

# Labor & Employment Update

Joanne Alhajjar Buser • Aaron Schu  
PAUL, PLEVIN, SULLIVAN & CONNAUGHTON LLP

1

---

---

---

---

---

---

---

---



## A.B. 257: Fast Food Accountability and Standards Recovery Act

UNELECTED COUNCIL TO SET EMPLOYMENT STANDARDS FOR FAST FOOD WORKERS

2

---

---

---

---

---

---

---

---

### S.B. 1162 Pay Transparency

- Provide employees or applicants the “pay scale.”
- Employers with 15 or more employees must include the pay scale with any job posting.
- Employers with over 100 employees and at least one California-based employee have increased data reporting requirements.



3

---

---

---

---

---

---

---

---



**CALIFORNIA**  
**PRIVACY**  
**RIGHTS**  
**ACT**

- Are you ready to start making disclosures to employees in 2023?

4

---

---

---

---

---

---

---

---



**S.B. 1334**  
**Meal and Rest Periods for Hospital Employees**

- Extends CA meal and rest period laws to previously-excluded groups.

5

---

---

---


---

---

---

---

---



**A.B. 1041**  
**Family Care Leave Expanded**

- Employees may take leave to care for a "designated person."
- Employee may be limited to one designated person per 12-month period.

6

---

---

---

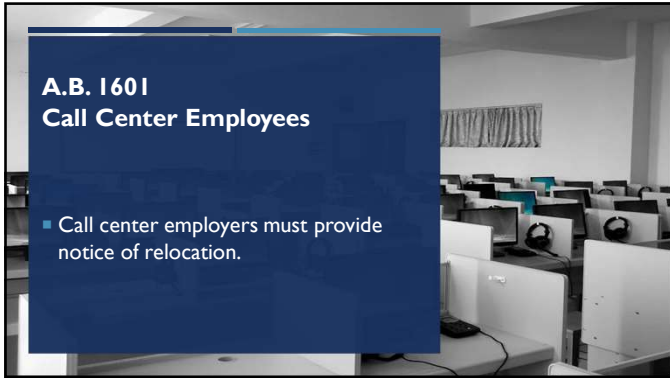
---

---

---

---

---



**A.B. 1601  
Call Center Employees**

- Call center employers must provide notice of relocation.

7

---

---

---

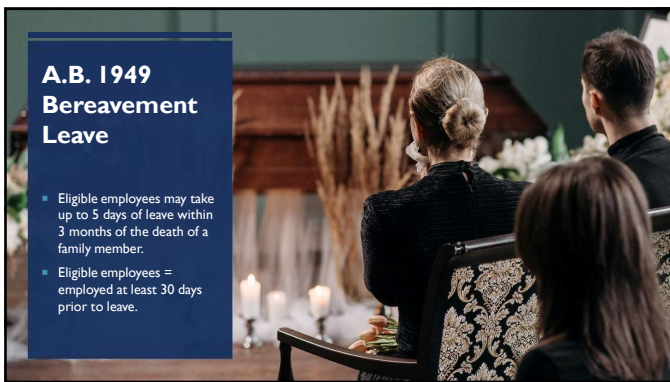
---

---

---

---

---



**A.B. 1949  
Bereavement  
Leave**

- Eligible employees may take up to 5 days of leave within 3 months of the death of a family member.
- Eligible employees = employed at least 30 days prior to leave.

8

---

---

---

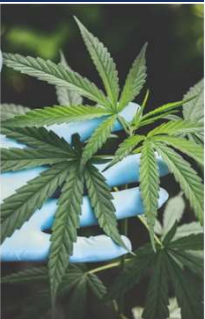
---

---

---

---

---



**A.B. 2188  
Cannabis Usage Discrimination**

- Employers cannot punish employees who use marijuana outside work.
- Preemployment drug screenings allowed.
- Does not apply to employees in building and construction trades or jobs requiring federal clearance.

9

---

---

---

---

---

---

---

---



**A.B. 152  
COVID-19 Relief: Supplemental Paid Sick Leave**

- Extends COVID-19 supplemental paid sick leave entitlements.
- Expires January 1, 2023.

10

---

---

---

---

---

---

---

---

**A.B. 1751  
Workers' Compensation and COVID-19**



- Workers' compensation claim based on COVID-19 presumptively compensable after 30 or 45 days.
- Presumption of injury if another employee tests positive.
- Presumption effective until January 1, 2024.

