



West Coast Employment Law Updates for 2026

Key Changes, Trends, and Insights

April 22, 2026



Today's Presenters



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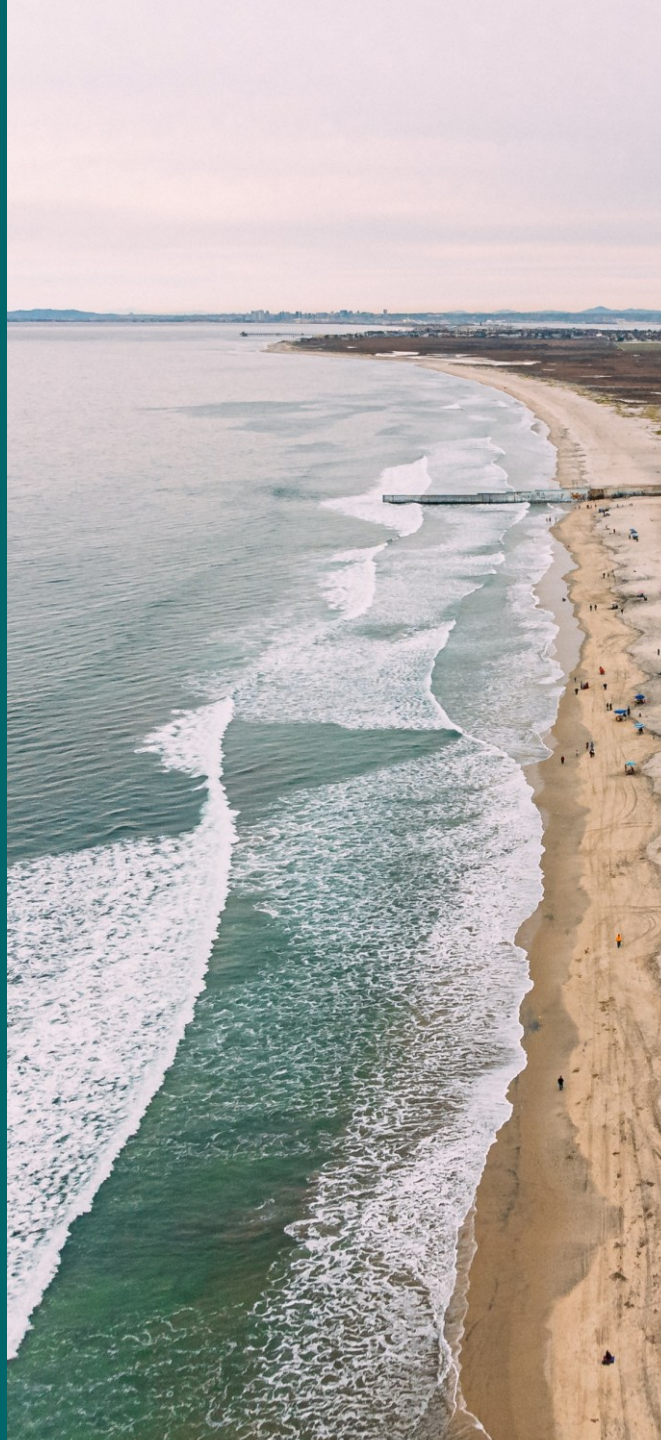
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Session Goals



- Review key employment law changes and workplace trends impacting West Coast employers in 2026.
- Legislative and Compliance Updates for:
 - **California**
 - **Oregon**
 - **Washington**

Webinar Forum

- *All participants are muted.*
- *Please type questions in the side navigation panel and we will try to address most questions during today's session.*
- *Today's presentation will be posted online at prestigepeo.com/webinars*

Disclaimer

The materials contained in the following presentation have been prepared as general information and to inform the attendees of important changes that may impact their business. Neither this presentation nor any of the materials contained herein is intended as legal advice nor should it be interpreted as political in nature or favoring any particular political viewpoint. Attendees should consult with counsel before taking any action that may affect their legal rights.

California



California Minimum Wage

- **State minimum wage increase: \$16.90/hour**
- Fast food workers: \$20.00/hour
- Healthcare workers (June 2026): \$22–\$23/hour (varies)
- Tool wage: 2x local minimum wage
- Local ordinances may be higher

California Exempt Salary Thresholds

- Standard exempt: \$70,304/year
- Fast food exempt: \$83,200/year
- Healthcare: 150% of the healthcare wage or 200% of the minimum wage
- Computer software professionals: \$58.85/hour or \$122,573.13/year
- Physicians: \$107.17/hour

Expense Reimbursements

- IRS mileage rate: 72.5 cents/mile
- Review reimbursement policies under CA Labor Code 2802:
 - Cell phone
 - Internet
 - Work-from-home costs

