?

Since the California Supreme Court's decision in *Ferra v. Loews Hollywood Hotel*, holding that meal and rest period premiums must be paid at the "regular rate," there has been a renewed focus for employers on what this deceptively simple phrase really means. This session will help to demystify the regular rate by explaining what it is, how to calculate it, what sorts of payments must be included in the regular rate calculation, and in what circumstances the regular rate applies.

**Speakers:** Amy Patton, Matthew Lewis, and Tyler Runge

### 1:00 PM— 2:00 PM Who Can Be Sued for What!? Litigation in a COVID World

In the context of COVID-19, it can be difficult to keep up with the legal requirements for employers. We'll discuss reasonable accommodation, wage statement compliance, and how to provide appropriate leaves, etc. Topics will include potential litigation tied to:

- FFCRA
- Discrimination
- Wage Statements
- Reasonable Accommodations

**Speakers:** Jeff Brown and Sharon Shaoulian

### 11:00 AM— 12:00 PM Remote Workforce Landmines to Avoid

How can employers ensure their remote workforce model isn't setting their company up for unforeseen challenges? We'll discuss pitfalls and opportunities presented by the remote workforce, including:

- Timekeeping & Overtime Compensation
- Nondiscriminatory Application of Work-From-Home Policies
- Monitoring of Productivity & Employee Evaluations
- Remote Expense Reimbursement
- Disability Accommodation & OSHA Issues
- Communication, including political speech & social media

**Speakers:** James Moss and Alejandro Ruiz

### 2:30 PM— 3:30 PM You Said *What?* Diversity Equity, and Inclusion in Today's Workplace

In a shifting landscape of cultural, racial, and generational awareness, it can be difficult to ascertain the legal requirements for employers, in particular: anti-harassment, anti-discrimination, and reasonable accommodation laws. Topics will include legal red flags tied to:

- Dress code
- Gender Identity
- Mental health (such as "stress leave")
- "Cancel culture"

**Speakers:** Robert Matsuishi and Nicole Kardassakis