

New California Laws

1 Health

2024 EDITION

Minor Consent for Mental Health Services (AB 665)- Effective July 1, 2024, an amended law permits minors ages 12 to 17, including those covered by Medi-Cal, to access mental health services without parental consent, extending beyond the previous scope limited to private health insurance holders; the bill eliminates the condition that the minor must be in danger or pose a threat, but emphasizes the importance of mental health providers discussing parental involvement with the minor.

Medi-Cal Expansion (SB 75) - The new law in California will provide adults 26 through 49 years of age access to full scope Medi-Cal services regardless of immigration status. All other Medi-Cal eligibility rules, including income limits, will still apply.

Ground Ambulance Bills (AB 716) - AB 716 protects Californians from getting surprise medical bills after taking an ambulance. The law says that ambulance companies cannot charge more than what you would pay if you used an in-network ambulance. This helps prevent big bills and stops them from sending your bill to a collection agency. If you don't have insurance, they can't charge you more than what Medi-Cal would pay. And even if you have private insurance, you won't have to pay more than the regular cost for an in-network ambulance, even if the ambulance company is out-of-network.

Affordable Prescription Drugs (AB 948) - The newly enacted law establishes the permanence of a \$250 cost-sharing cap for a 30-day supply of prescription drugs and tiering standards, ensuring continued affordability of expensive medications for Californians with chronic illnesses like cancer or lupus.

2 Workplace and Employment

Equal Pay and Anti-Retaliation Act (SB 497) - Starting January 1, 2024, SB 497 will strengthen laws against employer discrimination for employees engaged in protected activities like filing complaints or participating in investigations. The new law increases penalties for employer retaliation, allowing employees to claim up to \$10,000 per violation. It also strengthens equal pay principles and prohibits retaliation for discussing wages. Notably, SB 497 introduces a rebuttable presumption of retaliation, making it easier for employees to establish a case if adverse action occurs within 90 days of protected activity.

Fast Food Minimum Wage Increase to \$20/hour (AB 1228) -This bill establishes a \$20 per hour minimum wage for fast food workers in California, starting on April 1, 2024, with annual increases through 2029. The legislation also establishes the Fast Food Council to make recommendations on workplace conditions for fast food employees. The wage increase applies to workers in fast food chains that have at least 60 locations across the country and excludes certain bakeries and/or chains that make and sell their own bread

Paid Sick Leave (SB 616)- California's new paid sick leave law, SB 616, gives workers more paid sick days—now up to five days or 40 hours instead of the previous three days or 24 hours. Employers can either let employees earn these days gradually, with a cap at eighty hours, or provide them all at once. The maximum amount of paid sick leave an employee can use in a year is now forty hours.



Minimum wages in Los Angeles Area
(Effective 7/1/23)

Los Angeles City = \$16.78
Los Angeles County (unincorporated)
= \$16.90



Health Care Workers Minimum Wage Increase (SB 525) - Starting June 1, 2024, wages will increase for all healthcare workers who provide services that directly or indirectly (i.e. maintenance workers, janitorial, etc.) support patient care, including contracted workers. Health facilities are organized into four different groups (depending on size and type), each with their own timeline to bring workers up to a \$25/hour minimum wage.

Discrimination in employment: use of cannabis (marijuana) (AB 2188) - Starting January 1, it will be illegal for employers to discriminate against hiring, firing or punishing someone based on their use of cannabis (marijuana) when not working and away from the worksite; on their own time.

Leave for reproductive loss (SB 848) - California workers will be guaranteed five days off after a miscarriage, stillbirth, and other types of reproductive loss such as failed adoption, failed surrogacies, and failed assisted reproductions, and extends to spouses and domestic partners.

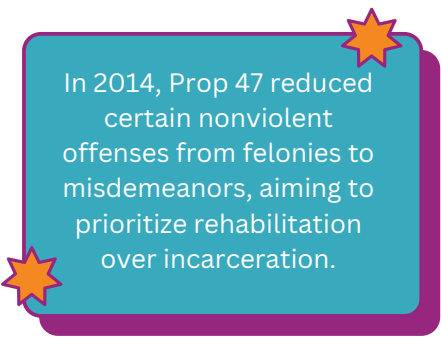
3 Lifestyle

Free Menstrual Products (AB 230) - This bill expands current California law, which mandates public schools with grades 6 to 12 to offer free menstrual products in restrooms, to now include schools with grades 3 to 12. This extension will come into effect on or before the 2024-2025 school year starts, aiming to promote period equity in California.

Healthy Meals for Kids (SB 348) - In accordance with new federal guidelines on school nutrition standards, California school meals must now meet the nutrition guidelines for added sugar and salt recommended by America's pediatricians. The goal is to reduce the sugar and salt in school meals. This bill also requires schools to provide sufficient time for kids to eat school meals.

4 Criminal Justice

Streamlined Record Reclassification Procedure (SB 749) - SB 749 eliminates the deadline for individuals to apply for reducing old felony convictions to misdemeanors for low-level, non-violent crimes under Proposition 47, aiming to remove longstanding restrictions and barriers for Californians with such convictions.



In 2014, Prop 47 reduced certain nonviolent offenses from felonies to misdemeanors, aiming to prioritize rehabilitation over incarceration.

5 Housing and Tenant Rights

Security Deposit Limits (AB 12) - Beginning July 1, 2024, AB 12 limits landlords in California from demanding security deposits for residential rental agreements in excess of one month's rent, with an exception for small landlords owning no more than two properties and four units collectively. This introduces a significant change from the existing law allowing up to two months' rent for unfurnished units and three months' rent for furnished ones, with the new legislation aiming to make housing more affordable statewide.

Termination of Tenancy (SB 567) - SB 567 enhances protections for low-income renters in California by modifying requirements for certain "no-fault" tenancy terminations, such as those related to substantial remodels and owner move-ins. Effective from April 1, 2024, the bill mandates that termination notices specify remodeling details and inform tenants of re-occupancy rights if the work is not initiated or completed. It also imposes restrictions on re-renting units if landlords fail to comply with the new owner move-in provisions, and non-compliant landlords may face penalties under SB 567.
