

California Minimum Wage Set to Increase July 1st

If you haven't noticed, the minimum wage rate in California is set to increase next month. CMA reminds all church and religious organizations that unless specifically exempt your organization is required to comply with all employment and wage regulations for California employees. We recommend you review all paid positions this month to ensure you are in compliance with the changing regulations scheduled to go into effect July 1, 2014.

Here is the last information on the wage change...

Although there are some exceptions, almost all employees in California must be paid the minimum wage as required by state law. Effective July 1, 2014, the minimum wage in California is \$9.00 per hour. Effective January 1, 2016, the minimum wage in California is \$10.00 per hour. There are some employees who are exempt from the minimum wage law, such as outside salespersons, individuals who are the parent, spouse, or child of the employer, and apprentices regularly indentured under the State Division of Apprenticeship Standards. [Minimum Wage Order \(MW-2014\)](#)

There is an exception for [learners](#), regardless of age, who may be paid not less than 85% of the minimum wage rounded to the nearest nickel during their first 160 hours of employment in occupations in which they have no previous similar or related experience. There are also exceptions for employees who are mentally or physically disabled, or both, and for nonprofit organizations such as sheltered workshops or rehabilitation facilities that employ disabled workers. Such individuals and organizations may be issued a special license by the Division of Labor Standards Enforcement authorizing employment at a wage less than the legal minimum wage. [Labor Code Sections 1191 and 1191.5](#)

Source: California Department of Industrial Relations
http://www.dir.ca.gov/dlse/FAQ_MinimumWage.htm

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