



## **MEMBER ALERT**

### **2018 New California Laws**

#### **AB-1008 Employment discrimination: conviction history**

Prohibits employers from inquiring about or considering a job applicant's criminal record prior to a conditional offer of employment—**DOES NOT APPLY to K-12 School Districts, Charter Schools and Community Colleges.**

#### **AB-168 Employers: salary information**

Prohibits employers from asking job applicants for previous salary history

#### **SB-3 Minimum wage increase**

Raises minimum wage from \$10.50 to \$11/hour for employees of businesses with 26+ employees and from \$10 to \$10.50 for employees of businesses with 25 or fewer employees

#### **SB-250 Pupil meals: Child Hunger Prevention and Fair Treatment Act of 2017**

Ensures that a pupil whose parent or guardian has unpaid school meal fees is not shamed, treated differently, or served a meal that differs from what a pupil whose parent or guardian does not have unpaid school meal fees would receive under that local educational agency's policy. The act would prohibit school personnel and volunteers from allowing any disciplinary action that is taken against a pupil to result in the denial or delay of a nutritionally adequate meal to that pupil. The act would require a local educational agency to notify a parent or guardian of the negative balance of a pupil's school meal account no later than 10 days after the pupil's school meal account has reached a negative balance. The act would require a local educational agency, before sending this notification to the parent or guardian, to exhaust all options and methods to directly certify the pupil for free or reduced-price meals. The act would require a local educational agency to reimburse school meal fees paid by a pupil's parent or guardian when fees were paid or unpaid fees debt accrued when a pupil would have been determined to be eligible for free or reduced-price school meals.

#### **AB-10 Feminine hygiene products: public school restrooms**

Requires schools serving students in grades 6-12 with at least 40 percent of students living in poverty to stock bathrooms with tampons and other feminine hygiene products at no cost.

#### **AB-424 Possession of a firearm in a school zone**

Bans firearms on school grounds, removing the ability of school officials to grant exemptions.

#### **SB-179 Gender identity: female, male, or nonbinary**

Removes the requirement that people have to choose either male or female on their identification documents. Transgender people will be able to select "nonbinary" as an option if they do not identify as either male or female. **This new choice will be available beginning in 2019.**

#### **SB-20 Vehicles: buses: seatbelts**

Prohibits a person from operating a motor vehicle on a highway unless that person and all passengers 8 -16 years of age are properly restrained by a safety belt. **The bill specifies that these provisions do not apply to a school bus or a school pupil activity bus, as defined in vehicle code 545.**

## **SB-396 Employment: gender identity, gender expression, and sexual orientation**

In addition to employers with 50 or more employees providing 2 hours of sexual harassment training to Supervisors every 2 years; gender identity, gender expression and sexual orientation must be added to the training materials.

## **SB-306 Retaliation actions: complaints: administrative review**

This new law greatly expands certain employee retaliation and whistleblower claims. The law also allows the Labor Commissioner to initiate an investigation of employers, with or without a complaint being filed. (SB 306)