

The logo consists of the letters 'W' and 'C' in a dark blue, serif font. The 'W' is on the left and the 'C' is on the right. The 'C' has a small blue triangle pointing upwards from its top edge, and the 'W' has a small blue triangle pointing downwards from its top edge, creating a sense of balance and connection between the two letters.

WORKFORCE
CONSULTANTS

2024 Legal Changes in CA

HOW WILL THESE NEW
LAWS IMPACT OUR
CLIENTS AND HOW
CAN WE HELP?

What should we be doing now?

1. Talking to our clients about the changes that will affect them
2. Update employee handbooks
3. Develop Procedures or forms
4. Nothing, the new laws don't affect my clients, or my client told me they are have it under control, so no support is needed by Workforce.

Paid Sick Leave Increases (SB 616)

Effective January 1, 2024, California employers are required to provide five days (or forty hours) of paid sick leave under the Healthy Workplaces, Healthy Families Act.

Reproductive Loss Leave (SB 848)

Under existing law (the California Fair Employment and Housing Act (“FEHA”)), employers must grant a request by any employee to take up to five (5) days of bereavement leave upon the death of a family member.

Effective January 1, 2024, employers must also grant a request by an eligible employee to take up to five (5) days of reproductive loss leave following a reproductive loss event.

Workplace Violence Prevention Plans (SB 553)

By July 1, 2024, nearly all California employers are required to design, implement, and maintain a workplace violence prevention plan (“WVPP”).

Key Aspects of new law include:

Designation of the the person responsible for implementing the program

Initial training when the WVPP is established and annual trainings thereafter.

Maintain various records, including a separate violent incident log, training records and investigation records. Under the new law, employers must ensure that all workplace violence incidents involving any employee are reported, investigated and recorded.

Cannabis-Use Protections (SB 700)

Effective January 1, 2024, it is generally unlawful for an employer to discriminate against a person in hiring, termination or any term or condition of employment, or otherwise penalize a person because of the person's use of cannabis off the job and away from the workplace or based on the results of an employer-required drug screening test

**Unenforceable and
Void Noncompete
Agreements
(SB 699 and AB
1076)**

Other Specific Industry Changes

- New minimum wage rate for fast food restaurant employees (\$20 per hour), while SB 525
- New multiple separate minimum wage schedules for covered healthcare employees, which depend on the nature of the employer., SB 525
- Revises recall rights for grocery workers when there is a change of control in a grocery establishment. Further, SB 723, which impacts hospitality and business service industries



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