

2024 Employment Law Updates

Effective Date	Employer Size/Industry	Apply to Your Business?	Category	Bill	Description	To Do/Recommendation	Action Complete
January 1, 2023 (Reminder)	All	<input type="checkbox"/>	Pay Ranges	SB 1162	Requires employers to provide pay ranges for an incumbent's job upon request. Employers must maintain records of job titles and wage rate histories for the duration of an employee's employment and three years after termination of employment. If a claim is filed and there are no records, a rebuttable presumption is created in favor of the employee. Civil penalties apply for failure to meet the pay scale requirements.	Engage a professional compensation consultant to conduct a compensation study. By law, employers need to establish pay ranges for all positions and analyze why employees are where they are in the range and be prepared to provide justification. Provide pay range data to incumbents upon request. HRMatrix provides expertise in compensation design, pay ranges, analysis and communications. Contact us to help you design a competitive and legal compensation program.	<input type="checkbox"/>
January 1, 2023 (Reminder)	15+	<input type="checkbox"/>	Pay Ranges	SB 1162	Requires employers to include pay ranges on job postings. Civil penalties apply for failure to meet the pay scale requirements. In the case where there is no range, such as minimum wage only or grant funded positions for a specific rate, a range need not be used. The employer would just post the one rate.	Post pay ranges with job postings for CA and other states with pay transparency requirements. Call us if you need help with establishing pay ranges.	<input type="checkbox"/>
June 1, 2023	All	<input type="checkbox"/>	Covid	Cal/OSHA ETS	Updated June 2023 - https://www.dir.ca.gov/DOSH/Coronavirus/Covid-19-NE-Reg-FAQs.html#iso	Consult OSHA FAQs as needed	<input type="checkbox"/>
November 1, 2023	All	<input type="checkbox"/>	Form I-9	New Form	Remember to use updated form - single page now	Replace Form I-9 with current form	<input type="checkbox"/>
January 1, 2024	5+ Employees	<input type="checkbox"/>	Leaves	SB 848	Employees with 30 days of employment may take UNPAID leave for reproductive loss - five days for miscarriage, failed adoption, failed surrogacy, stillbirth or unsuccessful assisted reproduction. Must be taken within three months of event. No more than 20 days in a 12-month period. Confidentiality requirements apply. No documentation requests permitted. This leave is an expansion of CA bereavement leave requirements.	Update policies/practices to comply with leave requirements.	<input type="checkbox"/>
January 1, 2024	All	<input type="checkbox"/>	Non-Competes	SB 699	Unlawful to include most non-compete clauses in employment agreements or as stand-alone agreements. Employees have the right to engage in a lawful profession, trade, or business of any kind. Employers must notify employees who were hired after 1/1/22 with non-compete agreements regarding voided elements. SB699 adds that regardless of where they are signed or where work was performed for a CA employer, noncompetes are void in CA.	Review existing non-competes with attorney and revise or discontinue. Notice affected employees, particularly those hired after 1/1/22. Update/audit your applications/handbooks to remove unlawful language that may conflict with the new non-compete law.	<input type="checkbox"/>
January 1, 2024	All	<input type="checkbox"/>	Covid		Covid-related laws that sunset as of 12/31/23: workers compensation rebuttable presumption and reporting of cases to carrier.	Stop reporting Covid cases to carrier.	<input type="checkbox"/>
January 1, 2024	All	<input type="checkbox"/>	Retaliation	SB 497	Expands retaliation protection for employees engaging in protected activities (e.g., whistleblowers, filing labor claims) and creates a rebuttable presumption if employer takes adverse action within 90 days of a protected activity.	Don't retaliate against employees who engage in protected activity. Ensure you have a clear at-will employment statement in offer letters and your employee handbook. Add this to your supervisor training, so they are aware of what they can or can't do.	<input type="checkbox"/>
January 1, 2024	All	<input type="checkbox"/>	Paid Sick Leave	SB 616	Increases minimum amount of sick leave from 24 hours to 40 hours. Employers who accrue sick leave can cap at 80 hours. Accrued sick leave rolls over year to year. Employers may limit use of sick leave to 40 hours per year.	Update sick leave policies and payroll system by 1/1/24.	<input type="checkbox"/>
January 1, 2024	All	<input type="checkbox"/>	Pay Rates	n/a	CA Minimum Wage increases to \$16.00 for all employers. That means the new minimum salary for an exempt employee increases to \$66,560. Local ordinances may have increases in minimum wage.	Ensure minimum wage employee pay is compliant for your area. Ensure exempt employees meet the minimum salary threshold starting 1/1/24.	<input type="checkbox"/>

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July 1, 2024	All	<input type="checkbox"/>	Workplace Violence	SB 553	Covered employers must develop and implement a workplace violence prevention plan (WVPP). Does not apply to sites with fewer than 10 employees that are not open to the public or remote employees who choose their work location. Healthcare facilities and law enforcement agencies have different requirements. Plans are similar to IIPP's in scope. Logs of incidents of violence are also required. Governed by CalOSHA, who may be providing a model notice in spring of 2024.	Develop and implement a WVPP by July 1, 2024. Log any incidents. Lean on your liability broker of record to help you to comply with this order.	<input type="checkbox"/>
December 31, 2025	All	<input type="checkbox"/>	Retirement	SB 1126	CalSavers covered employers definition is down to just one employee. Not applicable to sole proprietorships or similar. Comply by 12/31/25.	No immediate action necessary.	<input type="checkbox"/>
January 1, 2024	Fast Food	<input type="checkbox"/>	Wages	AB 1228	Minimum wage increases to \$20/hr as of 4/1/24 for Fast Food industry workers.	Plan for rate increases as of 4/1/24.	<input type="checkbox"/>
January 1, 2024	Grocery Stores	<input type="checkbox"/>	Hiring/ Reinstatement	AB 647	Requires reinstatement privileges during changes of ownership. Incumbent employers must provide list of eligible workers to successor employer within 15 days after transfer. Adds rights of private action.	Determine applicability to your setting/employees. Comply with requirements.	<input type="checkbox"/>
June 1, 2024	Healthcare	<input type="checkbox"/>	Wages	SB 525	New minimum wage schedules for certain healthcare workers set for June 1, 2024 for most affected employers.	Determine applicability to your industry. Obtain a copy of your wage order and comply with requirements.	<input type="checkbox"/>