



### California Minimum Wage On The Rise

**G**overnor Brown signed AB 10, into law on September 25, 2013. Authored by State Assemblyman Luis Alejo, AB 10, relating to minimum wage annual adjustment, amends Section 1182.12 of the Labor Code, relating to wages. The measure won support from Democrats, who wanted to help low-wage workers in a state where the cost of living is among the highest in the nation, passing the California state Senate by a vote of 26-11 and the Assembly by a 51-25 vote.

California has become the first state in the nation to commit to raising the minimum wage to \$10 per hour, with the increase to take place gradually through the start of 2016. The law raises minimum pay in the most populous U.S. state from its current rate of \$8 per hour to **\$9 per hour by July 2014**, and **\$10 per hour by January 2016**, well above the current federal minimum wage of \$7.25 an hour. Currently, there is no state which pays \$10 per hour to minimum-wage workers.

In a state where the unemployment rate is still higher than the national average, California legislators have expressed controversy over whether this action intended to assist employees during on-going economic recovery may actually result in employers cutting hours and hire fewer workers to cover the increased costs associated with the new law. In the end, some say this new law may result in California being viewed as even more unfriendly to business than it already is.

Ms. Koumas is the founder of the law firm Koumas Law Group. She has extensive experience in labor law compliance and employment litigation. Her practice focuses on the defense of employers in administrative claims filed with the Labor Commissioner, the Department of Fair Employment and Housing (DFEH), the Equal Employment Opportunity Commission (EEOC), and the Employment Development (EDD). She also represents the interests of employers and management in litigated matters, which include wage and hour issues, wrongful termination, sexual harassment and discrimination claims. She can be reached at **(619) 682.4811** or via email, **[ejk@koumaslaw.com](mailto:ejk@koumaslaw.com)**.