

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

All Agricultural Employees Including Irrigators¹

	New MW Rate for Employers with 26 or more Employees	Overtime	Overtime Rate	Double Time Rate on 7 th 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 ²

	Employers with 25 or less Employees	Overtime Applies	Overtime Rate	Double Time Rate After 8 Hours on 7 th Consecutive Workday
1/1/19	\$11.00	After 10 hours and 7 th consecutive workday	\$16.50	\$22.00
1/1/20	\$12.00	After 10 hours and 7 th consecutive workday	\$18.00	\$24.00
1/1/21	\$13.00	After 10 hours and 7 th 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 ³

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.

¹ Transportation employees and employees covered by a collective bargaining agreement have different rules applicable.

² 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.

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