



College of Business, Legal Resource Center

HIGHLIGHTS OF NEW CALIFORNIA LAWS

Environment

- **Smoking and vaping banned on beaches and state parks, which also includes throwing cigarettes and cigars. Violators are subject to fines. See, SB 8 effective January 1, 2020**
- **Elephants and exotic animals banned from the circus. See, SB 313 effective January 1, 2020.**

Business

- **Limitations on employers' ability to classify workers as independent contractors. Most contract, freelance and contingent workers will need to be reclassified as full-time employees — eligible for benefits, a guaranteed minimum wage and worker protections. See, AB 5 effective January 1, 2020.**
- **Prohibition on mandatory arbitration provisions. This law prevents anyone from requiring employees or applicants to sign a mandatory arbitration agreement. See, AB 51 effective January 1, 2020.**
- **Employers, co-workers and teachers who fear that a person will harm others or themselves can get a restraining order for gun violence. See, AB 12 effective September 1, 2020.**
- **Crown law bans workplace and school discrimination based on a person's natural hairstyle or hair texture. See SB 188 effective January 1, 2020.**
- **Businesses with at least five employees to provide sexual harassment training to its employees within six months of being hired, and every two years after that. See SB 1343 effective January 1, 2020.**
- **The minimum wage in California goes up by one dollar to \$12 an hour for workers at companies with 25 or fewer employees and to \$13 an hour for workers at larger companies. See, SB 3 effective January 1, 2020.**
- **Elimination of private prisons and immigration detaining centers phased out by 2028. See AB 32 effective January 1, 2020.**
- **Consumer loans between \$2,500 and \$9,999 will have interest rates capped at 36 percent above the Federal Reserve's main interest rates. See, AB 539 effective Jan. 1, 2020.**

Other

- **Medical marijuana in schools allows California schools to decide if parents can give their children medical marijuana on campus. See, SB 1127 effective January 1, 2020.**
- **"Dreamers" (young, undocumented youths who were brought to the U.S. as children) who want to get a graduate degree from a public university in California to be eligible for the Golden State's student loan program and in-state tuition. See, SB 354 law effective January 1, 2020.**
- **Extension of reporting childhood sexual abuse to survivors. Adults who survived childhood abuse will be allowed to file suits until they are 40 years old.. See, SB 436 effective January 1, 2020.**
- **Election of Domestic Partners. Heterosexual couples can register as domestic partners instead of getting married. See, SB 30 effective January 1, 2020.**

Contact the COB, Legal Resource Clinic at cob-lrc@csulb.edu for more information about these and other new laws that take effect in 2020.