New California Laws 2024: New Year, New Rules

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In 2024, California introduces a range of new laws that significantly impact various aspects of life, from workplace norms to housing regulations. Companies and individuals must adapt to these changes and ensure they comply with new regulations.

California recently enacted a series of laws taking effect in 2024 that promise to broadly shape conditions across the state. Ranging from business regulations to personal liberties, the legislation crosses domains with wide-ranging implications.

Write advocacy work to decode legal technicalities, average citizens seek clarity on how these changes affect their daily lives. Understanding new standards and practices in tangible ways for employers, companies, property owners and residents once implemented?

This report summarizes need-to-know effects that could soon transform duties, rights, obligations and procedures for both individuals and organizations. Learn how these laws may impact your lives and adapt to their freshness and constraints when the extensive statehouse bills take effect in 2024.

The goal is to equip readers with straightforward insights on how the passed legislation may ripple through the economy and judicial system to influence daily life.

New Law Allows Courts Flexibility With Arbitration Appeals (SB 365)

- **Judicial Discretion:** Judges can decide whether to pause a trial during an appeal, considering factors like potential delays and jurisdictional issues.
- **Efficiency Boost:** Allows courts to keep cases moving, preventing backlogs and ensuring timely resolutions.
- **Fairness Considerations:** Balances the efficiency goals against rights, and other specifics when determining if a trial should proceed amidst an arbitration appeal.
- **Faster Resolutions:** Can potentially reduce waiting periods for court case litigants impacted by related arbitration disputes now tied up in appeals.

Example:

- A business dispute enters arbitration but also has a pending court trial. The judge considers if the trial amidst the arbitration appeal under their new flexibility per SB 365.

How to Navigate:

- Consult your attorney regarding how SB 365 might impact your specific court case timelines.
- Be prepared for potential trial scheduling changes depending on the judge's discretion.
- Stay updated on related arbitration appeal proceedings that could alter your court case status.

Frequently Asked Questions:

- **Who does SB 365 apply to?** Cases where an arbitration appeal intersects with court proceedings and judges decide to let the court case proceed despite the appeal.
- **Could this law speed up my court case?** Yes, if your case is held up by an arbitration appeal, SB 365 gives judges discretion to let your case continue moving forward.

California Minimum Wage Rising to $16 Per Hour

- **Pay Bump Statewide:** Minimum wage increasing from $15 to $16 per hour for all California employees.
- **Local Wages Surpass Local Rates:** Still check city/county ordinances that could set higher wages in some areas.
- **Overtime Threshold Impacts:** Raises the salary threshold for overtime eligibility calculations.
- **Economic Balancing Attempt:** Seeks alignment with cost of living and inflation through mandated base pay hike.

Example:

- A part-time fast food worker's pay rose from $14 to $16 per hour, increasing their monthly income.

How to Prepare:

- Update payroll systems and worker pay rates for $16 minimum compliance.
- Employees should review new paychecks to confirm accurate rate changes.
- Adjust business budgets and pricing models to account for the compensation increase.

Frequently Asked Questions:

- **Does the new rate apply to part-time and seasonal workers?** Yes, all employee classifications are entitled to the $16 minimum wage.
- **What if my locality has a higher minimum wage?** Employers must pay the higher local minimum when it exceeds the state rate.

California Expands Protections for Workplace Reproductive Loss Leave (SB 848)

- **Expanded Job Protections:** Amends FEHA to prohibit discrimination over reproductive loss leave requests.
- **Covered Losses:** Includes miscarriage, stillbirth, unsuccessful insemination, failed adoption, etc.
- **Supportive Workplaces:** Acknowledges grief over these losses and promotes sensitivity surrounding them.
- **Up to 5 Days Leave:** Matches common bereavement leave duration standards.

Example:

- An employee who had a stillbirth takes protected time off to grieve and heal without fear of workplace retaliation.

Adapting to the Law:

- Update policies to integrate reproductive loss leave terms per SB 848.
- Train managers on sensitively administering and communicating new leave policies.
- Inform employees on policy changes and have request processes.

Frequently Asked Questions:

- **Is the leave paid or unpaid per SB 848?** Not specified; depends on employer policies.
- **Can both parents take leave for the same loss?** Yes, if they meet employee eligibility criteria.

California Workplace Protections for Off-Duty Cannabis Use (SB 700)

- **Employment Discrimination Ban:** Employers cannot penalize workers for legal off-duty recreational cannabis use.
- **Privacy Rights Expansion:** Upholds employees' personal life choices regarding cannabis consumption.
- **Job Application Restrictions:** Bars employers from inquiring about an applicant's past cannabis usage.
- **Balancing Employer Rights:** Allows employer policies up to date with California legal cannabis framework.

Example:

- An employee who legally consumed cannabis on their day off faced no disciplinary action at work thanks to SB 700.

Navigating the New Norms:

- Employers must update workplace policies and training programs to reflect the new cannabis laws.
- Employees should still understand and comply with rules regarding workplace safety and impairment.
- Consult employment law attorneys and HR to ensure full compliance.

