



CORONAVIRUS UPDATE

MPEG: BUSINESS EXPENSES & BOX/RIG RENTALS (UPDATE 8-21-2020)

Dear Members,

Please join me on Wednesday, August 26th at 10 a.m. As part of the Coffee with Cathy series, we will be joined by an employment and labor attorney who is prepared to answer some of the most frequently asked questions regarding working from home and reimbursement of business expenses. [Register](#)

As pointed out in a previous email, California Labor Code 2802 requires an employer to have a policy that provides for payments or reimbursement of necessary and reasonable business expenses.

We encourage you to ask your employer for a copy of their policy regarding reimbursement of business expenses. There are not statutory amounts set, but there are some generally accepted guidelines.



Section 2802 of the California Labor Code requires employers to reimburse employees for "necessary expenditures or losses" incurred as a direct result of performing their jobs, so long as those costs are "reasonable." In most instances, expenses associated with voluntary telecommuting arrangements (for the benefit of the employee) are not necessarily reimbursable because the employer is still providing the necessary tools/equipment in the workplace, but the employee is choosing not to use it. That distinction is obviously not applicable if the employer is requiring the work to be done remotely.

Long-standing interpretations of New York's Labor Laws similarly expect employers to reimburse employees for reasonable expenses incurred for the benefit of the employer.

Employers should be providing the equipment necessary for you to perform your work. When they do so, you are still entitled to the cost of business expenses defined by Section 2802.

In the event you have your own equipment and you are willing to utilize it, the employer should be providing a box/rig rental to you. There are not contractually required amounts associated with this requirement, but if you are in need of guidance, please reach out to a Field Rep. We have compiled data to better enable the reps to assist you.

Payments for box/rig rentals can include the business expenses referenced above if that is part of the arrangement made. Otherwise, if you are supplying the equipment and receiving a kit/rig rental fee that does not include the additional business expenses, you are still entitled to these.

Look forward to seeing you next Wednesday on the 26th at 10 a.m.! Feel free to send your question(s) in advance so we may better organize our discussion, business@editorsguild.com.

With best regards and solidarity,

Cathy Repola
National Executive Director

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