



SLOAT LAW GROUP, APC
CARING FOR CLIENTS WHILE PURSUING JUSTICE

SLG QUARTERLY NEWSLETTER

As we enter the new year, we, at Sloat Law Group, APC, want to keep you informed of the new labor and employment laws coming into effect in 2025. Navigating these changes is essential to ensuring compliance, avoiding penalties, and fostering a positive workplace environment. Here, we are providing you with a glimpse at the top three new labor and employment laws effective January 1, 2025.

1. Increase in Minimum Wage

As of January 1, 2025, the minimum wage in California will increase from \$16.00 per hour to \$16.50 per hour for all employees. This increase in minimum wage means that exempt employees in California must earn a minimum annual salary of \$68,640 per year or \$5,720 per month. Employers should be cautious of the minimum wage requirements in their local areas because some cities have higher minimum wage requirements.

2. Restriction on Driver's License Discrimination

Effective January 1, 2025, Senate Bill 1100 prohibits California employers from including statements in job advertisements, job applications, or other employment materials that require an applicant or employee to possess a valid driver's license. The employer may require a valid driver's license if they can prove that: (1) it reasonably suspects driving to be one of the job functions of the position, and (2) it reasonably believes that using an alternative form of transportation, such as biking or public transportation, that does not require a driver's license would not be comparable in travel time or cost to the employer. Employers, this is an important reason it is imperative to have clear and accurate job descriptions and duties for all positions.

3. Leaves of Absence

Assembly Bill 2499 amends the provisions for time off related to jury duty, court appearances, and victim-related activities. This new law (1) expands protections for employees, (2) requires employers to provide clear notice of these rights, and (3) clarifies that employees may use vacation or paid sick leave when on these leaves of absence. This new law also expands the definition of "victims" in existing law to include victims of qualifying acts of violence such as domestic violence, sexual assault, stalking, or conduct that involves bodily injury or death, the exhibition or use of a firearm or other dangerous weapon, or when an individual uses force or threatens to use force against another. An employee may qualify as a victim even if no one is arrested, prosecuted, or convicted of committing any crime. Employers must review and analyze their policies on leaves of absence to ensure they are in compliance with these requirements.

These are only a few of the new labor and employment laws coming in 2025. To learn more about the new laws, read our Top Ten 2025 Labor and Employment Law Updates article by visiting our website's In the News section. If you have any questions about how these new laws may affect your business or need assistance preparing compliant policies, please contact our attorneys at Sloat Law Group, APC. We are here to help!



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SLG Spotlight



Mandy Sterling



Georgiy Lyudyno

Sloat Law Group wants to acknowledge Mandy Sterling, our Special Projects Coordinator on her 2 year anniversary, and Georgiy Lyudyno, our Law Clerk/J.D. on his 1 year anniversary with our firm.

The SLG team would not be what it is without the hard work and dedication of team members like Mandy and Georgiy. Their hard work and contributions play a vital role in our success, and we are grateful to have them on the Sloat Law Group team.

COMMUNITY EVENTS

January



GCVCC Educates: GCVCC Lunch and Learn event being held at the DHS Library on January 8th, 2025 from 12pm to 1:30pm. This session will cover the Hub's transition to a 90-day transitional housing facility, compassionate care initiatives, the launch of a new homeless outreach team, enforcement and clean-up efforts, trespass issues, and resources for local businesses.

February



Coachella Valley Rescue Mission Rhinestone Rodeo: This year's event is being held at the The Hyatt Regency - Indian Wells on February 19th, starting at 5:30pm. Tickets are \$250 per person.

March



Rancho Mirage Chamber of Commerce Galleri Classic Kick Off Mixer: This event will be held at the Mission Hills Country Club on March 12th, from 4:30 to 6pm.