Frequently Asked Questions:

- **Can employees now use cannabis at work?** No, you can still prohibit cannabis consumption during work hours.
- **How do drug tests need to change?** Carefully assess testing approaches for off-duty cannabis usage, especially for non-safety positions.

California Allows Mobile Opioid Addiction Treatment (AB 663)

- **Increasing Access:** Now lawmakers specially equipped mobile pharmacies to dispense addiction treatment medications.
- **Tackling the Opioid Epidemic:** Makes obtaining treatment easier, targeting a major public health crisis.
- **Flexible Care Delivery:** Provides innovative healthcare accessibility through mobile treatment capacity.
- **Supporting Recovery Journeys:** Expands and enhances California's opioid addiction treatment infrastructure.

Example:

- A mobile pharmacy visits rural towns offering methadone treatment to residents struggling with opioid addictions who previously lacked access.

Implementing the Change:

- Healthcare systems can explore rolling out or supporting mobile treatment pharmacies.
- Local agencies must integrate mobile facilities into existing treatment networks.
- Raise public awareness on accessing mobile opioid addiction treatment options.

Frequently Asked Questions:

- **What medications will the mobile units provide?** Buprenorphine, methadone, etc. specifically used for treating opioid addictions.
- **Will this help address the opioid crisis?** Improving access in underserved communities with high addiction rates and insufficient resources.

California Enacts Harsher Fentanyl Trafficking Sentences (AB 701)

- **Tougher Punishments:** Those convicted of dealing over 1 kilogram of fentanyl face additional prison time under new sentences.
- **Combatting Fatal Overdoses:** Aims to curb fentanyl crisis through stricter penalties for distribution and possession.
- **Public Health Motivations:** Seeks to limit this dangerous drug availability and prevent avoidable deaths.
- **Enhancing Law Enforcement:** Arms law enforcement and courts to punish large scale fentanyl trafficking more harshly.

Example:

- A convicted fentanyl dealer caught with over 1 kilo receives an extended sentence reflecting the drug's dangers per AB 701.

Understanding the Impact:

- Individuals in the illegal drug trade should understand the heightened risks of fentanyl offenses.
- Experts treat educates the public on AB 701's stiffer fentanyl penalties and the dangers of this drug.

Frequently Asked Questions:

- **Why target fentanyl specifically vs. other drugs?** Due to its extreme potency and high overdose fatalities.
- **Are minor drug crimes also affected?** No, the new focus is officially on large scale fentanyl distribution.

California's New Requirement for Traffic Stops (AB 2773)

- **Transparency in Policing:** Officers are required to inform individuals of the reason for their stop before any questions related to a criminal investigation or traffic violation.
- **Clarifying Intent for Safety:** The requirement does not apply if withholding the reason is necessary to protect life or property from imminent threat.
- **Documentation:** Officers must document the reason for the stop in their reports or citations.

Example:

- An officer pulls over a driver for a broken taillight and informs them of this reason before proceeding with any further questioning.

Implementing the Change:

- Law enforcement agencies must update their protocols to ensure compliance with AB 2773.
- Officers need training on the new requirements to ensure they are clearly communicated during stops.

Frequently Asked Questions:

- **Does this law apply to all traffic stops?** No, it applies to all traffic and pedestrian stops with specific exceptions for safety.
- **How will this change impact police reports?** Reports will now include the stated reason for each stop, as required by law.

California Requires Gender-Neutral Toy Sections (AB 1084)

- **Inclusive Toy Aisle:** Larger stores must carve a section out labeling clear as "for girls" or "for boys" based on gender.
- **Challenging Stereotypes:** Aims to challenge traditional gender divisions and norms in children's toy marketing.
- **Expanded Selection Access:** Provides kids and parents greater choice from a wider toy selection.
- **Reflecting Social Change:** Aligns with evolving attitudes towards gender identity and fluidity.

Example:

- A major retailer adds a new section carrying toys like dolls, blocks, bikes etc. not categorized or divided by gender.

How to Adapt:

- Stores can reorganize aisles to integrate a gender-neutral toy section.
- Parents and educators have an opportunity to discuss gender inclusivity with children.
- Toy manufacturers could expand products meant to appeal across genders.

Frequently Asked Questions:

- **Are small toy shops also required to comply?** No, the law primarily targets major retailers.
- **Can stores still have girls and boys toy sections?** Yes, as long as they also add a gender-neutral toy aisle.

California Implements Speed Camera Trial Program (AB 645)

- **Bolstering Traffic Safety:** Select cities can install speed cameras to automatically ticket drivers traveling significantly over speed limits.
- **Focus on Dangerous Zones:** Initial locations include areas with speeds limits by at least 11 mph in designated zones.
- **Major Metro Areas:** The law covers cities like Los Angeles, San Francisco, San Jose and Oakland.
- **5+ MPH Threshold:** Drivers must be speeding by 11+ mph over the posted speed limit to trigger camera tickets.

Example:

- A speeding driving 15 mph over the speed limit in a San Francisco camera zone receives a ticket in the mail per the new automated enforcement system.

