

WEBINAR | EMPLOYERS' HARD LESSONS LEARNED THROUGH WAGE & HOUR LAWSUITS ON SEPT. 22, 2021

Z O O M W E B I N A R

Employers' Hard Lessons Learned Through Wage & Hour Lawsuits

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H O G E ■ F E N T O N

Wage and hour lawsuits can be a nightmare for employers—even more so when an employee brings claims on a class-wide basis or on behalf of other “aggrieved employees” under the Private Attorneys General Act (PAGA).

Often, employers believe they are in compliance with California’s myriad wage and hour laws, but there are minor technicalities (e.g., untimely or short meal breaks) or issues that are not documented (e.g., off-the-clock work) that can catch employers off guard and escalate what appears to be a simple and low-dollar issue into a six-figure, or sometimes seven-figure, settlement or judgment.

California courts have also been particularly unkind to employers in 2021, with a few rulings that increase the likelihood of being sued and increase employers’ potential exposure. There have also been (rare) favorable court rulings, and some important issues that the California Supreme Court is expected to rule on in the coming months.

Please join us for an engaging and educational wage and hour legal update and practical guidance on how to avoid and defend against lawsuits on Wednesday, September 22, 2021, from 8:00 - 10:00 AM PST. Among other topics, we will cover:

- Meal and rest breaks
- Overtime
- “Regular rate” calculations
- Final pay
- Expense reimbursements
- PAGA standing and “stacking” of penalties
- Extended statutes of limitations due to the pandemic

Continuing Education Credits Offered: 2 hours of MCLE, HRCI, and SHRM

Hoge Fenton Clients: Complimentary



Non-Hoge Fenton Clients: \$85



Our Speakers



Sarju Naran (he/him) is a zealous advocate for his clients and approaches litigation with creativity and strategy. Chair of Hoge Fenton's Employment Law Group, Sarju's experience spans from representing middle-market and family-owned closely held businesses to large multi-national companies. He regularly litigates and provides advice and counsel to companies on wage and hour issues, trade secret misappropriation, employee mobility, wrongful termination, performance management, and leaves of absence.



Jenn Protas (she/her) helps employers navigate California's numerous employment laws and defends employers with an eye toward successful, yet cost-effective resolution. Jenn is a committed advocate for her clients and a tenacious litigator. She defends employers on matters related to wage and hour law, wrongful termination, harassment, discrimination, and retaliation in single-plaintiff litigation, Private Attorney General Act actions, and/or class actions. Jenn's practice also includes housing discrimination matters and business litigation.



Maysa Saeed (she/her) is an associate attorney in Hoge Fenton's Employment Law Practice Group. Her practice focuses on employment counseling and litigation and assists clients in all aspects of employment law. Prior to joining Hoge Fenton, Maysa was a litigation associate with experience litigating various commercial, employment, and real estate matters. Maysa's litigation experience provides her with invaluable insight and perspective when advocating and advising clients to resolve or prevent legal disputes.

Questions or concerns? Email us [here](#).

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