



2025 KEY LAWS FOR CALIFORNIA EMPLOYERS

As of January 1, 2025, several new laws take effect in California that employers need to be aware of. Below is a concise overview of each law and a practical action step for compliance.

We encourage you to contact your Symmetry HR Advisor or legal counsel for additional details and how to implement these changes.

Statewide Minimum Wage Increase

The statewide minimum wage rises to \$16.50/hour, and exempt employees must earn at least \$68,640/year to maintain their status.

Employer Action: Adjust payroll systems and confirm all employee pay rates meet these thresholds.

For minimum wages by California municipality, [click here](#).

Freelance Worker Protection Act

Contracts with freelancers must meet new standards, and timely payment is required. Non-compliance could lead to significant penalties.

Employer Action: Review freelance agreements to ensure compliance and process payments promptly. Also keep in mind the [California laws pertaining to who should be an “Independent Contractor.”](#)

Worker Intimidation Restrictions

Employers are prohibited from requiring employees to attend meetings about political or religious views. Retaliation against employees who refuse to attend is banned.

Employer Action: Update policies to ensure no mandatory attendance at such meetings.

Expanded Protections for Victims

Victim protections now include a broader range of violence and applies to family members. Employers must provide notices and allow leave for recovery or legal proceedings.

Employer Action: Update leave policies, ensure compliance with notice requirements, and train staff on these expanded protections.



Intersectional Discrimination Claims

The Fair Employment and Housing Act now recognizes claims of discrimination based on a combination of protected characteristics.

Employer Action: Train managers and HR to address nuanced discrimination claims effectively. Include this training in the formal Non-Harassment Training programs.

Revised Paid Family Leave Rules

Employers can no longer require employees to use vacation time before accessing Paid Family Leave benefits.

Employer Action: Update internal leave policies and communicate changes to employees.

Workers' Compensation Notice Updates

Workplace notices must now include updated language about injured employees' rights to consult attorneys, with fees typically deducted from recoveries.

Employer Action: Replace outdated workers' compensation notices with compliant versions.

Whistleblower Protections

Employers must post a model list from the Labor Commissioner summarizing whistleblower rights.

Employer Action: Monitor for the release of this list and post it in a prominent workplace location.

Job Posting and Driver's License Requirements

Job ads requiring a driver's license must justify its necessity. In Los Angeles County, additional Fair Chance Ordinance requirements apply.

Employer Action: Audit job postings for compliance with these new requirements and revise hiring practices accordingly.

For additional guidance, contact your Symmetry HR Advisor.

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