Adapting to New Traffic Laws:

- Motorists must be vigilant about monitoring speed, especially in camera-enabled zones.
- Participating cities need clear signage indicating automated speed enforcement areas.
- Residents should stay updated on locations with speed cameras to avoid fines.

Frequently Asked Questions:

- **Will warnings precede tickets from speed cameras?** Potentially initial warnings, but enforcement on fines will follow.
- **How will the program's effectiveness be measured?** Data tracking speed violation patterns and violations only.

California Shifts Food Handler Card Costs to Employers (SB 476)

- **Employer Financial Obligations:** Businesses must now cover all costs for employees to obtain their legally required food handler cards.
- **Ensuring Food Safety:** Continues requirement for food handlers to have training and certification expenses.
- **Accessibility Improvement:** Ensures critical food safety training is available to all food industry professionals.
- **Upholding Standards:** Supports proper training to maintain high hygiene and food handling practices industry-wide.

Example:

- A restaurant worker obtained their legally required food handler card without any out-of-pocket costs, with the employer covering all expenses.

Adapting to the Change:

- Food service establishments must allocate funds to cover worker certification costs.
- Employees should understand this new right to employer-paid training and certification.
- Update workplace policies and handbooks to integrate the new mandates.

Frequently Asked Questions:

- **What if my employer refuses to pay the costs?** They may face legal penalties or actions for noncompliance.
- **Who exactly does this apply to?** Typically any food service employee who handles food, with select exceptions.

California Requires Podiatric Facilities to Display Human Trafficking Posters (AB 1740)

- **Mandatory Posting:** Podiatric care facilities must visibly display notices on human trafficking and slavery.
- **Detailed Information:** Notices must reference nonprofits offering assistance to trafficking victims.
- **Enforcement and Penalties:** Facilities failing to comply face fines, starting at $500 for initial violations.
- **Raising Crucial Awareness:** Seeks to boost public understanding and knowledge to help identify and prevent human trafficking.

Example:

- A podiatrist's office waiting room displays a visible notice on organizations offering assistance to human trafficking victims.

Implementing the Requirement:

- Notices must be visible to all visitors in waiting rooms and common areas.
- Staff should be trained on recognizing human trafficking and referring victims to support services.
- Regularly review and update posted notices to keep information current.

Frequently Asked Questions:

- **What facilities have to comply other than podiatric offices?** Any facility providing podiatric care services.
- **Does this law also protect those affected** by enforcing and empowering people to recognize signs of trafficking victim support services.

California Seeks Immigration Parole for Undocumented Farmworkers (SB 815)

- **Legal Work Status Potential:** Seeks federal approval for a program allowing undocumented agricultural workers to legally work in California.
- **Addressing Labor Shortages:** Aims to ease farm labor shortages by providing protection for current undocumented workers.
- **Enhanced Labor Rights:** Addresses exploitation risks by establishing clearer pathways to legal employment.
- **Economic Contributions:** Acknowledges and supports the vital role of agricultural labor in California's economy.

Example:

- An undocumented farm worker obtains immigration parole to legally work in California, gaining job security and rights.

Adapting to the Law:

- Farm owners should stay updated on assist eligible workers in securing immigration parole.
- Agricultural employers should seek information on applying for protected work status.
- Industry groups can help disseminate information and facilitate the transition.

Frequently Asked Questions:

- **Does this offer a path to legal permanent residency?** Yes, it grants protection from deportation and work authorization.
- **Who is eligible to participate?** Undocumented agricultural workers in CA meeting program criteria.

California Expands Conservatorship Standards (SB 43)

- **Broadened Criteria:** Now includes those whose mental illness or addiction prevents them from recognizing their need for treatment.
- **Enhanced Protections:** Offers better care oversight for those unable to care for themselves due to severe mental illness or substance abuse.
- **Legal and Medical Obligations:** Ensures conservatorship decisions undergo proper legal review and medical consultation.
- **Balancing Rights and Care:** Provides a framework focused on assisting our most vulnerable populations.

Example:

- Someone suffering from severe addiction and inability to ensure personal safety is placed under conservatorship, receiving essential care.

Understanding the Change:

- Healthcare providers should recognize expanded criteria for conservatorship consideration.
- Legal experts must understand updated standards for counselling individuals under conservatorships.
- Families should be informed on this option for securing care for at-risk loved ones.

Frequently Asked Questions:

- **What rights do conservatees retain?** Certain rights remain intact, like regular review and legal representation.
- **How is 'gravely disabled' defined here?** Includes inability to meet basic health/safety needs due to mental illness or addiction.

California Lifts Statewide Bans on Cruising (AB 436)

- **Repealing Restrictions:** Ends bans prohibiting/limiting cruising, reflecting changing attitudes towards car culture.
- **Acknowledging Cultural Value:** Recognizes the historical and cultural significance of cruising as a social activity.
- **Barring New Bans:** Prevents future localities from enacting new cruising restrictions.
- **Promoting Inclusion:** Supports inclusive participation in public celebrations of car culture.