11

---

---

---

---

---

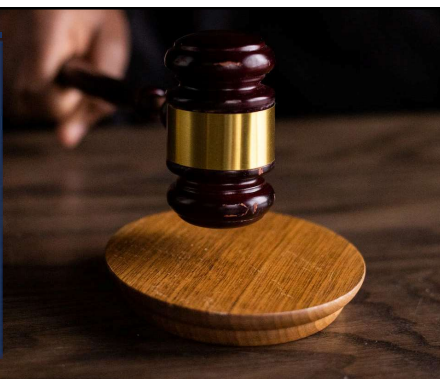
---

---

---

**A.B. 2777  
Sexual Assault Statute of Limitations**

- Sexual assault survivors can bring claims until December 31, 2026, for events occurring on or after January 1, 2009.
- One-year window for certain sexual assault claims.



12

---

---

---

---

---

---

---

---

**S.B. 1044  
Expanded  
Retaliation  
Protection**

- Employers must protect employees from retaliation for leaving work during unsafe emergency conditions.



---

---

---

---

---

---

---

---

13

**S.B. 523  
No Discrimination  
Based on  
“Reproductive  
Health Decision  
Making”**

- “Reproductive health decision making” is a new FEHA protected classification.



---

---

---

---

---

---

---

---

14

**S.B. 1126  
CalSavers: Retirement Savings**



- Expands the definition of “eligible employers” to those employing at least one CA eligible employee.

---

---

---

---

---

---

---

---

15



16

---

---

---

---

---

---

---

---

**Rejected California Legislation (For Now!)**

- A.B. 1651: Telecommuting Plans
- A.B. 1761: Flexible Work Schedules
- A.B. 1490: COVID-19 Supplemental Paid Sick Leave (tax credit)
- A.B. 1193: COVID-19 Vaccination Requirements
- A.B. 2182: Discrimination: Family Responsibilities
- A.B. 2847: Unemployment: Excluded Workers Pilot Program
- A.B. 2932: Workweek: Hours and Overtime

17

---

---

---

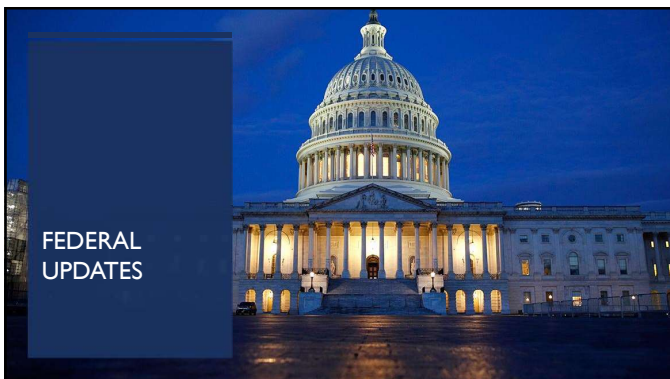
---

---

---

---

---



18

---

---

---

---

---

---

---

---



19

---

---

---

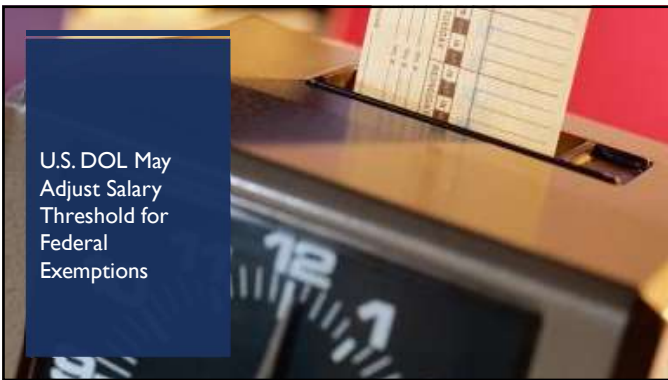
---

---

---

---

---



20

---

---

---

---

---

---

---

---



21

---

---

---

---

---

---

---

---

**PPSC**

**Thank you!**

Joanne Alnajjar Buser  
jbuser@paulplevin.com

Aaron Schu  
aschu@paulplevin.com

**SAVE THE DATE**

Paul, Plevin, Sullivan & Connaughton's  
25<sup>th</sup> Annual Employment Law Update  
Thursday, December 8, 2022

Visit [paulplevin.com/annualupdate](http://paulplevin.com/annualupdate) for details.

---

---

---

---

---

---

---

---