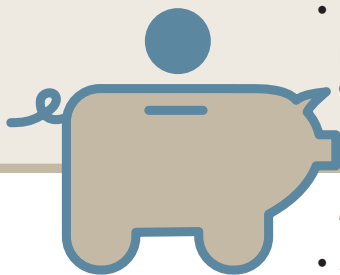


# New California Employment Laws for 2015



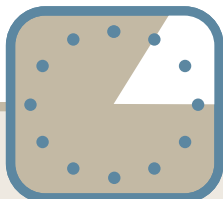
## Sick Leave Law *(Effective 7-1-2015)*

- Employers must provide workers a minimum of three days of paid sick leave per year
- Virtually all California employers regardless of size are covered under the new law. There is NO exemption for small employers
- Employers have the option to implement workplace policies limiting their employees' maximum accrual and year to year carryover of sick leave



## Minimum Wage

- \$9.00 per hour
  - ▶ Also applies to "tipped" employees
  - ▶ \$10.00 per hour effective January 2016
- California cities with higher minimum wages:
  - ▶ San Francisco - \$10.74
  - ▶ San Jose - \$10.15



## Harassment Training

- Employers with > 50 employees must provide two hours of training every two years for supervisors located in California; new for 2015 is the added requirement that such training must include "anti-bullying" training



## Driver's Licenses – Immigration & Confidentiality Issues

- Since 2013, undocumented immigrants can apply for driver's licenses. CA is now issuing those licenses
- Licenses cannot be used to establish eligibility to work, even though they state "federal limits apply"
- It is illegal to discriminate against employees who present the licenses for employment purposes



## Questions?

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