

California's Meal and Rest Period Rules: Proactive Strategies For Compliance - 5th Edition

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In this new publication, Attorney Richard J. Simmons of Sheppard, Mullin, Richter & Hampton LLP examines California's unique meal and rest period rules, the new liabilities that exist for violations and the Supreme Court's landmark decisions in the **Gerard v. Orange Coast**, **Augustus v. ABM**, and **Brinker Restaurant** cases. The new sanctions created for violations of these rules have led to an epidemic of class action lawsuits and millions of dollars in liability.

California has the toughest rules in the country. It imposes unmatched requirements and potential liabilities for employers. The new publication is designed to assist employers to understand and address their legal obligations. It also offers "best practices" and over 15 proactive strategies and ideas to establish compliance and defend against legal challenges. **Sample forms** are included to remind new and existing employees of their right to meal and rest periods and secure their cooperation. Among the numerous subjects covered are the following:

- Meal Period Rules
- Rest Period Rules
- Remedies & Premiums
- Exceptions To The Rules
- Class Action Suits
- Combining Meal Periods
- State and Federal Rules
- Off-The-Clock Work
- Special Industry Rules
- Meal & Rest Period Charts
- Proactive Strategies
- Record-Keeping Obligations

- The *Gerard*, *ABM*, and *Brinker* Decisions
- Timing Of Meal & Rest Periods
- Labor Commission Opinions

- **Waivers**
- **IWC Standards**
- **Attorney's Fees**
- **Frequency of Meal Periods**
- **Amount of Rest Time**
- **Rounding Practices**
- **New Cases**
- **Sample New-Hire & Acknowledgment Forms**

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