Example:

- A community hosts a large cruising event showcasing custom cars without legal barriers, revitalizing a cherished cultural tradition.

Adjusting to the Repeal:

- Car enthusiasts can organize cruising events without legal repercussions.
- Authorities should update policies and enforce law enforcement on the change.
- Raise public awareness about the updated legal status of cruising.

Frequently Asked Questions:

- **Can local authorities regulate cruising events?** Yes, for coordination purposes, but not prohibitions or bans.
- **Does this allow dangerous cruising behaviors?** No, standard traffic laws and public safety regulations remain in effect.

Here is a review covering California's new statewide wills legislation, effective this year:

California Enhances Crosswalk Safety Regulations (AB 413)

- **Protecting Pedestrians:** Prohibits stopping/parking within 20 feet of a crosswalk, boosting safety.
- **Clearer Sight Lines:** Ensures pedestrians are more visible when approaching and crossing the street.
- **Enforcement Clarifications:** Outlines a 15-foot distance for parking restrictions near curb extensions.
- **Phased Enforcement:** Starts with warnings to educate, adding citations for repeated violations later.

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Example:

- A motorist received a warning for parking too close to a crosswalk, blocking cross-crossing pedestrians line of sight.

Adapting to New Regulations:

- Drivers must comply with restricted parking zones around pedestrian crossings.
- Municipalities should update crosswalk signage/markings indicating no parking zone.
- Pedestrians should continue exercising caution despite added protections.

Frequently Asked Questions:

- **Are there exceptions to the parking prohibition?** Potentially for emergency vehicles or specifically marked loading zones.
- **How will the law be enforced initially?** Through warnings, editing citations for violations starting in 2025.

California Enacts Non-Stick Cookware Chemical Disclosure (AB 1200)

- **Consumer Health Focus:** Requires cookware makers to disclose if products contain concerning chemicals like PFOs, PFAs, and PFAs.
- **Ingredient Disclosure:** Provides information for shoppers to make informed, safety-focused choices.
- **Limits Misleading Marketing:** Bans advertising cookware with these chemicals as "non-toxic".
- **Raising Awareness:** Informs public on potential health impacts of certain non-stick cookware materials.

Example:

- A shopper reviews frying pan labels for PTFE content under the new law, choosing safer cookware for their family.

Compliance with the Law:

- Cookware companies must review and update product labels for required chemical disclosures.
- Retailers should be aware to inform shoppers accurately.
- Consumers should read labels carefully to make informed safety decisions.

Frequently Asked Questions:

- **What labeling should shoppers look for?** Disclosure confirming PFTFSs, PFAs, PFOs, are present in non-stick coatings.
- **Why increase awareness on chemicals used?** Some indicate potential health risks requiring consumer transparency.

California Allows Sale of Japanese Shochu (AB 416)

- **Expanded Licensing:** Beer/wine license holders can now also sell Japanese shochu up to 24% alcohol by volume.
- **Promotes Japanese Culture:** Allows shochu for cultural growing popularity and cultural significance.
- **Business Opportunity:** Allows establishments to diversify offerings and potentially increase customer base.
- **Enhanced Consumer Choice:** Patrons gain access to a wider range of spirit options.

Example:

- A wine bar begins offering Japanese shochu, drawing new clientele interested in the specialty spirit.

Adapting to the New Legislation:

- Qualified vendors can update menus/inventory to add compliant shochu options.
- Employee training will be beneficial to properly serve shochu.
- Establishments can now promote new shochu offering to attract interested customers.

Frequently Asked Questions:

- **Can any Japan-licensed establishment sell shochu?** Yes, only those licensed for beer and wine sales.
- **Why limit alcohol percentage?** To align regulations with beer/wine licenses in terms of alcohol content.

California Expands Affordable Housing Development (SB 4)

- **Housing on Religious/College Property:** Enables churches, faith groups, and non-profit colleges to build affordable housing on owned land.
- **Streamlined Approval:** Simplifies permitting process for these organizations to expedite housing projects.
- **Supporting Those in Need:** Seeks to address housing shortages and support vulnerable populations through housing.
- **Community Collaboration:** Encourages partnerships between local governments and religious/educational institutions.

Example:

- A church partners with housing developers to build affordable units on their land for community members in need.

Implementing the Law:

- Qualified institutions can explore housing development potential on owned properties.
- Local governments should collaborate with organizations on facilitating projects.
- Community members can provide input to ensure developments meet area needs.

Frequently Asked Questions:

- **What housing can be built?** Affordable units for low-income individuals and families.
- **Are there location restrictions?** Housing must be built on qualified institution-owned land compliant with zoning/regulations.

California Restricts Discriminatory Nuisance Evictions (AB 1418)

- **Ban on Based Ordinances:** Prevents cities/counties from enacting ordinances leading to evictions due to law enforcement interactions or criminal convictions.
- **Protecting Tenants:** Seeks to prevent unfair evictions and housing penalties stemming from criminal activity and/or crime victims.
- **Addressing Over-Policing:** Aims to reduce the impact of over-policing, often disproportionately affecting minorities.
- **Promoting Fair Housing:** Upholds tenant rights and supports equitable housing practices.

