



Sacramento Partner Interviews on New California Laws for 2023

News

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In a podcast interview with *NFIB*, **Ben Ebbink** shares his insight on new California laws that will take effect in 2023.

When discussing Senate Bill 1162, Ben notes that this new pay transparency law has unclear requirements and has the potential to lay some Private Attorneys General Act (PAGA) traps with penalties as high as \$100,000 for a single faulty job posting that failed to contain the proper salary information.

Ben believes that Assembly Bill 1949 and Assembly Bill 1041, two leave laws, can be challenging for small businesses to implement due to their lack of staffing.

For Assembly Bill 2188, Ben explains, "It basically says you can't take adverse action against employees for lawful, off-duty use of cannabis, even if they fail a metabolite test. This is the kind of test that doesn't necessarily show THC (tetrahydrocannabinol), but it shows metabolite which may be in their system."

Assembly Bill 257, which would have transferred the power to set wage and workplace conditions to a new state agency, was nullified by a referendum until November 2024.

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