



E-JUSTICE PROJECT

CALIFORNIA

WAGE & HOUR

BASICS

The California Labor Code governs payment of wages for non-exempt or hourly employees
See below common California wage and hours laws

OVERTIME

Non-exempt employees are entitled to pay that is:



1.5x the regular rate (overtime) for:

- All hours worked in excess of 8 hrs per day
- All hours worked in excess of 40 hrs per week
- 1st 8 hrs on the 7th consecutive day of work

2x the regular rate (double time) for:

- All hours worked in excess of 12 hrs per day
- All hours worked in excess of 8 hrs on the 7th consecutive day of work

Penalty - unpaid wages and possibly other penalties

BREAKS

Non-exempt employees are entitled to breaks



Meal breaks must be:

- No less than 30 minutes
- Free of interruptions
- Begin before the end of the 5th hr of work

Rest breaks must be:

- No less than 10 minutes for every 4 hours worked
- Free of interruptions
- Paid

Penalty - 1 hour of pay for each violation up to 3 years back

MINIMUM WAGE

CA employees are entitled to a minimum wage



Employers w/fewer than 25 employees:

- \$12 per hour
- \$49,920 per year for exempt employees

Employers w/25 or more employees

- \$13 per hour
- \$54,080 per year for exempt employees

Penalty - liquidated damages for failure to pay minimum wage

FINAL PAY

Employers must timely pay all wages owed

All wages owed include:

- Hourly pay or fixed salary
- Commissions or piece rate payments
- Accrued Paid Time Off (PTO)
- Reimbursements for expenses
- Work performed before or after clocking in/out

All wages must be paid timely:

- If TERMINATED - at the time of termination
- If RESIGNED - w/in 72 hours of last day of work

Penalty - 1 day's pay for each day unpaid up to 30 days

HAVE AN EMPLOYMENT RELATED LEGAL ISSUE YOU'D LIKE TO DISCUSS?

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JENECE M. PHILLIPS, ATTORNEY AT LAW

Basic Wage And Hour Law In Kansas

Yicheng Fang



Basic Wage And Hour Law In Kansas:

Unveiling the Energy of Verbal Art: An Emotional Sojourn through **Basic Wage And Hour Law In Kansas**

In a world inundated with screens and the cacophony of immediate conversation, the profound power and mental resonance of verbal artistry often disappear into obscurity, eclipsed by the continuous barrage of noise and distractions. Yet, nestled within the lyrical pages of **Basic Wage And Hour Law In Kansas**, a charming perform of literary beauty that impulses with natural emotions, lies an unique trip waiting to be embarked upon. Written by a virtuoso wordsmith, this exciting opus courses viewers on an emotional odyssey, gently exposing the latent potential and profound influence embedded within the intricate internet of language. Within the heart-wrenching expanse of this evocative analysis, we can embark upon an introspective exploration of the book is central themes, dissect its charming writing fashion, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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