Example:

- A family avoided eviction due to their son's minor police run in, now factored as safe cause for removing tenants under HB 1418.

Understanding the Impact:

- Landlords must ensure compliance, changing eviction practices accordingly.
- Tenants should understand their new rights under the law.
- Advocacy groups must spread awareness on updated tenant protections.

Frequently Asked Questions:

- **How are nuisance ordinances defined here?** Are those allowing evictions/penalties due to police contacts or convictions not proving true criminal activity.
- **What rental properties does this cover?** Applies broadly to prevent biased criminal activity based eviction practices.

California Enacts Right to Repair Legislation (SB 244)

- **Consumer Empowerment:** Requires manufacturers provide necessary repair tools, manuals, and information to independent repair shops.
- **Promoting Repair Options:** Seeks to facilitate more product repair options, reducing need for replacement.
- **Environmental Benefits:** Encourages repair over disposal, supporting electronic waste reduction.
- **Cost Saving Potential:** May lower repair costs through increased competition and repair service availability.

Example:

- A consumer get their laptop fixed quickly and affordably at an independent shop, thanks to legally mandated provision of official manuals and parts.

Complying with the Law:

- Manufacturers must provide repair manuals, tools, and parts to independent shops and device owners.
- Repair shops should expect consumers increasingly seeking repair over replacement.
- Independent repair shops can now access resources previously only available to manufacturer authorized centers.

Frequently Asked Questions:

- **What products are covered under this law?** Most electronics and appliances sold in California are included.
- **Can manufacturers restrict access?** Access can be restricted if providing resources poses cybersecurity, safety, or IP risks.

California Expands Concealed Carry Weapons Restrictions (SB 2)

- **Strengthening Gun Control:** Imposes stricter regulations on who can legally carry concealed weapons, aiming to curb gun violence.
- **More Restricted Areas:** Expands locations where carrying concealed public places like schools, hospitals, and government buildings is prohibited.
- **Comprehensive Training Now Required:** Mandates permit seekers complete comprehensive training programs.
- **21+ Age Minimum:** Sets 21 as the minimum age eligibility for obtaining concealed carry permits.

Example:

- A parent holder underwent new mandatory safety training to renew their concealed carry credential per California's updated requirements.

Adapting to New Regulations:

- Individuals seeking permits must meet new training and minimum age standards.
- Gun owners should reassess locations they can legally carry concealed firearms.
- Law enforcement will enforce expanded public area carrying restrictions.

Frequently Asked Questions:

- **What public spaces are now restricted?** Schools, government buildings, public events, etc. among others.
- **Do existing permit holders require permit holders?** They may need to take additional training and be aware of expanded restriction areas.

California Eases Cancellation Rules for Hotels and Rentals (SB 644)

- **Flexible Cancellations:** Allows penalty-free cancellation within 24 hours after booking if done 21+ hours before check-in.
- **Consumer Convenience:** Seeks to provide travelers more booking flexibility and protections.
- **Hospitality Industry Adjustment:** Requires hotels and rentals update policies to enable new hassle-free cancellation right.
- **Boosting Confidence:** Aims to encourage confident booking by allowing easy cancellations within the window.

Example:

- A family cancelled a weekend hotel stay without penalty, having booked it 24hours prior and over 72hours before check-in.

Implementing the Change:

- Hospitality companies must update cancellation rules for compliance.
- Travelers should understand the new hassle-free cancellation right.
- Customer service teams need training on efficiently handling cancellations.

Frequently Asked Questions:

- **Does this apply to all CA hotels and rentals?** Yes, it is statewide legislation.
- **Are there exceptions?** Main exception is bookings within 72 hours of check-in.

California Bans Hidden Fees in Online Purchases (SB 478)

- **Transparent Pricing Required:** Websites/apps must display the total cost upfront, including all mandatory fees, before checkout.
- **Protecting Consumers:** Addresses deceptive tactics often seen in online shopping, particularly in ticketing, travel, and delivery.
- **Boosting Confidence:** Aims to reassure consumers about the cost of additional service charges or fees.
- **Enhancing Trust:** Seeks to improve consumer trust and transparency in online transactions.

Example:

- A shopper sees the total concert ticket cost including fees upfront, allowing better purchase decision-making.

Business Compliance:

- Online companies must update pricing systems to disclose all fees before checkout.
- E-commerce platforms need to clearly and prominently display total pricing.
- Customer service teams require training on new pricing transparency rules.

Frequently Asked Questions:

- **What online transactions are covered?** Mainly retail, ticketing, travel, etc.
- **What is the penalty for noncompliance?** Potential legal actions including lawsuits and fines.

