

# EMPLOYMENT LAW IN CALIFORNIA

Employment law in California is widely viewed as the most complex in the U.S.

Lawmakers in the Golden State have long set the pace when it comes to employee-friendly legislation, making compliance in California a major challenge for employers.

## LABOR LAW POSTERS

**87** Number of state-level poster updates in 2024

**34** Number of mandatory labor law posters in 2024

**216**

Combined cities and counties with jurisdiction-specific posters

## MINIMUM WAGE

**38**  
The number of cities in California with their own minimum wage rates

**\$0** Employers cannot use workers' tips as a credit toward minimum wage

**\$19.08** West Hollywood's minimum wage, the highest rate in California

## PAID LEAVE

**30** The number of hours an employee must work to earn an hour of paid sick leave

**9** The number of jurisdictions with their own paid sick leave laws

**1st**

California was the first state to pass a paid family and medical leave law

## PAY TRANSPARENCY

**15**  
Salary ranges must be included in job posts for companies with 15 or more workers

**100** Employers with 100 or more workers must adhere to more stringent pay data reporting requirements

## MEAL AND REST BREAKS

**6** California employees can waive their meal break if their shift is less than six hours

**10** Employees are entitled to 10 minutes of rest for every four hours worked

## About GovDocs

GovDocs simplifies employment law compliance for multi-jurisdiction employers in the U.S. and Canada. The [GovDocs platform](#) integrates three solutions in one convenient place to help you master the employment laws impacting your business. Whether you manage a [labor law poster](#), [minimum wage](#) or [paid leave](#) program, our products cut through research time, provide proactive insights into the everchanging landscape of employment laws and reduce the risk of noncompliance.