



CALIFORNIA PAYROLL

Presented by: Valerie Alexander, CPP

Date: Oct. 12, 2017

VAL3338@hotmail.com

AGENDA



Dept. of Industrial Relations (DIR) – New Laws
SB 3, Minimum Wage and Hour Laws
AB 1066, CA Farmworker Overtime
SB 1015, Domestic Workers Bill of Rights

EDD Legislative Tax Update
AB 1245, e-File and e-Pay Mandates
SB 1234, Secure Choice Retirement Saving Mandate
Cannabis Industry Businesses

Additional information and Q & A



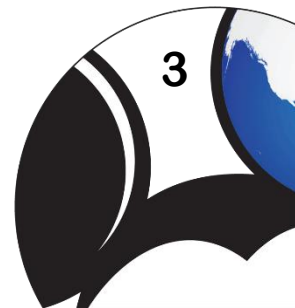
DIR - New Laws



SB 3 – Minimum Wage and Hour Law

***** Scheduled increases may be temporarily suspended by Governor***

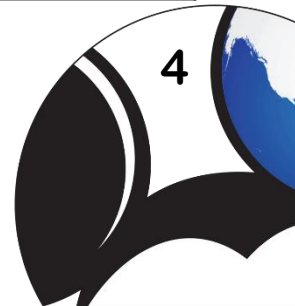
Effective Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2017	\$10.00/hour	\$10.50/hour



DIR - New Laws



Effective Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2018	\$10.50/hour	\$11.00/hour
January 1, 2019	\$11.00/hour	\$12.00/hour
January 1, 2020	\$12.00/hour	\$13.00/hour
January 1, 2021	\$13.00/hour	\$14.00/hour
January 1, 2022	\$14.00/hour	\$15.00/hour
January 1, 2023	\$15.00/hour	



DIR - New Laws



Minimum Wage Order (MW-2017)

Exception for Learners

Regardless of age

85% of min. wage rounded to nearest nickel

First 160 hours of employment



DIR - New Laws



Other Minimum Wage Mandates

Effective January 1, 2017

Computer Professionals: \$42.39 p/hr

Licensed Physicians/Surgeons: \$77.23 p/hr

(2018 rates → October 31st)



DIR - New Laws



AB 1066, CA Farmworker Overtime Mandate

Beginning in 2019

- Removes current overtime exemption
- Phase-in of new Overtime pay requirement

CA Labor Code, Ch. 6, Part 2 of Division 2 (Sec 857)

“Phase-In Overtime for Agricultural Workers
Act of 2016”



DIR - New Laws



***** Governor may temporarily suspend scheduled phase-in***

Effective Date > 25 employees	Effective Date < 26 employees	Daily Overtime DUE	Weekly Overtime DUE
January 1, 2019	January 1, 2022	> 9.5 hours	> 55 hours
January 1, 2020	January 1, 2023	> 9 hours	> 50 hours
January 1, 2021	January 1, 2023	> 8.5 hours	> 45 hours
January 1, 2022	January 1, 2024	> 8 hours	> 40 hours



DIR - New Laws



(AB 1066)

DOUBLE TIME

All hours worked in excess of 12 hours per day

BEGINNING JANUARY 1, 2022



DIR - New Laws



SB 1015 Domestic Worker Bill of Rights

Indefinitely extends the current Domestic Workers Bill of Rights

Specifies overtime requirement

When an employee works an excess of 9 hours per day or greater than 45 hours per week



EDD Legislative Updates



AB 1245, E-File and e-Pay Mandates

Effective January 1, 2018

Mandatory electronic filing required for ALL employer regardless of size.

(as of 1/1/2017 only employers with >11 employee required)



EDD Legislative Updates



SB 1234, Secure Choice Retirement Saving

- Requires state to begin development of a workplace retirement plan.
- For private sector employers who do not offer a plan.

2019 – Program expected to be operational



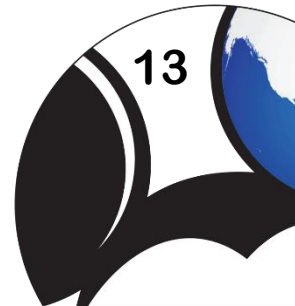
EDD Legislative Updates



Cannabis Industry Business

- Register as an employer – when wages > \$100 paid to employees in QTR
- Report employees to EDD
- Submit California payroll taxes and quarter returns
- Follow e-file and e-pay requirements

Cannabis businesses without checking accounts must contact their local Employment Tax Office to make appropriate arrangements



ADDITIONAL INFORMATION



Deferred Action for Childhood Arrivals (DACA)

Any action or attempt by employers to re-investigate or re-verify work authorization documents in order to retaliate against any immigration worker is unlawful in California.

EITC Notices

California EITC program follows same notification requirement for Federal EITC for all employees.

CA Student Loan Garnishment Bill (S.B. 16) voted down

City of Emeryville – Fair Workweek Ordinance



ADDITIONAL INFORMATION



Cash-in-Lieu of Benefits Payments

Included in regular rate of pay calculations for overtime premiums under the FLSA (Ninth Circuit Court Ruling)

Day of Rest Requirement Clarification

Employers provide a day of rest to employees per workweek instead of a span of 7 consecutive days.
(CA Supreme Court)



Q & A





Thank You!

VAL3338@hotmail.com