

# Data Stipend Information

**California Labor Code Section 2802** requires employers to fully reimburse employees for all necessary, reasonable business-related expenses or losses incurred in direct consequence of their job duties. This includes, but is not limited to, cell phone, internet, home office equipment, mileage, and travel expenses.

## Key Aspects of California Reimbursement Law

- **Mandatory Reimbursement:** Employers cannot avoid reimbursing necessary expenses, even if they have a policy against it or if the employee did not seek pre-approval.
- **Remote Work:** If working from home, employers must pay a reasonable percentage of expenses like internet, phone, and electricity.
- **"Stay-or-Pay" Restrictions (AB 692):** Effective January 1, 2026, new regulations restrict employers from forcing employees to repay training or education costs if they leave, with narrow exceptions for specific, voluntary, transferable credentials.
- **Timing:** Reimbursements should generally be paid within a reasonable time, often following monthly expense report submissions.

## Commonly Reimbursed Items

- **Equipment:** Laptops, printers, software, and necessary office supplies.
- **Communications:** A "reasonable percentage" of personal cell phone or internet bills.
- **Travel & Vehicle:** Mileage (at the IRS rate), gas, tolls, parking, and lodging.
- **Uniforms:** Costs for required uniforms.

If an employer fails to reimburse, employees can file a wage claim with the California Labor Commissioner or file a lawsuit to recover expenses, interest, and attorney fees.

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**If not already in place, Worksana recommends implementing a Data Stipend Policy in accordance with state labor codes as it pertains to using the mobile timekeeping app (see California Labor Code Section 2802 – Reimbursement “a reasonable percentage of personal cell phone bills”).**

**Worksana’s app uses approximately \$1.05 per month / 7% of 1 gigabyte (example \$15 per month per gig) with battery usage approximately 1.7% per hour.**

## Links to California (DIR) new law for workplace rights:

<https://www.dir.ca.gov/DIRNews/2026/2026-14.html>

<https://www.dir.ca.gov/dlse/Know-Your-Rights-Notice/Know-Your-Rights-Notice-English.pdf>

## Link to California Legislative Information governing data stipends:

<https://www.dir.ca.gov/DIRNews/2026/2026-14.html>

## Link to California (DIR) meal period law:

[https://www.dir.ca.gov/dlse/FAQ\\_MealPeriods.html](https://www.dir.ca.gov/dlse/FAQ_MealPeriods.html)