

Reminder: Minimum Wage Increases and Victims of Domestic Violence Notice Requirements Effective July 1, 2017

A number of local California cities and counties have passed their own minimum wage ordinances with a more aggressive schedule of minimum wage increases. While some cities and counties already implemented incremental increases in January, others increased on July 1, 2017, as follows:

Locality

Minimum Wage Eff. 7/1/17

Emeryville

\$15.20 (56 or more employees)
\$14.00 (55 or fewer employees)

Los Angeles City

\$12.00 (26 or more employees)
\$10.50 (25 or fewer employees)

Los Angeles County

\$12.00 (26 or more employees)
\$10.50 (25 or fewer employees)

Malibu

\$12.00 (26 or more employees)
\$10.50 (25 or fewer employees)

Milpitas

\$11.00

Pasadena

\$12.00 (26 or more employees)
\$10.50 (25 or fewer employees)

San Francisco

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\$14.00

San Jose

\$12.00

San Leandro

\$12.00

Santa Monica

\$12.00 (26 or more employees)

\$10.50 (25 or more employees)

Employers that have employees working in any of these cities even on a temporary basis should review their minimum wage and implement any necessary changes for compliance purposes, such as recordkeeping and notice requirements.

Additionally, effective July 1, 2017, employers must notify employees of workplace rights for domestic violence, stalking, and sexual assault victims. Information regarding a victim's right to leave, reasonable accommodation, and freedom from discrimination and retaliation must be provided to new employees upon hire and to other employees upon request. The Labor Commissioner has developed a notice form for employers to use (http://www.dir.ca.gov/dlse/Victims_of_Domestic_Violence_Leave_Notice.pdf).

If you have any questions about the applicability of these minimum wage increases or new notice requirements, please contact your Hanson Bridgett attorney.

For more information, please contact:

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