



## **2017 Employment law Update 2– California Minimum Wage and Paid Sick Leave.**

This is the 2<sup>nd</sup> GCG updates for clients and friends, reflecting changes to employment laws that affect a majority of employers. This series of updates address California changes signed into law by the Governor as of 9/13/16 for the upcoming 2017 year and Federal Exemption law.

***The information below is designed to provide general information and guidance concerning employment-related issues. It is presented with the understanding that Greear Consultant Group, LLC is not engaged in rendering any legal opinions. If a legal opinion is needed, please contact the services of your own legal advisor, or ask GCG for a referral.***

### **California Minimum Wage and Paid Sick Leave**

#### **SB3 – signed into law by Governor Brown April 4, 2016**

This law made some changes and amendments to what is referred to as the Healthy Workplace Healthy Families Act of 2014.

Of major note, Section 246 of the Labor code was amended by this bill and affects those of you using the front load+system. Previously you had to allow employees to use their sick time on the 90<sup>th</sup> day, like those that accrued hours, under the amendment you must allow employees to use their sick time by 120<sup>th</sup> day of employment.<sup>1</sup> You would want to have paid sick leave policy reflect this change.

In addition on July 1, 2018 employers for In Home Supportive services (where employees previously not entitled to paid sick leave) will be required to give employees paid sick time.<sup>2</sup>

The minimum wage is going up again .

#### **If you have 26 or more employees (all together not in a single location) the wage will go up as follows:**

From January 1, 2017, to December 31, 2017, inclusive, ten dollars and fifty cents (\$10.50) per hour.

From January 1, 2018, to December 31, 2018, inclusive, eleven dollars (\$11) per hour.

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<sup>1</sup> (4) An employer may satisfy the accrual requirements of this section by providing not less than 24 hours or three days of paid sick leave that is available to the employee to use by the completion of his or her 120th calendar day of employment.

<sup>2</sup> (1) Eight hours or one day in each year of employment, calendar year, or 12-month period beginning July 1, 2018.

(2) Sixteen hours or two days in each year of employment, calendar year, or 12-month period beginning when the minimum wage, as set forth in paragraph (1) of subdivision (b) of Section 1182.12 and accounting for any years postponed under subparagraph (D) of paragraph (3) of subdivision (d) of Section 1182.12, has reached thirteen dollars (\$13) per hour. Twenty-four hours or three days in each year of employment, calendar year, or 12-month period beginning when the minimum wage, as set forth in paragraph (1) of subdivision (b) of Section 1182.12 and accounting for any years postponed under subparagraph (D) of paragraph (3) of subdivision (d) of Section 1182.12, has reached fifteen dollars (\$15) per hour.



From January 1, 2019, to December 31, 2019, inclusive,• twelve dollars (\$12) per hour.

From January 1, 2020, to December 31, 2020, inclusive,• thirteen dollars (\$13) per hour.

From January 1, 2021, to December 31, 2021, inclusive,• fourteen dollars (\$14) per hour.

From January 1, 2022, and until adjusted by subdivision (c)• fifteen dollars (\$15) per hour.

**For any employer who employs 25 or fewer employees, the minimum wage shall be as follows:**

From January 1, 2018, to December 31, 2018, inclusive,• ten dollars and fifty cents (\$10.50) per hour.

From January 1, 2019, to December 31, 2019, inclusive,• eleven dollars (\$11) per hour.

From January 1, 2020, to December 31, 2020, inclusive,• twelve dollars (\$12) per hour.

From January 1, 2021, to December 31, 2021, inclusive,• thirteen dollars (\$13) per hour.

From January 1, 2022, to December 31, 2022, inclusive,• fourteen dollars (\$14) per hour.

From January 1, 2023, and until adjusted by subdivision (c)• fifteen dollars (\$15) per hour.