

CALPELRA Alert: CA Minimum Wage Requirements Apply to Non-Work Time When Employers Control Employees' Use of Time

On January 6, 2020, the Ninth Circuit in *Ridgeway v. Walmart*[1] concluded that Walmart violated California's minimum wage requirements by exerting undue control over its truck drivers' use of unpaid layover time at the end of their shifts. Both federal and state laws require commercial drivers to have uninterrupted 10-hour breaks as specified. Walmart required its drivers to take these legally mandated breaks, but prohibited the drivers from spending the break time at their own homes unless they received permission to do so.
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