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Employment Law Bulletin

October 2016

Governor Brown Signs New Overtime Requirements for Agricultural Employees Into Law

On September 12, 2016, Governor Brown signed the “Phase-In Overtime for Agricultural Workers Act of 2016” changing the overtime requirements for hourly agricultural employees. The new law eliminates the 10 hour daily and 60 hour weekly overtime standards for hourly agricultural employees, and adopts the 8 hour daily/40 hour weekly overtime standards applicable to most other hourly employees in California.

The law phases in over a three year period starting in 2019 for employers of more than 25 employees and in 2022 for employers with 25 or fewer employees. Each year the overtime standard will drop by .5 hours per day and 5 hours per week, until the end of the third year when the 8 hour work day/40 hour workweek standard will apply to all agricultural employees. The new law also adds a double time requirement for employees who work over 12 hours per day effective January 1, 2022.

Feel free to contact us if you have any questions about how this applies to your business. For more specifics of the new law, see our September 2016 SMT Employment Law Bulletin at www.smlaw.com. Click on "About." We'll also be discussing the law at our Annual Employment Law Update.

Expansion of the Fair Pay Act To Protect Employees of Different Races and Ethnicities

Last year California enacted the Fair Pay Act which requires employers to provide equal pay to men and women who perform “substantially similar work,” and prohibits employers from requiring employees to keep compensation information secret. New legislation effective January 1, 2017, expands the law to prohibit wage differentials amongst employees of different races and ethnicities for substantially similar work.

Previous SMT Employment Law Bulletins

Have you missed one of our prior SMT Employment Law Bulletins? All editions are available on our website at www.smlaw.com.

Save-the-Date for SMT's Annual Employment Law Update

January 13, 2017

Morning Seminar 8:30 - 10:30 am

Afternoon Seminar 1:30 – 3:30 pm

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