

■ WAGE AND HOUR LAWS (*MINIMUM WAGE*)

TERMS:

Minimum Wage —

Employers with 25 Employees or Fewer — Workers employed by an establishment with no more than 25 employees must be paid no less than the following during the indicated time period:

January 1, 2017—December 31, 2017: \$10.00 per hour

January 1, 2018—December 31, 2018: \$10.50 per hour

January 1, 2019—December 31, 2019: \$11.00 per hour

January 1, 2020—December 31, 2020: \$12.00 per hour

January 1, 2021—December 31, 2021: \$13.00 per hour

January 1, 2022—December 31, 2022: \$14.00 per hour

January 1, 2023—December 31, 2023: \$15.00 per hour

Employers with 26 Employees or More — Workers employed by an establishment with more than 25 employees must be paid no less than the following during the indicated time period:

January 1, 2017—December 31, 2017: \$10.50 per hour

January 1, 2018—December 31, 2018: \$11.00 per hour

January 1, 2019—December 31, 2019: \$12.00 per hour

January 1, 2020—December 31, 2020: \$13.00 per hour

January 1, 2021—December 31, 2021: \$14.00 per hour

January 1, 2022—December 31, 2023: \$15.00 per hour

Beginning in 2023, the state minimum wage will be adjusted on or before August 1 each year, to reflect increases in the cost of living. The adjusted minimum wage will become effective the following January 1.

Meals and Lodging — As long as there is a voluntary written agreement between the employer and the worker, agricultural employers may count against the minimum wage the cost of adequate, well-balanced meals and decent, sanitary housing that they provide to and that are actually received by their workers. However, the credit for each meal may not exceed \$2.45 for breakfast, \$3.35 for lunch, or \$4.50 for dinner, and the housing credit is limited to \$31.75 per week for a room occupied alone, \$26.20 a week for a shared room, and 2/3 of the ordinary rental value for an apartment. The maximum credit for an apartment is \$563.90 per month where a couple are both employed by the employer, and \$381.20 for all others.

Piece-Rate Workers — Workers who are paid on a piece-rate basis must be paid for rest periods and other non-productive time separate from their piece-rate compensation. The required pay statement must show the total number of hours of rest periods and other non-productive time, the pay rate for those hours, and the amount of pay for those hours. In general, the pay rate for rest periods cannot be less than (1) the average hourly rate determined by dividing the total amount of non-overtime pay for the workweek by the total hours worked not counting rest periods, or (2) the current minimum wage, whichever is higher.

ENFORCEMENT: *Division of Labor Standards Enforcement, California Department of Industrial Relations, Oakland, California 94612 (510-285-2118).* Workers who require information concerning these provisions, or who wish to file a claim or complaint, should contact the nearest district office of the Division, or email DLSE2@dir.ca.gov. The law also gives workers the right to sue the employer in civil court to enforce the minimum wage provisions, using a private attorney or a public legal services program.

SPECIAL NOTE: A person may not fire, discipline or discriminate against a worker because the worker has filed a complaint or made use of any other right granted by these provisions.