

California Local Minimum Wage Increases: Compliance Reminder

On July 1, 2022, numerous cities and counties across California will increase their hourly minimum wage. The new rates are as follows, with employee count listed if applicable:

Alameda: \$15.75

Berkeley: \$16.99

Emeryville: \$17.68

Fremont: \$16.00

Foster City: \$15.75 (Note that Foster City's minimum wage is **new** this year and will increase again on January 1, 2023.)

Long Beach (hotels with 100 or more guest rooms): \$16.73

Los Angeles City: \$16.04

Los Angeles City (hotels with 150 or more guest rooms): \$18.17

Unincorporated Los Angeles County: \$15.96

Malibu: \$15.96

Milpitas: \$16.40

Pasadena: \$16.11

San Francisco: \$16.99

Santa Monica: \$15.96

Santa Monica (hotels): \$18.17

West Hollywood (1-49 employees): \$16.00

West Hollywood (50 or more employees): \$16.50

West Hollywood (hotel workers): \$18.35

West Hollywood recently released minimum wage regulations, which are available on its [Minimum Wage webpage](#).

California: San Francisco Voters Approve Permanent PHEL

On June 9, 2022, the San Francisco Department of Elections preliminarily reported the [passage](#) of [Proposition G](#) enacting the city's permanent public health emergency leave (PHEL). The proposition is scheduled to take effect October 1, 2022, and will require employers in the city—with more than 100 employees worldwide—to provide up to 80 hours of paid PHEL per year for their employees in San Francisco. This leave will be in addition to the [city's paid sick leave](#) and available at the beginning of:

- A local or statewide health emergency related to any contagious, infectious, or communicable disease, declared by the City's local health officer or the state health officer pursuant to the California Health and Safety Code; or
- An Air Quality Emergency.

This leave replaces the city's prior COVID-related PHEL, which expired earlier in the year, and its implementation and guidance will be provided by the city's Office of Labor Standards Enforcement.