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Improve job quality and health.

Healthy Work Strategies

New California Labor Laws in Effect in 2024

(from [Worksafe](#) February 2024 [newsletter](#))

A slew of new pro-worker laws went into effect in California in 2024. These bills provide better pay and benefits, protection from retaliation and workplace violence, and better labor protections. These laws should impact workers “job control” by providing greater say over their jobs, better “rewards” including job security, pay and respect, and better psychological and physical safety.

SB 497 - the Equal Pay and Anti-Retaliation Act

When workers take steps to address workplace abuses such as safety or wage violations, it is all too common for their employers to fire them, reduce their hours, or retaliate in other ways. This new law ensures that employers, not workers, bear the burden of proof that such actions were not, in fact, retaliatory when they occur within 90 days of a protected action.

SB 553 - Preventing Workplace Violence

Senator Cortese shared in his press release that he was prompted to action by a tragic mass shooting at Santa Clara Valley Transportation Authority. Cal/OSHA has been working on a general workplace violence (WPV) standard for six years, so Senator Cortese, UFCW, and AFSCME collaborated on SB 553 to accelerate the process. SB 553 requires employers to develop their own WPV plan as part of the mandatory Cal/OSHA Injury and Illness Prevention Plans. The standard will take effect on July 1, 2024.

SB 616 - Paid Sick Leave

As of January 1, 2024, California workers will have the right to accrue and use up to 5 days or 40 hours of Paid Sick and Safe Leave (“Paid Sick Leave”). Previously, California law required only 3 paid sick days. Check out Legal Aid at Work’s great fact sheet on how you can utilize this benefit.

AB 636 - H2A Notices

This bill requires H-2A growers whose H-2A farm workers are not unionized to provide them with a state Labor Commissioner-drafted Spanish language notice which describes, in easily

understandable terms, approximately two dozen important California/federal labor rights & protections.

AB 1228 - Fast Food Liability

AB 1228 created a fast food council with the authority to increase the industry minimum wage and adjust for regions in California, increasing it to \$20/hour starting in 2024, and allowing for additional increases at annual intervals.

AB 1484 - Public Sector Temp Worker Protection Bill

AB 1484 takes effect January 1, 2024 and intends to ensure temporary workers are protected by state laws, supported in their bargaining rights, and able to be included in the same bargaining unit as permanent employees who perform similar work.