California Enhances Foster Care Support for LGBTQ+ Youth (SB 407)

- **Enhancing Support:** Modifies setting to ensure LGBTQ+ youth are placed in supportive, gender-affirming foster homes.
- **Safe & Affirming Environments:** Strives to make foster care more inclusive and supportive for LGBTQ+ youth.
- **Specialized Training Now Required:** Mandates foster care caregivers receive LGBTQ+ competency training.
- **Holistic Approach:** Takes into consideration of LGBTQ+ youth's unique needs and rights in the system.

Example:

- A transgender teen was placed with a family vetted and trained on LGBTQ+ issues, providing an ideal nurturing environment.

Implementing the Change:

- Agencies must update training programs to include LGBTQ+ competency requirements.
- Prospective foster parents should prepare for LGBTQ+ inclusivity training requirements.
- Social workers must factor these standards into LGBTQ+ youth placement decisions.

Frequently Asked Questions:

- **What does gender-affirming mean here?** Providing care supporting and respecting youths' gender identity and expression.
- **How will this impact existing foster families?** Additional LGBTQ+ inclusivity training may become mandatory.

California Enhances Tenant Eviction Protections (SB 567)

- **Augmenting Eviction Guardrails:** Makes it harder for landlords to evict tenants, particularly those facing financial hardship.
- **Owner/Family Move-in Specifications:** Clarifies notice and occupancy duration requirements to prevent abuse.
- **Boosting Tenant Security:** Provides more eviction safeguards and housing stability protections.
- **Mandating Legal Compliance:** Holds landlords accountable for fair practices and safeguards, justified terminations.

Example:

- A landlord provided proper notice and ensured timely family member move-in under the state's updated regulations.

Adapting to New Regulations:

- Landlords must review and adjust eviction practices for compliance.
- Tenants should understand their new legal safeguards.
- Housing advocates can provide assistance to tenants facing eviction issues.

Frequently Asked Questions:

- **What is considered valid just cause here?** Reasons like nonpayment, property damage, or lease violations.
- **Does tenancy duration impact coverage?** Protections apply regardless of residency length, though specifics may vary.

California to Test Baby Food For Heavy Metals (AB 899)

- **Mandatory Monthly Testing:** Requires manufacturers test baby food ingredients for heavy metals like lead, arsenic, mercury.
- **Enhanced Transparency:** Test results must be publicly posted on manufacturer websites by 2025.
- **Safeguarding Infant Health:** Seeks to protect against risks and disorders associated with heavy metal exposure.
- **Building Consumer Confidence:** Provides assurance to caregivers on product safety.

Example:

- A parent reviewed and gained confidence in a brand's online test results showing low heavy metal levels.

Adapting to the Law:

- Manufacturers must establish routine testing procedures and prepare to publish results.
- Retailers can inform consumers about new testing for added trust.
- Pediatric providers should advise parents on utilizing test data in product selection.

Frequently Asked Questions:

- **What risks do heavy metals pose?** Developmental and health disorders with repeated early life exposure.
- **How can consumers review test data?** Manufacturer websites will provide public access to results.

California Extends Civil Claims Period for Trafficking Survivors (AB 452)

- **Removing Time Limits:** Eliminates statute of limitations for childhood sexual abuse victims to file civil claims against their traffickers, regardless of age.
- **Empowering Survivors:** Gives victims of trafficking ample time and more time to seek legal damages and justice.
- **Enabling Legal Recourse:** Allows survivors to file suits without restrictive time limits.
- **Acknowledging Trauma Impacts:** Recognizes the long lasting effects of abuse and barriers to coming forward soon after events.

Example:

- A trafficking survivor filed a civil case against their abusers years later, now possible due to the elimination of previous time restrictions.

Understanding the Law:

- Legal experts should advise survivors on new rights under this extended statute of limitations.
- Advocates can use the law to support and empower survivors in pursuing legal justice.
- Raise public awareness so survivors understand their updated rights.

Frequently Asked Questions:

- **Does this apply retroactively?** Only for cases on or after 1/1/2024, not for previously dismissed claims.
- **How does this help trafficking victims?** Provides more time flexibility to file suits when ready to confront past trauma.

California to Strengthen Firearm Regulations (AB 28)

- **New 17% Sales Tax:** Imposes tax on firearms and ammo sales, generating revenue for gun violence prevention and school safety programs.
- **Funding Safety Initiatives:** Seeks to curb gun violence through programs supporting community safety initiatives.
- **Supporting Local Action:** Provides funding for community based gun incident reduction and education efforts.
- **Phased In Tax Rollout:** Gives businesses lead time to prepare for higher taxation at point of sale.

Example:

- A firearm retailer informed customers of the tax increase set to impact overall purchase costs in 2024.

Adapting to the New Law:

- Retailers need to update pricing to integrate 17% tax at time of sale.
- Consumers should be aware of the impact, some say 20%.
- Violence prevention groups can prepare grant applications for new funding.

Frequently Asked Questions:

- **How will the tax revenue be allocated?** To support gun violence prevention programs and school safety initiatives.
- **Does this impact all firearm and ammo purchases?** Yes, it universally applies to all sales.

