

**2014 SPECIAL INFORMATION FOR CALIFORNIA EMPLOYERS**

**Dear Clients and Friends,**

The following items, although not all inclusive, are selected by us. We believe that they are relevant to you as an employer or an employee.

**Minimum Wages**

Federal : Currently the Federal Minimum Wage is \$7.25 per hour, however, it will be increased.

California: AB 10 – 7/1/2014 to 12/31/2015 US\$ 9.00 per hour

San Francisco: Effective 1/1/2014 US\$10.74 per hour

San Jose: Effective 1/1/2014 US\$10.15 per hour

**Other California Laws Regarding Employment**

AB 442 – Employer must pay “Liquidating Damage” equal to unpaid Minimum Wages to employee(s) PLUS other penalties to Government

AB 462 - In a wage/hour law suit, the prevailing employee will be able to recover legal costs including attorney fees. However, a prevailing employer may recover legal costs including attorney fees, if and only if, the Court finds that the case was brought by the employee in “bad faith”.

AB 241 - Overtime pay extended to cover “domestic workers” providing “personal care” services in private household. The law limits the definition of “domestic workers” to workers recognized in the healthcare industry to supervise, feed, dress or care for a young child or a person either physically/mentally disable or of advanced age. Casual and/or intermittent “baby sitter” will not qualify.

SB 770 - For purposes of the paid family leave laws (FMLA or CFRA), the term “family” is extended To include Domestic Partners, Grand Parents, Grand Children, Siblings and In-Laws. (Note: Although FMLA and CFRA do not afford any right to “leave of absence”, they do Provide up-to a total of six (6) weeks of wage replacement.)

SB 292 - For purposes of The California Fair Employment and Housing Act (FEHA), this Act clarifies that unlawful sexual harassing conduct need not be motivated by sexual desire, it will include hostile environment caused by pervasive jokes, horseplay and/or demeaning behavior of a sexual nature.

SB 435 - Under Cal-OSHA, out-door work-site employee must be provided certain “cool down” and “meal” time to be away from heat and to recuperate. This Act imposes a mandatory penalty on employer for missed “break” and “meal” time at a rate equal to one hour of pay for each missed “meal” time and “recovery” period per workday.

Any questions please give us a call at 415-381-0681.

Sincerely