



# Davis+Gilbert Labor + Employment Breakfast Seminar | Back To Basics: Overtime Classification Requirements and Their Application to Remote Employees

Despite extensive public litigation and heightened awareness regarding increased state minimum wages and salary requirements for overtime exemption, many employers remain unsure about how to classify their employees for overtime purposes. And, as most employers know, the consequences employers face when they get it wrong can be costly. In addition, a growing segment of employees are working remotely, and applying the overtime rules for these employees can be difficult. This seminar will focus on the nuts and bolts of exempt vs. non-exempt classification, with an emphasis on New York law and the impact on remote workers. Topics to be covered include:

- Salary requirements and the job duties tests for exempt status
- Tracking time and determining overtime pay for remote workers
- New expense reimbursement laws and how they may impact remote employees
- How remote work arrangements can intersect with disability accommodation requirements
- State and local benefits laws that may impact remote workers

Our “Quick Takes” will cover, among other things:

- Changes in independent contractor classification case law
- Changes to New York City law, including a new lactation accommodation law
- Anti-harassment training update

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## Speakers

Gregg Brochin, Labor + Employment, Partner  
David Fisher, Labor + Employment, Counsel  
Sharon Cohen, Labor + Employment, Associate  
Judith Kong, Labor + Employment, Associate  
William Szanzer, Benefits + Compensation, Associate

**Target Audience:** This program is targeted to senior management, in-house counsel and human resources professionals, and is appropriate for both newly admitted and experienced attorneys.

## Location:

Davis+Gilbert LLP  
1740 Broadway, 19th Floor

(Between 55th and 56th Streets)  
New York City

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## **Related People**

### **Gregg Brochin**

Partner  
212 468 4950  
gbrochin@dglaw.com

### **David Fisher**

Partner  
212 468 4861  
dfisher@dglaw.com

### **Sharon Cohen**

Partner  
212 468 4971  
shcohen@dglaw.com

### **Judith Kong**

Associate  
212 468 4851  
jkong@dglaw.com

### **William B. Szanzer**

Counsel  
212 468 4923  
wszanzer@dglaw.com