

# STONE ADVOCACY

## 2023-2024 SESSION REPORT

### EMPLOYER BILLS

#### COA OPPOSED BILL – SIGNED BY GOVERNOR

[SB 525 \(Durazo\)](#) COA and its members engaged actively in opposing this bill to increase the medical minimum wage to \$25 an hour. Members signed letters that COA delivered and members weighed in with their elected officials. COA, CMA, the hospitals and multiple other health care groups opposed the bill and it was amended at the end of session to supersede local minimum wage ordinances for a decade and to phase in implementation.

1. Employers with over 10K employees or part of an integrated health care delivery system, or large county health care systems have a \$23 minimum wage from June 1, 2024 to May 31, 2025; \$24 for the next year and \$25 in 2026 with upward adjustments after that.
2. Hospitals with government payors and rural hospitals have an \$18 minimum wage with an increase of 3.5 % a year until 2033 and \$25 after that.
3. Primary care, rural, and urgent care clinics have a \$21 minimum wage from 2024-2026; \$22 an hour for 2026-27; \$25 an hour from 2028 on, with upward adjustments after that.
4. Implementing regulations will be “emergency” so able to go into effect faster than if not.

#### WATCH BILLS THAT HAVE PASSED - SIGNED BY GOVERNOR

[AB 594 \(Maienschein\)](#) allows public prosecutors as well as the labor department to enforce labor violations.

[AB 1076 \(Bauer Kahan\)](#) disfavors non-compete contractual provisions in employment contracts.

[AB 1228 \(Holden\)](#) creates a fast-food minimum wage of \$28, starting 2024 and increasing by 3.5% a year thereafter. Global settlement re liability and other fast-food issues, removing the referendum from the ballot. The franchise owners and the fast-food workers agreed; the franchise operators did not support. Relevant for COA to watch because of the health care minimum wage bill.

[AB 1355 \(Valencia\)](#) allows certain required notices to employees to be delivered electronically.

[SB 428 \(Blakespear\)](#) creates an employer protective order if an employee is being harassed at their workplace the employer can seek an order protecting the employee.

[SB 497 \(Smallwood Cuevas\)](#) strengthens employee retaliation protections by creating a presumption of retaliation in certain circumstances.

**[SB 553 \(Cortese\)](#)** Although employers are already required by law to have an Injury and Illness Prevention Plan (an IIPP), SB 553 requires a Workplace Violence Prevention Plan (a WVPP) as well. Some employers are exempted. CAL/OSHA is required to propose WVPP standards by December 31, 2026.

**[SB 616 \(Gonzalez\)](#)** Increases the minimum paid sick time that employers must provide from three days to 5 days; accrual requirements on sick days.

**[SB 627 \(Smallwood Cuevas\)](#)** imposes re hiring transfer requirements (after layoffs) on large and chain employers including some hospitals.

**[SB 700 \(Bradford\)](#)** employers can't ask prospective employee about prior cannabis use on job applications and employers can't use prior cannabis use adverse to applicant.

**[SB 848 \(Rubio\)](#)** new kind of protected leave for up to 5 days for reproductive bereavement.

October, 2023