

Scenario	Opinion
<p>1. On-demand webinar <i>directly related</i> to the employee’s job and with CEUs that count toward the employee’s licensing requirements. Employee views webinar <i>outside</i> work hours.</p>	<p>Not compensable time under the “special situations” exceptions.</p> <p>Given the CEU offering, it appears that an independent bona fide institution of learning presented the webinar. When the employee <i>could have</i> viewed the webinar is immaterial. The WHD’s focus here is when the employee <i>actually</i> views the webinar – during or outside work hours.</p>
<p>2. On-demand webinar <i>directly related</i> to the employee’s job and <i>without</i> CEUs. Employee views webinar <i>outside</i> work hours.</p>	<p>Insufficient information to provide an opinion.</p> <p>WHD needed additional facts, such as whether the webinar meets the requirements for one of the special situations that serve as exceptions to the WHD’s general rule. WHD noted that it is not clear whether an independent bona fide institution of learning offered the webinar.</p>
<p>3. Same as scenario 2, except the employee watches the webinar <i>during</i> work hours.</p>	<p>Compensable time because it takes place during work hours.</p> <p>The WHD noted that an employer could prohibit viewing during regular work hours, if desired.</p>
<p>4. On-demand webinar <i>not directly</i> related to the employee’s job and without CEUs. Employee views webinar <i>during</i> work hours.</p>	<p>Compensable time because it takes place during work hours.</p> <p>The WHD noted that an employer could prohibit viewing during regular work hours, if desired.</p>
<p>5. On-demand webinar <i>not directly</i> related to the employee’s job and with CEUs. Employee views webinar <i>during</i> work hours.</p>	<p>Compensable time because it takes place during work hours.</p>

	<p>The WHD noted that an employer could prohibit viewing during regular work hours, if desired.</p>
<p>6. In-person, out-of-state, weekend conference with partial CEUs. Some of the conference will relate directly to the employee's job. Travel and the conference cut across the employee's normal work hours, and the conference takes place on days that the employee does not work.</p>	<p>Not compensable for time spent at the conference under the "special situations" exceptions.</p> <p>Travel time also is excluded as personal travel time.</p>