

IMPORTANT ANNOUNCEMENTS

Latest LA City Legislative Updates

- **Los Angeles City:** Al Fresco Temporary Authorizations will no longer be valid after July 31, 2024. To continue offering al fresco after July 31, please visit <https://buildla.lacity.org/alfresco> to learn more.
- **Los Angeles City:** [Polystyrene Ban](#)
Starting 4/23/2024: Regulates all Food or Beverage Facilities and Retail Establishments to comply with the requirement prohibiting the distribution, offering, providing, renting, or selling of any expanded polystyrene product.

Assembly Bill

- **AB 636: Employers:** [Agricultural employees: required disclosures](#)
Adds additional required information on the Wage Theft Notice. Employers will be required to note on the Wage Theft Notice the existence of a federal or state emergency or disaster declaration applicable to the county or counties where the employee is to be employed, and that was issued within 30 days before the employee's first day of employment, which may affect their health and safety during their employment.
- **AB 647:** [Grocery Workers](#)
Revises recall rights for grocery workers when there is a change of control in a grocery establishment to: 1) cover workers of a grocery distribution center; and 2) create a private right of action with an opportunity for an employer to cure and an administrative complaint process for violations of recall provisions.
- **AB 594:** [Labor Code: Alternative enforcement](#)
Until Jan. 1, 2029, this law will authorize a public prosecutor to file an action for a violation of specific provisions of the California Labor Code related to payment of wages to employees and willful misclassifications of individuals as independent contractors.
- **AB 2188:** [Discrimination in employment: Use of cannabis](#)
Makes it illegal for an employer to discriminate or penalize an employee based on the person's use of cannabis off the job and away from the workplace. A similar law, SB 700, makes it illegal for an employer to ask a job applicant if they've used cannabis.
- **AB 416:** [Sale of shochu](#)
Allows the sale of Japanese shochu in bars and restaurants that are allowed to sell beer and wine. The spirit must not exceed 24% of alcohol by volume.
- **AB 783:** [Business licenses: Single-user restrooms](#)
Requires businesses to put signage on single-user restrooms that indicates the toilet facility is available to all genders.
- **AB 1228:**

Increases the minimum wage for fast food workers to \$20 an hour starting in April. It also establishes a fast-food council that will operate for five years and determine future wage increases and working conditions.

Senate Bill

- **SB 616:** [Sick days: paid sick days accrual and use](#)
Increases sick time benefits for all full and part-time California workers from three days to a minimum of five paid sick days a year. Both hourly and salaried employees qualify.
- **SB 699:** [Contracts in restraint of trade](#)
Expands the prohibition of non-compete contracts in California by making them unenforceable by the employer. This applies even for agreements signed in another state. A similar law, AB 1076, requires employers to notify employees hired after January 1, 2022 that their non-compete clauses are void.
- **SB 478:** [Consumers Legal Remedies Act](#)
Prohibits hidden fees not seen by the consumer until the consumer is about to finalize a purchase online. Starting July 1, 2024, the law requires websites and apps to display the true cost of an item or service, such as lodging, tickets for live events and food delivery fees.
- **SB 1383:** [Edible food generator requirements](#)
Starting 1/1/2024: Requires any Food Facility or Food Service Provider operating at a Large Venue or Large Event to comply with the requirements to recover the maximum amount of Edible Food that would otherwise be discarded.
- **SB 848:** [Employment: leave for reproductive loss](#)
Requires employers to provide five days of leave to an employee who suffers a reproductive loss such as a failed adoption, miscarriage, stillbirth, unsuccessful embryo transfer or artificial insemination.
- **SB 553:** [Restraining orders and workplace violence prevention plan](#)
Creates workplace violence requirements that include training and logging of workplace violence incidents. Effective July 1, 2024, California employers will need to create, maintain and implement a written workplace violence prevention plan that includes 13 different requirements.
- **SB 525:** [Minimum wage: health care workers](#)
Raises the minimum wage of health care workers to \$23 an hour by June of 2024. The law applies to nursing assistants, medical technicians and janitorial workers. The minimum wage would increase by \$1 each of the next two years until the base wage reaches \$25 an hour.
- **SB 497:** [Protected employee conduct](#)
Prohibits employers from retaliating against workers who complain about their wages, discuss wages with colleagues or inquire about another worker's wages.

Federal

Biden-Harris Administration Raises Overtime Compensation & Expands Worker Protections

The Biden-Harris administration announced a final rule that expands overtime protections for millions of the nation's lower-paid salaried workers by increasing the salary thresholds required to exempt a salaried bona fide executive, administrative or professional employee from federal overtime pay requirements. Effective July 1, 2024, the salary threshold will increase to the equivalent of an annual salary of \$43,888 and increase to \$58,656 on Jan. 1, 2025.