

California Legislature Update: Tracking New Bills that Could Impact California Employers

Article By:

Michelle K. Meek

Cecilie E. Read

February 17th was not only the start of the President's Day weekend but also the last day that California legislators could introduce bills for consideration during the 2023 legislative session. Jackson Lewis attorneys will be monitoring the below bills, which have the potential for a profound impact on California employers.

Assembly Bill (AB) 1100 – Four-Day Workweek

[AB 1100](#) states that it will be amended to include provisions to establish a four-day workweek. Upon amendment, the bill would likely alter the conditions for the accrual of overtime, [similar to a bill that failed last year](#).

Senate Bill (SB) 703 – Flexible Work Schedules

[SB 703](#) would enact the California Workplace Flexibility Act of 2023. Under this bill, a nonexempt employee could request a flexible work schedule of workdays up to 10 hours per day in a 40-hour workweek and an employer could implement this schedule without the obligation to pay overtime compensation for hours worked over 8 hours in a workday. This proposed bill is styled like [California's Alternative Workweek Schedules](#) but on an individual basis.

Assembly Bill (AB) 524 – Protection for Family Caregivers

[AB 524](#) would amend the Fair Employment and Housing Act (FEHA) to prohibit employment discrimination against employees with family caregiver obligations. This legislation is similar to a bill that failed last year [protecting "family responsibilities."](#)

Senate Bill (SB) 731 – Remote Work as an Accommodation

[SB 731](#) would authorize an employee with a qualifying disability to initiate a renewed reasonable accommodation request to perform their work remotely if certain requirements are met, including that the employee performed their essential job functions remotely for at least 6 of the 24 months

preceding the renewed request.

Senate Bill (SB) 525 – Minimum Wage for Health Care Workers

[SB 525](#) mirrors [efforts from last summer in several cities](#) to pass increased minimum wage requirements for health care workers. Under the proposed bill, workers for covered health care facilities, including hospitals and skilled nursing care facilities, would be paid a mandated minimum wage of \$25 starting January 1, 2024 and to increase annually.

Senate Bill (SB) 616 – Additional Paid Sick Leave Days

[SB 616](#) would amend California's statewide paid sick leave requirements by changing accrual methods and increasing the total amount of sick leave an employee may accrue annually from 24 hours (3 days) to 56 hours (7 days), with a maximum accrual of 112 hours (14 days).

Jackson Lewis P.C. © 2025

National Law Review, Volume XIII, Number 53

Source URL: <https://natlawreview.com/article/california-legislature-update-tracking-new-bills-could-impact-california-employers>