

CALIFORNIA NEWSLETTER

OCTOBER 2024

ISSUE #9

NEW CLIENT PORTAL

1. Have a quick question? Use the LIVE Help Chat!
2. Need a form or template? We have File Sharing!
3. Want to talk? Schedule a meeting through your portal!

Signup online now at www.simplifyhr.us



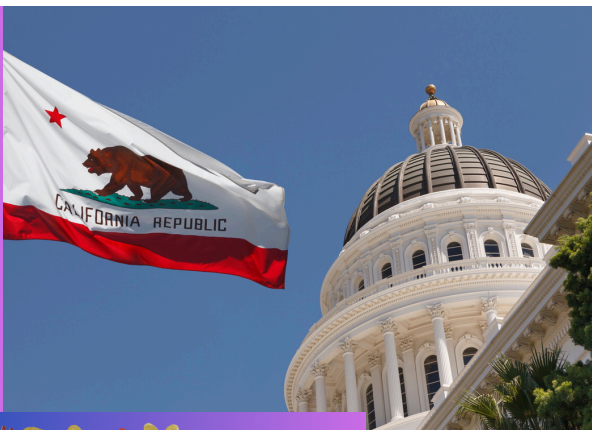
CA MINIMUM WAGE

IT'S OFFICIAL

Effective January 1, 2025
California Minimum Wage: \$16.50
California Minimum Exempt Salary \$68,640

**Different locations and industries within California may have different minimum wage rates.

If you have questions about how these changes may impact your business, log in and chat with us.



BUILDING TOGETHER

We're expanding our collection of Sample Forms and need your assistance!

From now until January 1, 2025:

If you need an HR form, please let us know through the Portal chat, and we'll create it for you free of charge. This will also help grow the forms library for everyone's benefit.

CA STATE DISABILITY

2025 Enhancements to State Disability Insurance (SDI) and Paid Family Leave (PFL):

Low-income workers will see their wage replacement rate increase to 90%, while other employees will receive 70%. The maximum weekly benefit will remain unchanged at \$1,620. The SDI contribution rate will experience a slight increase, moving from 1.1% to 1.2%.

[Senate Bill 951](#)

CAL/OSHA

Cal/OSHA's updated lead standards, effective January 1, 2025, significantly lower the Permissible Exposure Limit (PEL)

These changes impose stricter requirements on employers, including exposure monitoring, medical surveillance, and protective measures

Cal/OSHA lead standard updates: [Cal/OSHA Lead Standards Proposal](#)

EMPLOYEE RELATIONS NEWSLETTER

OCTOBER 2024

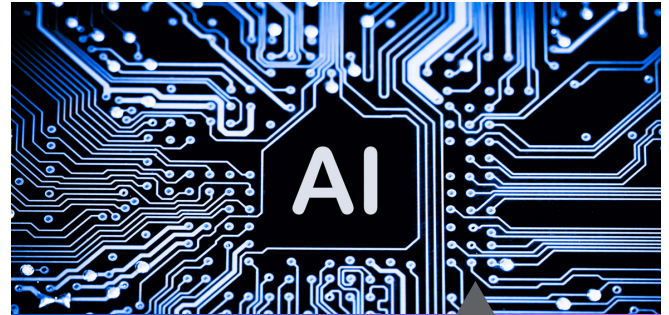
ISSUE #9



Holiday Party??

Companies holding end-of-year parties should include creating an environment that is safe, inclusive, and enjoyable for all employees. The event should be branded an end-of-year "celebration" rather than a "holiday party," to respect the diverse backgrounds and preferences of all employees and to avoid emphasizing any specific holiday. Participation in the event should be entirely voluntary. Employees who have other commitments or personal reasons for not attending the event should not feel any pressure or obligation to attend. The event should occur at a neutral time and location.

Several states have legislation protecting employees from discrimination and/or retaliation due to not attending company parties.



AI in the Workplace

The U.S. Equal Employment Opportunity Commission (EEOC) has twice issued guidance on how Title VII of the Civil Rights Act and the Americans with Disabilities Act (ADA) apply to the use of Artificial Intelligence (AI) in the workplace. In May 2022, the EEOC released a technical assistance document addressing how the ADA applies to employment practices involving AI, emphasizing that employers must prevent disability discrimination when using these technologies. In May 2023, the EEOC provided guidance on assessing potential adverse impacts of AI under Title VII, highlighting the need to avoid discriminatory practices based on race, color, religion, sex, or national origin. For detailed information, you can refer to the EEOC's guidance on the ADA and AI [HERE](#), and on Title VII and AI [HERE](#).