



## 997 New California Laws in 2023

California has 997 new laws that take effect in 2023, with most coming into effect this past Sunday.

Here are ten that affect the business community:

- **California minimum wage increased to \$15.50 per hour.** This is the final year of a multiyear escalator for minimum wage required by [SB 3 \(2016\)](#) by then-Senator Mark Leno (D-San Francisco).
- **Businesses with at least five employees must grant at least five days of bereavement leave** for employees after the death of a spouse, child, parent, sibling, grandparent, grandchild, domestic partner or parent-in-law. This requirement was added by [AB 1949](#) by [Assemblyman Evan Low](#) (D-Santa Clara County).
- **Companies with at least 15 employees must include pay scale in all job postings.** This requirement was added via Labor Code Section 432.3(c)(3), which was added by [SB 1162](#) by [Senator Monique Limon](#) (D-Santa Barbara County).
- No later than December 31, 2025, **businesses with at least one non-owner employee must enroll offer a retirement plan or enroll in the CalSavers program** created by the State. Previously, this requirement only applied to businesses with at least five employees. This requirement was added by [SB 1126](#) by [Senator Dave Cortese](#) (D-Santa Clara County).
- **Hotels must inform law enforcement of human trafficking.** Hotels may be fined if they either know of, or act in reckless disregard of, incidents of human trafficking but fail to notify law enforcement. This requirement was added by [AB 1788](#) by then-Assemblyman Jordan Cunningham (R-San Luis Obispo).
- **Nail salons, barbers, and other cosmetology businesses must now post notices about human trafficking.** This requirement was added by [AB 1661](#) by [Assemblywoman Laurie Davies](#) (R-Laguna Niguel).
- **Cal/OSHA citations and special orders must be posted in at least seven non-English languages, including Punjabi.** This requirement was added by [AB 2068](#) by [Assemblyman Matt Haney](#) (D-San Francisco).
- **Substantially similar goods marketed to different genders must be priced the same by retailers.** This requirement was added by [AB 1287](#) by [Assemblywoman Rebecca Bauer-Kahan](#) (D-Contra Costa County).
- **Affordable and mixed-income housing may be constructed in commercial zoning areas** with only ministerial review by local government and streamlined environmental processes if construction workers are paid union prevailing wage. This requirement was added by [AB 2011](#) by [Assemblywoman Buffy Wicks](#) (D-Oakland).
- **Employers cannot take disciplinary action against an employee who leaves, or refuses to report to, a location where there is a disaster or peril from a natural disaster or criminal act.** (However, a health pandemic is specifically excluded from this law, so an employer is NOT prohibited from requiring an employee to report to a work site during a health pandemic.) This requirement was added by [SB 1044](#) by [Senator Maria Elena Durazo](#) (D-Los Angeles).