

# THE ESSENTIALS - CALIFORNIA EMPLOYMENT LAW UPDATE

## WELCOME TO THE ESSENTIALS—A SUMMARY OF NEW DEVELOPMENTS IN CALIFORNIA EMPLOYMENT LAW

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### Labor, Employment, and Workplace Safety Alert

By: Eugene C. Ryu, Saman Rejali, Penny Chen, Connor J. Meggs

In this edition, we spotlight two key California labor and employment developments, a recent California Supreme Court ruling relating to meal and rest break premiums paid at the regular rate of pay (*Ferra*), and a reminder about local minimum wage updates. Here is a look back at July:

### MINIMUM WAGE UPDATES:

Remember to update local minimum wage requirements. Many counties/cities require their local minimum wage to be updated every July. Below is a summary of the updates:

California Jurisdiction	Minimum Wage Rate / Hour
<a href="#">Alameda</a>	US\$15.00
<a href="#">Belmont</a>	US\$15.90
<a href="#">Berkeley</a>	US\$16.32
<a href="#">Burlingame</a>	US\$15.00
<a href="#">Cupertino</a>	US\$15.65
<a href="#">Daly City</a>	US\$15.00
<a href="#">East Palo Alto</a>	US\$15.00
<a href="#">El Cerrito</a>	US\$15.61
<a href="#">Emeryville</a>	US\$17.13

<a href="#">Fremont</a>	US\$15.00 (25 or fewer employees) US\$15.25 (26 or more employees)
<a href="#">Half Moon Bay</a>	US\$15.00
<a href="#">Hayward</a>	US\$14.00 (25 or fewer employees) US\$15.00 (26 or more employees)
<a href="#">Long Beach</a>	US\$15.69 (hotel workers) US\$15.32 (concessionaire workers)
<a href="#">Los Altos</a>	US\$15.65
<a href="#">Los Angeles</a>	US\$15.00 US\$17.64 (hotel workers)
<a href="#">Malibu</a>	US\$15.00
<a href="#">Menlo Park</a>	US\$15.25
<a href="#">Milpitas</a>	US\$15.65
<a href="#">Mountain View</a>	US\$16.30
<a href="#">Novato</a>	US\$15.24 (100 or more employees) US\$15.00 (26-99 employees) US\$14.00 (25 or fewer employees)
<a href="#">Oakland</a>	US\$14.36
<a href="#">Palo Alto</a>	US\$15.65
<a href="#">Pasadena</a>	US\$15.00
<a href="#">Petaluma</a>	US\$15.20
<a href="#">Redwood City</a>	US\$15.62
<a href="#">Richmond</a>	US\$15.21
<a href="#">San Carlos</a>	US\$15.24

<a href="#">San Diego</a>	US\$14.00
<a href="#">San Francisco</a>	US\$16.32
<a href="#">San Jose</a>	US\$15.45
<a href="#">San Leandro</a>	US\$15.00
<a href="#">San Mateo</a>	US\$15.62
<a href="#">Santa Clara</a>	US\$15.65
<a href="#">Santa Monica</a>	US\$15.00
<a href="#">Santa Rosa</a>	US\$15.20
<a href="#">Sonoma</a>	US\$14.00 (25 or fewer employees) US\$15.00 (26 or more employees)
<a href="#">South San Francisco</a>	US\$15.25
<a href="#">Sunnyvale</a>	US\$16.30

Please also remember that the state minimum wage changes on 1 January.

### ***FERRA V. LOEWS HOLLYWOOD HOTEL, LLC*<sup>1</sup>**

California Supreme Court ruled that meal and rest period premiums must be paid at the “regular rate” rather than the base rate of pay. The decision is also retroactive. A more detailed summary is available [here](#). Also, see Penny Chen's article in Law360 “[Next Steps for Employers After California Break Premium Ruling](#)” for further analysis and insights.

To learn more about the implications of *Ferra*, join members of the California K&L Gates labor, employment, and workplace safety team at an upcoming webinar on 19 August at 10:00 a.m. PT. For more details, [please contact us](#).

Please feel free to reach out to any of our California Labor, Employment, and Workplace Safety lawyers with any questions.

## **FOOTNOTES**

<sup>1</sup> <https://www.courts.ca.gov/opinions/documents/S259172.PDF>

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