

Focus: California Wage Ordinances Changes Effective July 1st

Throughout California, local cities and counties continue to pass ordinances relating to minimum wage, paid sick leave, criminal background checks, employee scheduling and more.

Minimum Wage Laws

Although the state minimum wage doesn't increase until 2018, a number of local minimum wage hikes will take effect on July 1, 2017. **The following cities and counties will increase their minimum wage on July 1st:**

- Emeryville: \$15.20/hour for businesses with 56 or more employees; \$14/hour for businesses with 55 or fewer employees.
- Los Angeles: \$12/hour for employers with 26 or more employees; \$10.50 an hour for employers with 25 or fewer employees.
- Los Angeles County (unincorporated areas only): \$12/hour for employers with 26 or more employees; \$10.50 an hour for employers with 25 or fewer employees.
- Malibu: \$12/hour for employers with 26 or more employees; \$10.50 an hour for employers with 25 or fewer employees.
- Pasadena: \$12/hour for employers with 26 or more employees; \$10.50 an hour for employers with 25 or fewer employees.
- San Francisco: \$14 an hour.
- San Jose: \$12 an hour.
- Santa Monica: \$12/hour for employers with 26 or more employees; \$10.50 an hour for employers with 25 or fewer employees.

In addition, both San Leandro (\$12.00/hr) and Milpitas (\$11.00/hr) enacted new minimum wage ordinances that go into effect on July 1, 2017.

Local Leave Laws

The City of Los Angeles' paid sick leave ordinance applies to employers with 25 or fewer employees beginning July 1, 2017 (smaller employers were given a one-year deferral when the ordinance went into effect in July, 2016).

San Francisco's Paid Parental Leave Ordinance was passed with a phased-in implementation. Employers with 35 or more employees must begin complying as of July 1, 2017.

Emeryville's Fair Workweek Ordinance is effective July 1, 2017, and sets scheduling requirements for certain retail and fast-food employers.

Notice Requirements

Many of these local ordinances contain notice requirements. One of the best sources for staying on top of all the changes in local ordinances around the state is the California Chamber of Commerce. To learn more about these new regulations and other things affecting your ministry and business practices checkout the Chamber's website (www.CalChamber.com).

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