

10 Facts Every Business Owner Should Know in 2021

1) Did you know that starting January 1st, 2021, minimum wage in California is increasing from \$12 an hour to \$13 an hour for employers with 25 or less employees? Minimum wage will also increase from \$13 an hour to \$14 an hour for employers with 26 or more employees.

Fun Fact: This is \$5.75 higher than the federal minimum wage and the second-highest minimum wage out of all 50 states.

2) Cal/OSHA COVID-19 prevention plan emergency requirement came into effect 11.30.2020!

Fun Fact: Employers must also provide notice, within one business day (24 hours), to all employees who may have had COVID-19 exposure, as well as to any union representative and any contractors who were present at the site.

3) Did you know that California Family Rights Act (CFRA) will cover all employers with 5 or more employees starting January 1st, 2021?

Fun Fact: Your employee must have worked for the company for at least a year and worked 1,250 hours in that last year to qualify for CFRA leave.

4) OSHA 300 and 300A should be complete and deadline for submission is March 2nd.

Fun Fact: Did you know that fall protection is the top OSHA-reported violation?

5) Beginning January 1st, 2021, California workers will have 1 year to report any discrimination or retaliation violations.

Fun Fact: AB 1947 prohibits retaliation against employees who have “reasonable cause to believe” that their employer violated or failed to comply with the law.

6) Starting January 1st, 2021 AB 685 requires employers to report workplace outbreaks to the local health department.

Fun Fact: A COVID-19 outbreak in a non-healthcare workplace is defined as at least three COVID-19 cases among workers at the same worksite within a 14-day period.

7) The IRS Standard Mileage Rate 2021 for businesses is 56 cents per mile driven.

Fun Fact: Employees may be paid at a lower rate of pay for driving time as long as the rate is compliant with minimum wage.

8) The Division of Workers’ Compensation (DWC) announces that the 2021 minimum and maximum temporary total disability (TTD) rates will increase on January 1, 2021.

Fun Fact: In the 12 months ending March 31, 2020, the SAWW (State Average Weekly Wage) increased 4.3774 percent.

9) Certain California employers will be required to report demographic and pay data by March 31, 2021.

Fun Fact: DFEH “shall maintain pay data reports for no less than 10 years.”

10) For the 2021 tax year, employees may contribute up to \$2,750, which is the same as 2020.

Fun Fact: Throughout the year, employees can use the FSA funds to pay qualified medical expenses not covered by their health plan and services from dental and vision care.