

CALIFORNIA EMPLOYERS NEW EMPLOYMENT LAWS

SCHEDULED FOR 2017 AND BEYOND



MOST OF THE OF NEW LAWS FROM THE 2016 CALIFORNIA LEGISLATIVE SESSION ARE SCHEDULED FOR 2017.

OTHER BILLS SIGNED BY THE GOVERNOR ARE ON A 2018 OR 2019 TIMETABLE.

ON TRACK TO COMPLIANCE



ARRIVING IN 2017

| BILL NUMBER | ARRIVES | REMARKS |
|--|-----------------|--|
| WAGE AND HOUR | | |
| SB 3: Minimum Wage Increase | January 1, 2017 | Scheduled increases begin for employers with 26 or more employees |
| AB 2535: Itemized Wage Statements | January 1, 2017 | Pay stub requirements for exempt employees |
| AB 1066: Agricultural Exemption Change | January 1, 2017 | Agricultural employers required to provide one day's rest in 7 worked |
| AB 1847: Payroll/California Earned Tax Credit | January 1, 2017 | Updated notice |
| AB 2899: Challenges to Minimum Wage Violations | January 1, 2017 | Bond requirements |
| SB 1342: Local Wage Enforcement | January 1, 2017 | Subpoenas issued for noncompliance |
| AB 1978: Janitorial Workers | January 1, 2017 | New recordkeeping requirements for covered janitorial employers |
| SB 1015: Domestic Workers | January 1, 2017 | Extends Domestic Worker Bill of Rights |
| AB 2230: Overtime/Private School Teachers | July 1, 2017 | Minimum earnings requirement for exempt employees |
| AB 2437, AB 2025: Licensure Requirements for Nail/Hair Salons | July 1, 2017 | Required poster |
| DISCRIMINATION AND RETALIATION | | |
| SB 1063, AB 1676: Fair Pay Act Amendments | January 1, 2017 | Expand wage equality laws |
| AB 1661: Harassment Prevention Training for Local Officials | January 1, 2017 | New training requirements |
| SB 1001: Immigration-Related Protections | January 1, 2017 | Penalties for document abuse |
| AB 488: Revised Definition of Employee | January 1, 2017 | Under California's Fair Employment and Housing Act (FEHA) |
| AB 1684: Human Trafficking | January 1, 2017 | Enforced by the California Department of Fair Employment and Housing (DFEH) |
| AB 2844: State Contracts and Anti-Discrimination Certification | January 1, 2017 | Compliance with anti-discrimination laws |
| SB 1442: Discrimination Regulations and Enforcement | January 1, 2017 | Expands DFEH authority |
| AB 1732: All-Gender Restrooms | March 1, 2017 | Single-user facilities |
| LEAVES OF ABSENCE AND BENEFITS | | |
| AB 2393: Paid Sick Leave and Parental Leave | January 1, 2017 | School district employees/sick and parental leaves |
| AB 2337: Domestic Violence, Sexual Assault and Stalking Protections | July 1, 2017 | Required form for new employees |
| BACKGROUND CHECKS | | |
| AB 1843: Juvenile Criminal History Information | January 1, 2017 | Prohibits employers from asking for or using juvenile criminal history information |
| AB 1289: Criminal Background Check/Ride Sharing Services | January 1, 2017 | Requires background checks for drivers |
| WORKERS' COMPENSATION | | |
| SB 1160, AB 2503: Liens and Physician Requirements | January 1, 2017 | Changes to liens filed after 1/1/17, and amended requirements for physician reporting and authorization requests |
| AB 1244: Medi-Cal and Medicare Fraud/Abuses | January 1, 2017 | Prompt suspension of providers |
| AB 2883: Business Owner/Officer Exclusions | January 1, 2017 | Instances when business owners or officers are excluded from coverage |
| SB 1175: Provider Bill Submissions to Employers | January 1, 2017 | Bill submissions within 1 year |
| MISCELLANEOUS | | |
| AB 1785: Driver Safety | January 1, 2017 | Use of electronic devices while driving |
| SB 1241: Choice of Forum/Choice of Law Litigation | January 1, 2017 | Employment contracts |



ARRIVING IN 2018 AND 2019

| BILL NUMBER | ARRIVES | REMARKS |
|--|-----------------------|---|
| WAGE AND HOUR | | |
| SB 3: Minimum Wage Increase | January 1, 2018 | Scheduled increases begin for employers with 25 or fewer employees |
| AB 1978: Janitorial Workers | July 1, 2018 | Registration requirements for covered janitorial employers |
| AB 1066: Agricultural Overtime | January 1, 2019 | Phased-in overtime requirements begin for agricultural employees |
| DISCRIMINATION AND RETALIATION | | |
| AB 1978: Janitorial Workers | July 1, 2018 | Harassment prevention pamphlet requirement |
| AB 1978: Janitorial Workers/Harassment Prevention Training | January 1, 2019 | Division of Labor Standards Enforcement (DLSE) in-person course for employees and employers |
| LEAVES OF ABSENCE AND BENEFITS | | |
| AB 908: Paid Family Leave | January 1, 2018 | Increase in amount of paid family leave benefits; elimination of 7-day waiting period |
| AB 2886: Disability Benefits | March 1, 2018 | Extends appeal time |
| SB 3: Paid Sick Leave Extension | July 1, 2018 | In-home supportive services workers |
| SB 1234: Private Retirement Savings Plans | Future Implementation | Approves the California Secure Choice Retirement Savings Program |
| WORKERS' COMPENSATION | | |
| SB 1160, AB 2503: Changes to Utilization Review Process/Employee Notice Regulations | January 1, 2018 | Change utilization review process for injuries |
| WORKPLACE SAFETY | | |
| SB 1167: Indoor Heat Illness Prevention Standard | January 1, 2019 | Standard to be developed by Cal/OSHA |

KEEP ON THE RIGHT TRACK



LEARN MORE ABOUT COMPLYING WITH NEW EMPLOYMENT LAWS

before they're scheduled to leave the station

OUR INFORMATIVE FREE WHITE PAPER IS JUST THE TICKET:

"AN OVERVIEW OF NEW 2017 LAWS AFFECTING CALIFORNIA EMPLOYERS"
CALCHAMBER.COM/NEWLAW2017

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