California Expands Mental Health Diversion (AB 1412)

- **Added Eligibility:** Borderline personality disorder now qualifies for diversion to mental health treatment instead of incarceration for non-violent charges.
- **Holistic Justice Approach:** Addresses mental health issues to reduce recidivism and promote rehabilitation over punishment.
- **Prioritizing Treatment:** Provides crucial support system and resources for qualifying mental health cases.
- **Reducing Jail Overcrowding:** Decreases incarceration coordinated treatment. Lessening between court and clinical experts.

Example:

- Someone with borderline personality disorder entered mandated treatment instead of jail for minor charges under the diversion program.

Implementing the Law:

- Courts must update pretrial diversion eligibility procedures to include borderline personality disorder.
- Mental health providers should prepare for coordinating treatment of diversion cases.
- Defenders should understand the expansion for advocating for appropriate clients.

Frequently Asked Questions:

- **What are the eligibility criteria?** Non-violent charges and borderline personality disorder or other covered mental health conditions.
- **How does this benefit the justice system?** Reduces recidivism with specialized treatment addressing underlying issues instead of only incarceration.

California Strengthens Consumer Data Privacy Rights: Proposition 24:

- **Augmented Protections:** Proposition 24 enhances the California Consumer Privacy Act, establishing stricter data collection, usage and protection standards.
- **Increased Consumer Control:** Gives consumers more rights regarding businesses from selling or sharing personal data.
- **Boosting Data Security:** Requires companies accountable to heightened data handling transparency and privacy guidelines.
- **Robust Data Safeguards:** Mandates new security controls specifically protecting consumer data from unauthorized access and breaches.

Example:

- A consumer exercised their opt-out right to restrict a retailer from selling their data to third-party marketers under Prop 24.

Business Compliance:

- Companies must update privacy policies and data handling to meet new legal requirements.
- Businesses must set up controls for consumers regarding data selling and sharing.
- May need to invest in technology and training to ensure legal compliance and security.

Frequently Asked Questions:

- **What consumer data is safeguarded?** Personal data like names, contact details, IP addresses, etc.
- **How can consumers exercise data rights?** Directly contact companies to request access, modifications, deletions and restrictions on selling data.

MRA Fighter Retirement Fund (AB 1136)

- **Fund Establishment:** Creates a retirement benefit fund for qualifying MMA fighters in California.
- **Benefits Provision:** Provides retirement and death benefits to participating martial artists and their beneficiaries.
- **Eligibility Criteria:** Applicants completing a minimum of 20 rounds and residing 10 years with California are eligible.

Example:

- An MMA fighter who has completed the required number of rounds in California will now be eligible for retirement benefits under AB 1136 when they reach the qualifying age.

How to Navigate:

- MMA fighters should track their bouts in California to ensure eligibility for the retirement fund.
- Review the specific details and requirements of AB 1136 for complete understanding of eligibility and benefits.
- Consult with legal or financial advisors to plan retirement benefits as per the new law.

Frequently Asked Questions:

- **Who does AB 1136 apply to?** It applies to MMA fighters in California who meet the specific eligibility criteria of completed rounds and age.
- **When will the retirement benefits be available?** The benefits under AB 1136 will be available starting January 1, 2024, for eligible MMA fighters.

Crosswalk Safety Law (AB 413)

- **Safety Enhancement:** Prohibits stopping/parking within 20 feet of crosswalks to improve pedestrian safety.
- **Enforcement Phases:** Initial phase with warnings followed by enforceable citations from 2025.

Example:

- A driver approaching an unmarked crosswalk must now stop 20 feet before it to ensure pedestrian safety, as mandated by AB 413.

How to Navigate:

- Drivers should be aware of the new stopping distances near crosswalks to comply with AB 413.
- Familiarize yourself with both marked and unmarked crosswalk locations in frequently traveled areas.
- Prepare for enforcement changes starting in 2025, which will transition from warnings to citations.

Frequently Asked Questions:

- **What does AB 413 change?** It mandates a specific stopping distance for vehicles near crosswalks to enhance pedestrian safety.
- **When will the law be fully enforced?** While initial phases involve warnings, full enforcement with citations will begin in 2025.

Ban on New Gas-Powered Small Off-Road Engines (AB 1346)

- **Sales Prohibition:** Bans the sale of new gas-powered small off-road engines (SOREs) by 2024 or when deemed feasible, focusing on engines with a horsepower rating of 25 or less.
- **Scope of the Ban:** Includes lawn equipment, generators, emergency response equipment, and other categories.
- **Environmental Impact:** Aims to reduce pollution from devices that emit high levels of particulate exhaust, contributing to poor air quality.
- **Transition Support:** State agencies directed to increase funding for programs supporting the transition to zero-emission equipment.

Example:

- California businesses planning to purchase new lawn equipment or generators in 2024 and beyond will need to opt for zero-emission models, in line with the requirements of AB 1346.

How to Navigate:

- Businesses and individuals should plan ahead for the purchase of new equipment, focusing on zero-emission options.
- Explore available rebates and incentives for purchasing zero-emission lawn equipment.
- Stay informed on the latest technologies in zero-emission equipment to make informed purchasing decisions.

