

# California Orthopaedic Association

## Legislative Wrap-up – 2020

### Summary of New Laws Affecting **Employers** in California

- AB 685 If you learn an employee has COVID, you need to tell others at work about it. If there is an outbreak of three or more employees, you need to tell health department.
- AB 979 Corporations must have one director from an under represented community by 2022 and more for large boards after that.
- AB 1867 Employers with 500 or more employees must provide supplemental paid sick leave.
- AB 1947 Employees now have one year, rather than six months, to make a complaint to the Labor Commissioner.
- AB 2017 Employers must let employees use sick leave to care for a family member.
- AB 2143 If you terminate someone and have a settlement agreement, the agreement cannot contain a provision prohibiting the person from applying to work there again.
- AB 2992 If your employee is a victim of a crime and needs time off to deal with it, employer must provide time off.
- AB 3075 Wage statements need to include if any of the company leaders have an outstanding problem with the Labor Department. Effective in 2022 or after California Business Connect is operating.
- AB 3154 If you negotiate a contract in Spanish, Chinese, Tagalog, Vietnamese, or Korean then you need to provide that person a copy of the contract in the language you used.
- SB 973 State will track employee pay by demographics for employers of 100 people or more.
- SB 1159 Rebuttable presumption that an employee who contracts COVID got it at work, so it is covered by Workers Compensation. For COA members, will apply if 4 percent of employees are positive. Operative until January 1, 2023.
- SB 1383 All employers with five or more employees must provide 12 weeks of job protected leave to employees to bond with a new child or to care for a relative.

Questions?

Contact COA Lobbyist, Kim Stone at [kim@stoneadvocacy.com](mailto:kim@stoneadvocacy.com) or 916 798 1878.