Meal Period Waiver

- **Employees may waive their meal period if they work 6 hours or less.**
- Written waiver = best practice
- Court case held that blanket waivers are valid if not coercive

Workplace Notices

Workplace Know Your Rights Act (SB 294)

- Employers are required to provide annual written notice of worker rights to all employees.
- Annual requirement thereafter
- Delivery: in person, email, or text
- Retain records demonstrating compliance for 3 years
- Non-compliance penalties: up to \$500/employee/day (max \$10,000/ employee)

Safety and Health Protection on the Job Posting

Emergency Contact Designation

- **Employers must provide current employees the opportunity to designate an emergency contact to call if the employee is arrested or detained while working. (SB 294)**
- Required for new hires and current employees
- Applies to arrest/detention scenarios at the worksite or during working hours off-site

Pay Data Reporting & Equal Pay

- **Pay Data Reporting (SB 464)**
 - Separate storage of pay data for employers with 100+ employees
 - Penalties: \$100-\$200 per employee
- **Pay Equity Enforcement Act (SB 642)**
 - Pay scale disclosure required to strengthen pay transparency
 - Expanded definition of wages (includes incentive pay)
 - Statute of limitations extended to 3 years, 6-year recovery period
- **Wage Garnishments (AB 774)**
 - Additional employer reporting requirements

DLSE Penalty Increases

California has significantly increased penalties and enforcement tools managed by the Division of Labor Standards Enforcement (DLSE).

- Up to 3x damages for failure to pay final judgment
- Applies after 180 days unpaid
- Attorneys' fees required
- Successor liability applies

"Stay or Pay" Agreements

- **Training Repayment Agreements (AB 692)**
 - Prohibits most “stay-or-pay” agreements
 - Limited exceptions (tuition, bonuses, apprenticeships)
 - Review the statutes carefully when revising your policies
 - Penalties = actual damages or \$5k/worker, whichever is greater, injunctive relief, and attorneys’ fees
- **Bonus Agreements**

Layoffs & WARN Updates

- **Cal-WARN (SB 617)**
 - Applies to employers with 75+ employees
 - Expanded notice content requirements
- **COVID Rehire Rights (AB 858)**
 - Extended to January 1, 2027

Employee Rights Expansion

- **Paid Family Leave (PFL) for Designated Family Member (SB 590)**
 - Eligibility is expanded to include individuals who take time off to care for a "designated person", effective July 1, 2028.
- **Personnel Records Inspection Rights (SB 513)**
 - Expands employee rights to inspect and receive copies of personnel records, which now includes training records
- **Expanded Workplace Protections for Victims of Violence (AB 406)**

Victims of Violence Protections

Expanded Workplace Protections for Victims of Violence:

- Protected leave for legal proceedings
- Expanded definition of "victim"
- No retaliation or discrimination allowed
- Reasonable safety accommodations required
- No required advance notice for leave in some cases

California Privacy

California Consumer Privacy Act (CCPA)

- Updated rules strengthen consumer privacy
- **Automated Decision-Making Technology (ADMT)**
 - Additional compliance requirements for ADMT begin, effective January 1, 2027.

Core Rights Under CCPA



Right to Know

- Know what personal information is collected, used, shared, or sold.



Right to Delete

- Request deletion of personal information.



Right to Opt-Out

- Direct a business to stop selling or sharing personal information.



