

New CA Labor Laws

Below is a summary of California's new employment laws for 2026. California Employers Association offers employers peace of mind with a variety of Human Resource compliance solutions. All levels of membership include unlimited calls with our HR Advisors during business hours and access to our extensive library of up-to-date HR forms and toolkits.

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Bill No.	Summary	Recommended Next Steps
PAYROLL, WAGE & HOUR		
SB 3	<p>State Minimum Wage & Exempt Salaries: The State's minimum wage is increasing to \$16.90/hour for employers on January 1, 2026.</p> <p>The minimum exempt employee salary (i.e., professional, administrative, executive exemptions) for 2026 is \$70,304/year.</p> <p>Why the increases? Although SB 3 is not a "new" bill this year, it provides that the minimum wage rate is adjusted annually for inflation based on the national Consumer Price Index. This year, the CPI increased by 2.49%, which resulted in a 40-cent increase.</p> <p>Effective: 01/01/2026</p>	<ul style="list-style-type: none"> • Budget and prepare to comply with new minimum wage and exempt salary. • Update Wage Theft Notices for non-exempt employees as needed. • Expect updates to minimum wage workplace posting.
SB 642	<p>Equal Pay Act Amendments: Employers must share the pay scale for a position to an applicant or employee upon request, and for certain employers, the scale must be included in job postings. This bill amends the definition of "pay scale" to mean an estimate of the expected wage range that an employer reasonably and in good faith expects to pay for the position upon hire. Employers may just disclose the starting salary range, not the entire range for a position.</p> <p>Amends California's Equal Pay Act to prohibit paying an employee less than employees of "another sex" for substantially similar work, removing references to "opposite sex" (e.g., to include non-binary workers). "Wages" and "wage rates" were amended to include "salary, overtime, bonuses, stock, stock options, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning and gasoline allowances, hotel</p>	<ul style="list-style-type: none"> • Update pay scale records to align with new definition. • Audit job postings for compliance (employers with 15 or more employees). • Audit equal pay practices for employees engaged in substantially similar work.

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