

## AB 1066 [California Labor Code Sections 860-862] and New Minimum Wage Rates

### All Agricultural Employees Including Irrigators<sup>1</sup>

	New MW Rate for Employers with 26 or more Employees	Overtime	Overtime Rate	Double Time Rate on 7 <sup>th</sup> day after 8 Hours
1/1/19	\$12.00	After 9.5 hours or 55 hours	\$18.00	\$24.00
1/1/20	\$13.00	After 9.0 hours or 50 hours	\$19.50	\$26.00
1/1/21	\$14.00	After 8.5 hours or 45 hours	\$21.00	\$28.00
1/1/22	\$15.00	After 8.0 hours or 40 hours	\$22.50	\$30.00 <sup>2</sup>

	Employers with 25 or less Employees	Overtime Applies	Overtime Rate	Double Time Rate After 8 Hours on 7 <sup>th</sup> Consecutive Workday
1/1/19	\$11.00	After 10 hours and 7 <sup>th</sup> consecutive workday	\$16.50	\$22.00
1/1/20	\$12.00	After 10 hours and 7 <sup>th</sup> consecutive workday	\$18.00	\$24.00
1/1/21	\$13.00	After 10 hours and 7 <sup>th</sup> consecutive workday	\$19.50	\$26.00
1/1/22	\$14.00	After 9.5 hours or 55 hours	\$21.00	\$28.00
1/1/23	\$15.00	After 9.0 hours or 50 hours	\$22.50	\$30.00
1/1/24	TBD	After 8.5 hours or 45 hours	TBD	TBD
1/1/25	TBD	After 8.0 hours or 40 hours	TBD	TBD <sup>3</sup>

### Supervisory and Managerial Employees

To maintain the exemption from overtime compensation, an exempt employee's weekly salary must be no less than two times the applicable minimum wage rate multiplied by a 40-hour work week in addition to other requirements. There are no AB 1066 changes in hours for salaried exempt employees, unlike agricultural employees.

<sup>1</sup> Transportation employees and employees covered by a collective bargaining agreement have different rules applicable.

<sup>2</sup> Effective 1/1/22, any employee who works over 12 hours per day must be paid double their regular rate of pay, unless an exemption applies.

<sup>3</sup> Effective 1/1/25, employers with 25 or less employees will be required to pay employees double-time after 12 hours of work.