

Labor and Employment Changes in 2025



Minimum Wage

On January 1, 2025, the general [California statewide minimum wage](#) will increase to \$16.50 per hour and \$68,640 per year for full-time exempt employees. Please keep in mind any local minimum wage ordinance increases that may impact your community as well.

Health Care Minimum Wage

The health care minimum wage took effect on October 16, 2024. As a reminder, this only applies to hospitals and health systems, clinics, hospital-based SNFs and RCFEs, home health agencies and others. Non-hospital-based SNFs are not impacted at this time. For more information, please see our [Implementation Document](#). In addition, the Department of Industrial Relations posted FAQs on its website and CalChamber updated their [Health Care Worker Supplemental Minimum Wage](#) webpage with additional resources.

Major Laws Taking Effect on January 1, 2025

Family Leave Changes:

[AB 2011](#) (Bauer-Kahan): Makes the civil rights department small employer family leave mediation program permanent and adds claims for violations of reproductive leave loss provisions to coverage under the program.

[AB 2123](#) (Papan): Removes the ability to require an employee to take two weeks of leave before accessing benefits under California's Paid Family Leave program.

[AB 2499](#) (Schiavo): Entitles an employee, of an employer with 25 or more employees, who is a victim or who has a family member who is a victim of a crime to job protected leave to attend to their or their family member's needs and ensure their safety, or to obtain victim services. The total leave taken may be capped at 12 weeks. Find the Department of Industrial Relations updated Paid Sick Leave FAQs, [here](#).

Private Attorneys General Act:

[AB 2288](#) (Kalra) & [SB 92](#) (Umberg): Codifies negotiated reforms to the California Labor Code's Private Attorneys General Act of 2004 (PAGA) to ensure workers retain a strong tool to resolve labor claims and receive fair compensation, while limiting the lawsuits that hurt employers and employees.

Discrimination & Protections:

[SB 399](#) (Wahab): Prohibits an employer from subjecting, or threatening to subject, an employee to discharge, discrimination, or retaliation because the employee declines to attend an employer-sponsored meeting or affirmatively declines to participate in, receive, or listen to any communications with the employer or its agents or representatives, the purpose of which is to communicate the employer's opinion about religious or political matters.

[SB 1100](#) (Portantino): Prohibits employers from listing a driver's license as a preferred qualification for job candidates except under certain conditions, including when driving is a function of the position.

[SB 988](#) (Wiener): Establishes the Freelance Worker Protection Act to impose minimum requirements relating to contracts between a hiring party and a freelance worker, as defined. Among other things, the Act requires a hiring entity to 1) provide a written contract to the freelance worker; 2) pay a freelance worker the compensation specified by such contract, as provided; and 3) authorizes an aggrieved freelance worker or a public prosecutor to bring a civil action to enforce these provisions.

This is not a comprehensive list of new laws. For more information and resources on labor and employment changes, find a free downloadable document on [CalChamber's website](#). In addition, find a detailed resource from LeadingAge California's business partner, Relation Insurance, [here](#). Contact [Amber King](#) with any questions.