Frequently Asked Questions:

- **What types of equipment does AB 1346 affect?** It affects new gas-powered small off-road engines including lawn mowers, leaf blowers, generators, and more, with a horsepower rating of 25 or less.
- **Can I continue to use my existing gas-powered equipment?** Yes, the law bans the sale of new non-zero-emission SOREs but does not prohibit the use of existing equipment.

Summary

The series of legislative and regulatory changes in California aims to address emerging and pressing issues impacting residents across domains like consumer rights, workforce protections, public health and safety, environmental conservation, and social welfare.

From providing equitable access to justice for survivors of trauma to guarding privacy in the digital economy; from expanding community-centered affordable housing to upholding labor standards across essential yet vulnerable professions – the policy updates underscore the state's push towards building a more progressive, equitable, and sustainable society.

While gradual in nature, the ripple effects of legal transformations such as prohibiting discriminatory firings to prioritizing rehabilitation over punishment, have the potential to create both deep societal impact and inspire broader national shifts – ultimately upholding economic inclusion, restoring civil rights, enhancing procedural justice, and rebalancing power dynamics between government, industry and ordinary residents.

Need Legal Help Navigating New 2024 Laws?

With hundreds of new statutes set to impact Californians, expert legal guidance is key to guarantee compliance and identify potential opportunities. An experienced attorney can clarify obligations, rights and policy changes specific to your situation.

Contact us to get connected with lawyers equipped to help you decode legal intricacies of new regulations, assess enforcement and obligations, claim available protections and benefits, ensure your business or organization complies, challenge unconstitutional statutes, and stay on top of additional new case law precedents and rulings.

California New Laws 2024 Quiz

- **1. Arbitration Appeal (SB 365): Judges can now?** A) Suspend trials B) Decide on trials C) Dismiss case
- **2. Minimum Wage Increase: New hourly rate?** A) $14/hr B) $15/hr C) $16/hr
- **3. Workplace Reproductive Loss Leave (SB 848): Expands leave for?** A) Vacation B) Loss leave C) Benefits
- **4. Off-Duty Cannabis Use Protection (SB 700): Protects employees?** A) Cannabis use B) Remote work C) Overtime
- **5. Mobile Opioid Treatment (AB 663): Allows?** A) Online consults B) Mobile units C) Free meds
- **6. Fentanyl Trafficking Sentences (AB 701): Introduces?** A) Programs B) Sentences C) Service
- **7. Gender-Neutral Toy Sections (AB 1084): Requires stores to have?** A) Organic sections B) Gender-neutral sections C) Educational sections
- **8. Speed Camera Program (AB 645): Implements?** A) Speed cameras B) Charging stations C) Free transport
- **9. Food Handler Card Costs: Now covered by?** A) Employees B) Employers C) Government
- **10. Human Trafficking Notices (AB 1740): Pediatric facilities must display?** A) Nutrition guides B) Exercise routines C) Trafficking notices
- **11. Immigration Parole for Farmworkers (SB 831): Seeks federal approval for?** A) Work status B) Housing aid C) Health benefits
- **12. Conservatorship Standards (SB 43): Now includes those with?** A) Income issues B) Housing issues C) Health/addiction issues
- **13. Cruising Restrictions (AB 436): Repeals laws against?** A) Speed limits B) Cruising C) Parking
- **14. Crosswalk Safety (AB 413): Prohibits parking within how many feet of a crosswalk?** A) 10 feet B) 15 feet C) 20 feet
- **15. Non-Stick Cookware Chemical Disclosure (AB 1200): Requires disclosure of?** A) PTFEs, PFAs B) Gluten C) GMOs
- **16. Japanese Shochu Sale (AB 416): Allows sale by?** A) All liquor stores B) Beer/wine license holders C) Supermarkets
- **17. Affordable Housing Development (SB 4): On property owned by?** A) Corporations B) Churches/colleges C) Private owners
- **18. Nuisance Evictions (AB 1418): Restricts evictions due to?** A) Pets B) Noise C) Law enforcement interactions
- **19. Right to Repair Legislation (SB 244): Requires manufacturers to provide?** A) Repair tools B) Warranties C) Refunds
- **20. Concealed Carry Weapons (SB 2): Bans in?** A) Homes B) Public places C) Rural areas

- **Answers:**
  - 1: B) Decide on trials
  - 2: C) $16/hr
  - 3: B) Loss leave
  - 4: A) Cannabis use
  - 5: B) Mobile units
  - 6: B) Sentences
  - 7: B) Gender-neutral sections
  - 8: A) Speed cameras
  - 9: B) Employers
  - 10: C) Trafficking notices
  - 11: A) Work status
  - 12: C) Health/addiction issues
  - 13: B) Cruising
  - 14: C) 20 feet
  - 15: A) PTFEs, PFAs
  - 16: B) Beer/wine license holders
  - 17: B) Churches/colleges
  - 18: C) Law enforcement interactions
  - 19: A) Repair tools
  - 20: B) Public places

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