

THE ESSENTIALS - CALIFORNIA EMPLOYMENT LAW UPDATE

WELCOME TO THE ESSENTIALS—A SUMMARY OF NEW DEVELOPMENTS IN CALIFORNIA EMPLOYMENT LAW

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Labor, Employment, and Workplace Safety Alert

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In this edition, we spotlight two key California labor and employment developments, a recent California Supreme Court ruling relating to meal and rest break premiums paid at the regular rate of pay (*Ferra*), and a reminder about local minimum wage updates. Here is a look back at July:

MINIMUM WAGE UPDATES:

Remember to update local minimum wage requirements. Many counties/cities require their local minimum wage to be updated every July. Below is a summary of the updates:

California Jurisdiction	Minimum Wage Rate / Hour
Alameda	US\$15.00
Belmont	US\$15.90
Berkeley	US\$16.32
Burlingame	US\$15.00
Cupertino	US\$15.65
Daly City	US\$15.00
East Palo Alto	US\$15.00
El Cerrito	US\$15.61
Emeryville	US\$17.13

Fremont	US\$15.00 (25 or fewer employees) US\$15.25 (26 or more employees)
Half Moon Bay	US\$15.00
Hayward	US\$14.00 (25 or fewer employees) US\$15.00 (26 or more employees)
Long Beach	US\$15.69 (hotel workers) US\$15.32 (concessionaire workers)
Los Altos	US\$15.65
Los Angeles	US\$15.00 US\$17.64 (hotel workers)
Malibu	US\$15.00
Menlo Park	US\$15.25
Milpitas	US\$15.65
Mountain View	US\$16.30
Novato	US\$15.24 (100 or more employees) US\$15.00 (26-99 employees) US\$14.00 (25 or fewer employees)
Oakland	US\$14.36
Palo Alto	US\$15.65
Pasadena	US\$15.00
Petaluma	US\$15.20
Redwood City	US\$15.62
Richmond	US\$15.21
San Carlos	US\$15.24

San Diego	US\$14.00
San Francisco	US\$16.32
San Jose	US\$15.45
San Leandro	US\$15.00
San Mateo	US\$15.62
Santa Clara	US\$15.65
Santa Monica	US\$15.00
Santa Rosa	US\$15.20
Sonoma	US\$14.00 (25 or fewer employees) US\$15.00 (26 or more employees)
South San Francisco	US\$15.25
Sunnyvale	US\$16.30

Please also remember that the state minimum wage changes on 1 January.

***FERRA V. LOEWS HOLLYWOOD HOTEL, LLC*¹**

California Supreme Court ruled that meal and rest period premiums must be paid at the “regular rate” rather than the base rate of pay. The decision is also retroactive. A more detailed summary is available [here](#). Also, see Penny Chen's article in Law360 “[Next Steps for Employers After California Break Premium Ruling](#)” for further analysis and insights.

To learn more about the implications of *Ferra*, join members of the California K&L Gates labor, employment, and workplace safety team at an upcoming webinar on 19 August at 10:00 a.m. PT. For more details, [please contact us](#).

Please feel free to reach out to any of our California Labor, Employment, and Workplace Safety lawyers with any questions.

FOOTNOTES

¹ <https://www.courts.ca.gov/opinions/documents/S259172.PDF>

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