




DON'T FORGET TO PAY ME MY TRAVEL TIME
BECAUSE I WORK FROM HOME (WFH)!!*

*(AND DID SOME ERRANDS)

REMOTE WORK AND THE CONTINUOUS WORKDAY RULE

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Fair Labor Standards Act (FLSA) & The Continuous Workday

What is the Continuous Workday Rule?

Fair Labor Standards Act (FLSA) & The Continuous Workday



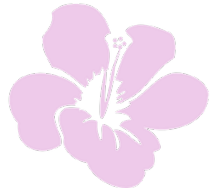
Off Duty doesn't count as work!

- Neither does a bona fide meal break



Normal Commuting Time

- To/From Home for Work-Not compensable

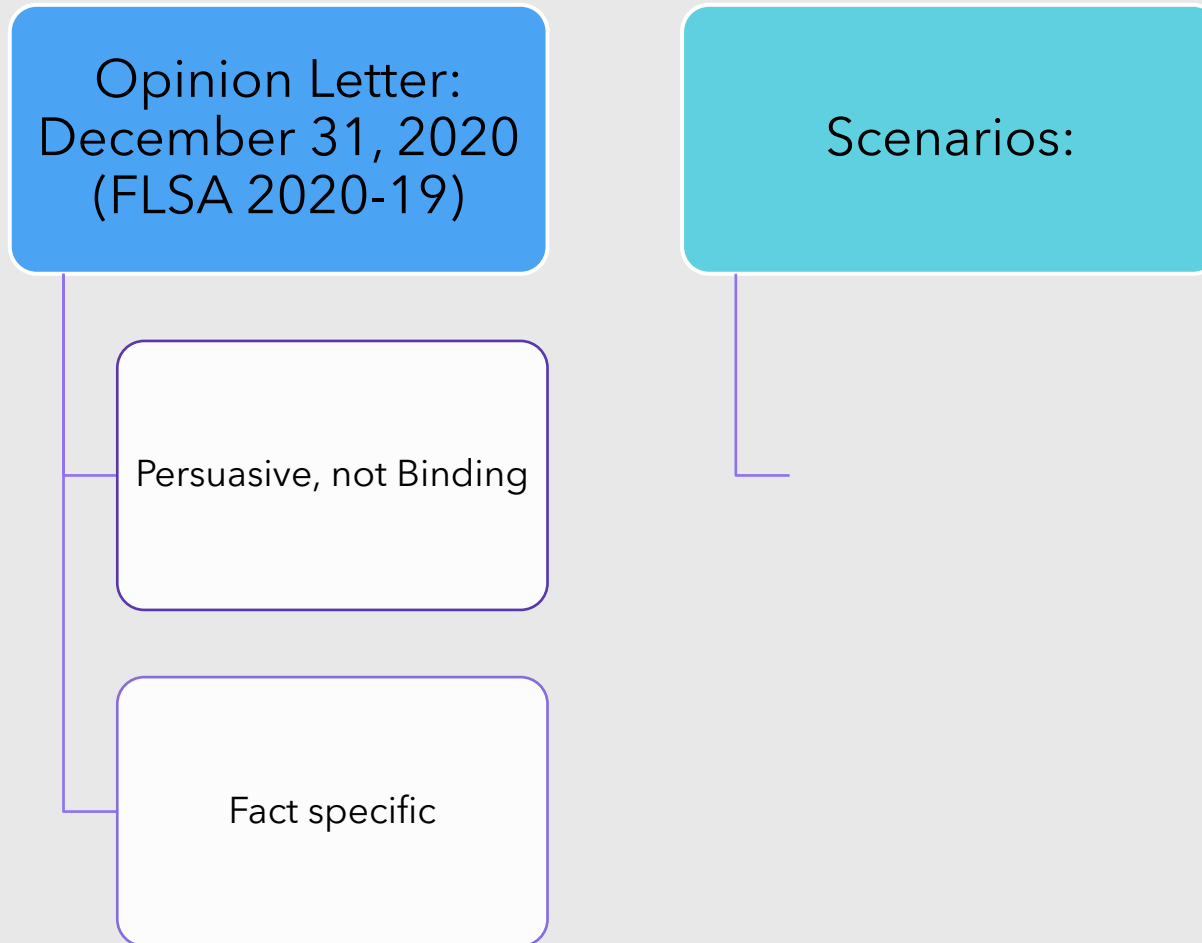


Worksite to Worksite Time

- Principal activity travel: worksites-compensable

*Where we work, When we work,
How we work*

Department of Labor-Wage & Hour Division On the Lookout: Employers or Employees?



Department of
Labor-Wage &
Hour Division
On the
Lookout:
Employers or
Employees?

WFH to Appointment (personal) to Office to
Home

Department of
Labor-Wage &
Hour Division
On the
Lookout:
Employers or
Employees?

Employer chooses

Pay Attention - RISKS!

Unpaid Overtime

Collective Actions

Moving, but I can still work remotely!

Some Clarity?
How do I avoid
the muddy
waters?!?!

Specific and adopted WFH policies

Questions?



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