Right to Correct

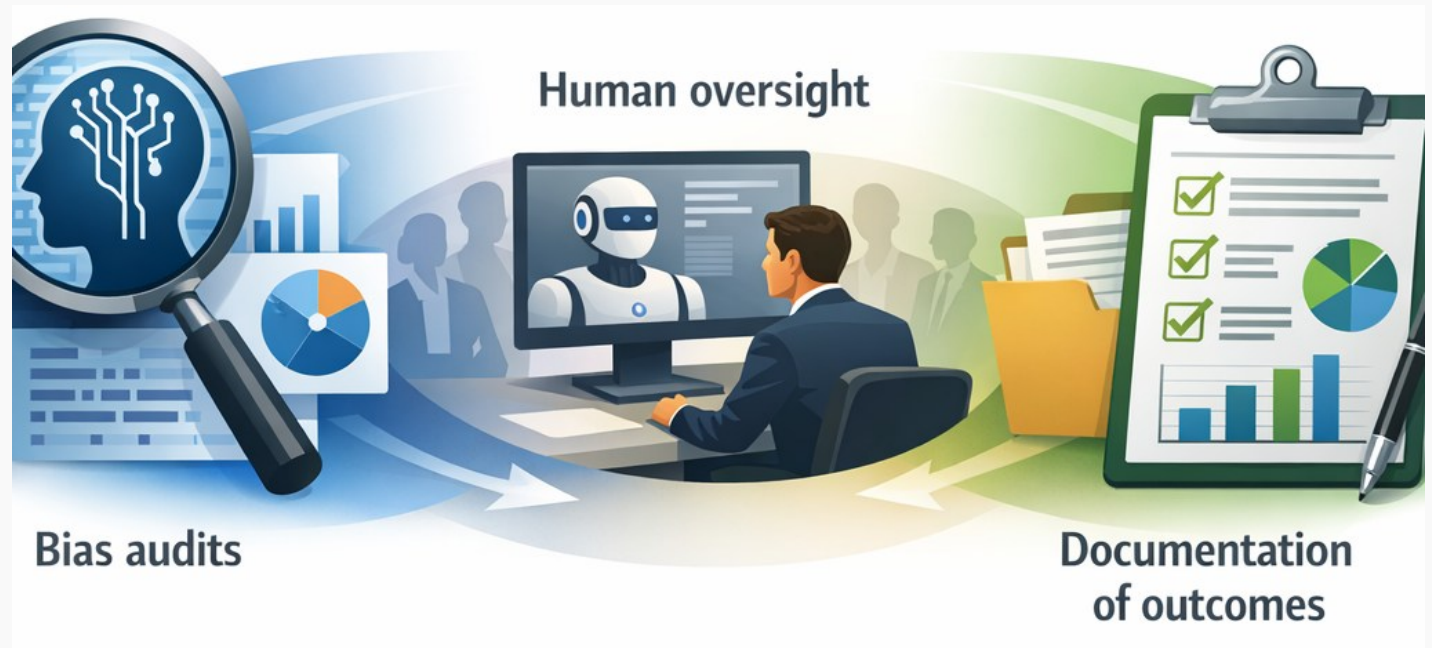
- Correct inaccurate personal information.



Right to Non-Discrimination

- Not receive discriminatory treatment for exercising rights.

AI in Employment Decisions



California Civil Rights Department Regulations

- Artificial Intelligence (AI)
- Automated Decision Systems (ADS)
 - Applies to employment activities such as screening, hiring, promotions, and pay decisions
 - CA employers with 5+ employees
 - Must retain records for 4 years

Oregon

Oregon Updates

- Paid leave expansion and updates
- Pay transparency requirements at hire
- Age discrimination limits on hiring questions
- Healthcare workplace violence prevention



Paid and Protected Leave

Expanded Access to Leave and Safety Accommodations for Hate Crime Victims (HB 2411)

- Oregon employers must provide reasonable unpaid leave and safety accommodations to these individuals, absent undue hardship.
- Paid sick leave policies must permit use for qualifying hate crime-related leave.
- **Paid sick leave includes blood donation (SB 1108)**
 - Employees can use accrued, protected sick time to donate blood through approved programs
- **Protected Leave (SB 69)**
 - Oversight of job protected leave has shifted to the Bureau of Labor and Industries (BOLI)
 - Employers may require medical certification for employees returning from medical leave

Oregon Wage Updates

Minimum Wage Increase: \$15.55/hour

- Portland Metro: \$16.80, Non-urban: \$14.55

Wage Transparency (SB 906)

- Written pay details at hire required
- Includes pay rates, deductions, benefits
- Must explain payroll codes

Wage garnishment limit update (SB 1595)

- Weekly disposable earnings are exempt from non-restitution garnishment up to \$400/week (or 75% of disposable earnings, whichever is greater).

Unemployment Insurance for Striking Workers (SB 916)

- Allows public and private sector workers on strike to collect unemployment benefits

Washington

Washington Updates

- Paid Family and Medical Leave (PFML) Updates
- Workplace & Employee Protections
- Fair chance hiring expansion
- Ban on Non-Compete Agreements



PFML Updates

Expanded Job Protection and Continuation of Health Benefits (HB 1213)

- Employers are required to restore positions and maintain employee health benefits during leave
- Employees qualify for job protection after 180 days
- Reduced minimum claim duration from eight to four hours
- Employer notice requirement
- Restrictions on leave stacking

Expanded Employee Protections

Expanded Access to Leave and Safety Accommodations for Hate Crime Victims (SB 5101)

- Washington employers must provide reasonable unpaid leave and safety accommodations to these individuals, absent undue hardship.
 - Paid sick leave policies must permit use for qualifying hate crime-related leave.
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- **Employee Microchip Ban (HB 2303)**
 - No coercion or microchip requirement for employees is allowed.

Expanded Fair Chance Hiring

Fair Chance Act (HB 1747)

- Stronger Ban-the-Box rules for employers with 15+ employees
- No criminal history inquiries before a conditional job offer



Washington Non-Compete Ban

Effective June 30, 2027:

- **Non-Competition Covenants are prohibited**
 - Existing agreements become void
 - Notice required by October 2027



West Coast Trends

- Expanded employee protections
- Increased wage and salary thresholds
- Greater pay transparency and reporting requirements
- AI and technology regulation in HR decisions

Questions
Comments
Discussion?



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