

HRCalifornia Extra - Special Edition



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MINIMUM WAGE INCREASE FINALIZED

Governor Schwarzenegger signed SB1835, making the California minimum wage one of the highest in the country. The first increase takes effect January 1, 2007. It raises the minimum wage for California's non-exempt employees from the current \$6.75 per hour to \$7.50 per hour. The second increase to \$8.00 per hour takes effect January 1, 2008.

The increase also may affect some of your exempt executive, administrative and professional employees whose minimum salary requirements are tied to the state minimum wage. For these exempt employees, the minimum salary will increase from the current \$2,340 per month to \$2,600 per month (\$31,200 per year) on January 1, 2007 and to \$2,773.33 per month (\$33,280 per year) on January 1, 2008.

These changes require California employers to post a new state minimum wage poster and wage order as of January 1, 2007. The Department of Industrial Relations and Industrial Welfare Commission are responsible for creating the new postings, which will be incorporated into CalBizCentral's [2007 California Employer Poster](#) and [2007 Required Notices Kit](#) products now available for pre-order.

What Should You Do?

- Plan to revise your wage and salary structure, if it does not meet the required minimums that take effect on January 1, 2007.
- Review the earnings of exempt employees at the lower end of your wage and salary scales to identify those who fall

CalBizCentral Presents

2007 California Employer Poster

Did you know that you must post a compliant Employment Poster in a conspicuous place in the workplace where all employees and applicants can see it? The poster must also include information about your workers' comp benefits, pay day schedule and emergency contacts. You may need to order several to ensure that your business, branches, and satellite offices are displaying the poster according to the law. And remember, if any of your company's workers are Spanish-speaking, you may need to order the Spanish version (Labor Code 3550). Prices start at just \$22.

2007 Required Notices Kit

The *2007 Required Notices Kit* is a great value and includes the *2007 Employment Poster*, plus 20 copies each of these pamphlets:

- Paid Family Leave
- Unemployment Insurance
- State Disability Insurance

- below the new minimums and establish a plan for compliance.
- Consider the impact of these changes on other employees in your organization as the increases at the low end of the pay scale causes upward pressure on your entire compensation structure.
- Place pre-orders for the new [*2007 California Employer Poster*](#) at CalBizCentral.com.
- Watch HRCalifornia.com and future issues of *HRCalifornia Extra* for news on availability of revised wage orders.

- Sexual Harassment Information Sheets
- Workers' Compensation Rights & Benefits

www.calbizcentral.com

DFEH POSTER REVISIONS

The Department of Fair Employment and Housing (DFEH) has announced that the revised versions of its English and Spanish language discrimination and harassment posters (DFEH-162) and (DFEH-162S) do *not* need to be posted until January 1, 2007.

You have the option of posting them now and they are available for free download from HRCalifornia.com in [Posters and Notices](#) or from the DFEH website. Otherwise, you can wait for CalBizCentral's all-in-one [*2007 Employer Poster*](#), which will include this revision, the new California minimum wage poster, and any other changes required as of January 1, 2007.

What Should You Do?

- Place pre-orders for the new [*2007 Employer Posters*](#) and [*2007 Required Notices Kit*](#) at CalBizCentral.com.

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