



Mind the Gap: The Increasing Divide Between California and Federal Employment Laws Under the Trump Administration

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San Francisco Attorneys Wendy McGuire Coats, Bailey Bifoss, and Caroline Pham authored the article “Mind the Gap: The Increasing Divide Between California and Federal Employment Laws Under the Trump Administration.” The article, which appeared July 1 in *Contra Costa Lawyer*, provides four key areas where California state and federal regulations conflict.

“Under the Trump administration, many businesses are likely looking forward to contracted regulations and more employer-friendly policies from the federal government. However, employers in the Golden State should not get their hopes up just yet.

Historically, California requires more from its employers than the federal government does. The state has different and heightened rules, including some protecting employees from discrimination, governing the payment of compensation, and restricting employers’ ability to regulate employee conduct. Recently, even California localities have jumped on the regulatory train, passing often-experimental ordinances governing paid parental leave, predictive scheduling, and minimum wage requirements. As a result, California employers must remain cognizant of federal, state, and local standards.”

To read the full article, please visit [Contra Costa Lawyer](#).