



E-JUSTICE PROJECT

CALIFORNIA

WAGE & HOUR

BASICS

The California Labor Code governs payment of wages for non-exempt or hourly employees
See below common California wage and hours laws

OVERTIME

Non-exempt employees are entitled to pay that is:



1.5x the regular rate (overtime) for:

- All hours worked in excess of 8 hrs per day
- All hours worked in excess of 40 hrs per week
- 1st 8 hrs on the 7th consecutive day of work

2x the regular rate (double time) for:

- All hours worked in excess of 12 hrs per day
- All hours worked in excess of 8 hrs on the 7th consecutive day of work

Penalty - unpaid wages and possibly other penalties

BREAKS

Non-exempt employees are entitled to breaks



Meal breaks must be:

- No less than 30 minutes
- Free of interruptions
- Begin before the end of the 5th hr of work

Rest breaks must be:

- No less than 10 minutes for every 4 hours worked
- Free of interruptions
- Paid

Penalty - 1 hour of pay for each violation up to 3 years back

MINIMUM WAGE

CA employees are entitled to a minimum wage



Employers w/fewer than 25 employees:

- \$12 per hour
- \$49,920 per year for exempt employees

Employers w/25 or more employees

- \$13 per hour
- \$54,080 per year for exempt employees

Penalty - liquidated damages for failure to pay minimum wage

FINAL PAY

Employers must timely pay all wages owed

All wages owed include:

- Hourly pay or fixed salary
- Commissions or piece rate payments
- Accrued Paid Time Off (PTO)
- Reimbursements for expenses
- Work performed before or after clocking in/out

All wages must be paid timely:

- If TERMINATED - at the time of termination
- If RESIGNED - w/in 72 hours of last day of work

Penalty - 1 day's pay for each day unpaid up to 30 days

HAVE AN EMPLOYMENT RELATED LEGAL ISSUE YOU'D LIKE TO DISCUSS?

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Basic Wage And Hour Law In Kansas

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