



Mileage Reimbursement: California Labor Laws

California Labor Code Section 2802(a) requires reimbursement for work-related use of a personal vehicle.

Labor Code Section 2802 states that “An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.” Subdivision (c) of Section 2802 defines “necessary expenditures or losses” to include “all reasonable costs.”

When an employee is required to use his or her personal vehicle for work-related activities, the employer must reimburse the employee for expenses related to the use of the vehicle. (Note that this does not include use of a personal vehicle to commute between home and work.)

Current Mendocino County Tourism Commission Travel Policy

Mileage Allowance

Personal car mileage allowance is the prevailing rate allowed by the IRS while on VMC business. The exception to this is when an Ukiah staff member come to the Fort Bragg office for what is considered a “regular commute”.

VMC will not reimburse any traffic violations, parking tickets or other expenses incurred as acts of improper judgment and/or negligence on the part of the employee. Mileage reimbursement is not allowed for travel to and from work if you are traveling to and from your regular place of employment. However, if a personal vehicle is used for travel to the airport, the employee will be reimbursed for parking and mileage to and from the airport. It is advised to use the least expensive parking option available at the airport when using your own car.