



New California Labor Laws for 2023



Several new California Labor Laws go into effect in the new year. The information below provides a general summary for several of these laws.

Please note that this information is provided as a general reference only, with a link to the legislature text for more information.

Please consult your human resources or legal professional to determine whether or how these laws apply to your specific business.

- **Leaves of Absence - Assembly Bill 1041** expands who an employee can care for under both the California Family Rights Act and Healthy Workplaces, Healthy Families Act.
- **Bereavement Leave - Assembly Bill 1949** makes bereavement leave a protected leave of absence.
- **Reproductive Health Decision-making - Senate Bill 523** amends the Fair Employment and Housing Act to make it unlawful to discriminate against an employee or job applicant based on their "reproductive health decision-making."
- **Pay Scales and Pay Data - Senate Bill 1162** requires employers to make pay scale information available to job applicants and employees and expands California's pay data reporting requirements.
- **Workplace Safety - Senate Bill 1044** prohibits an employer, in the event of an emergency condition, from taking or threatening adverse action against the employee for refusing to report to, or leaving, a workplace because the employee has a "reasonable belief that the workplace is unsafe."
- **COVID-19 Notice to Employees Extended - Assembly Bill 2693** extended the state's 2020 COVID-19 notice requirements (set to expire January 1, 2023) to January 1, 2024.
- **COVID-19 Rebuttable Workers' Compensation Presumption - Assembly Bill 1751** extended the 2020 presumption (set to expire January 1, 2023) to January 1, 2024.
- **COVID-19 Supplemental Paid Sick Leave - Assembly Bill 152** extended employees' eligibility for COVID-19 supplemental paid sick leave through December 31, 2022.

For more information, please consult your human resources or legal professional.

Five Tax Credits Business Owners Should Know About

With tax time around the corner, the following provides general information on business tax credits that could be beneficial to all

TAX TIME



businesses, including small businesses.

Please click on the accompanying link for further detail and/or consult a tax professional for specifics on how these tax credits could apply to your individual business.

- **Work Opportunity Tax Credit (WOTC)** - In general, the WOTC is equal to 40% of up to \$6,000 of wages paid to, or incurred on behalf of, an individual who:

- is in their first year of employment
- is certified as being a member of a targeted group
- performs at least 400 hours of services for that employer

- **Federal Insurance Contributions Act (FICA) Tip Credit** - The FICA Tip Credit allows an eligible business to claim a credit against its income taxes for FICA taxes paid on tipped wages exceeding the minimum wage.

- **Employee Retention Credit (ERC)** - Encourages businesses to keep employees on their payroll. For certain employers, the ERC was set at 50% of up to \$10,000 in qualifying wages per employee for the last three quarters of 2020. The American Rescue Plan Act extended and expanded the ERC for certain employers to include up to 70% of \$10,000 in qualifying wages per employee per quarter in 2021 for the first three quarters.

- **Electric Vehicle Tax Credits for Businesses** - The Inflation Reduction Act includes a tax credit for qualifying electric vehicles of up to \$7,500 for vehicles weighing less than 14,000 pounds, and up to \$40,000 for vehicles that weigh more than that, subject to certain limitations.

- **Research and Development Tax Credits** - The Inflation Reduction Act doubled the research and development tax credit from \$250,000 to \$500,000 for certain small businesses. The tax credit is refundable and applied against payroll taxes and includes expenditures for a wide variety of expenses, including improvement or development of products, processes, techniques, or software.

Small Business Poll: Online On-Demand Professional Development Training

Are you interested in online on-demand professional development training for your business?

Yes - I am interested in this as a resource.

Select

No - I do not have a need for this at this time.

Select

Taste Tri-Valley Restaurant Week - Enrollment Now Open!



taste
TRI-VALLEY
FEB 24 - MAR 5, 2023

Taste Tri-Valley Restaurant Week is February 24 - March 5, 2023, and enrollment for participating restaurants, wineries, breweries, and other businesses is officially open! Join dozens of businesses in our area for 10 delicious days of special menus and events highlighting the rich culinary scene of our region. You can indicate your interest in participating via this [link](#).

Winter Weather Preparedness Tips

The cold winter months are upon us. Make sure your business is prepared. Check out

these **winter weather safety tips**.

- Know what to do before, during, and after a winter storm.
- Listen to local officials.
- Have emergency supplies in place at home, at work, and in the car.
- Stay off the road during and after a winter storm.
- Have a carbon monoxide alarm in place, especially if using alternative heating devices.
- Use safe heating devices.



For more information visit [Winter Weather Tips](#).

Compost and Recycling Requirements for Businesses



Businesses, nonprofits, institutions, schools, and multifamily properties: Do you have compost and recycling collection service set up? It is the law under Senate Bill 1383. **Beginning in January 2023, StopWaste will begin issuing citations to sites that don't have the required compost or recycling service or a waiver on file.** Act now to avoid fines!

Learn more about Senate Bill 1383 requirements and how to correct a violation at www.StopWaste.org/rules or contact Amador Valley Industries at (925) 479-9545 to sign up for service.

New Alcoholic Beverage Laws

The Department of Alcoholic Beverage Control (ABC) has provided a summary of **new alcoholic beverage laws** that took effect in 2022 and laws that

will take effect in January 2023 and January 2024. This information helps clarify what new statutes and regulations mean but is not regulatory. Please consult the statute, regulation, or an attorney before taking any action to ensure compliance with the law.



CALIFORNIA DEPARTMENT OF

Alcoholic Beverage Control

The summary of new alcoholic beverage laws can be viewed [online](#).

CA EDD Work Sharing Program



Are you or employers you know thinking about layoffs? The **Work Sharing Program** allows employers to instead reduce employees' hours and wages while the Employment Development Department (EDD) pays partial unemployment benefits. Employers can avoid the cost of hiring and training new employees when their business or the economy improves. This program has

less impact on unemployment taxes than a full layoff, and it can positively affect employee morale and loyalty. It's now fast, simple, and flexible to participate.

[Register now](#) to attend a one-hour virtual seminar on the Work Sharing Program on Thursday, January 12, 2023, at 10 a.m.

You will learn:

- What the Work Sharing Program is.
- How it can help employers and employees during tough economic times.
- Program eligibility.
- How to apply.
- Managing the program, and more!

For more information visit the [CA EDD Work Sharing Program](#).

Veterans Certification Program for Government Contracting

Certification with the U.S. Small Business Administration (SBA) allows service-disabled veteran-owned small businesses to compete for federal sole-source and set-aside contracts across the federal government. On January 1, 2023, **SBA's new Veteran Small Business Certification program** implements changes from last year's National Defense Authorization Act, which transfers the certification function from the Department of Veterans Affairs to SBA. Watch the SBA's recent [webinar](#) to learn more about the changes and see a preview of the new certification online tool.



For more information visit the [SBA VetCert Program](#).

Dublin Special Events for Sponsorship Opportunities



Interested in sponsoring a City event this year and expanding your engagement with the community? The City of Dublin hosts a variety of **special events throughout the year** offering the community a chance to connect and share memorable experiences together.

The City of Dublin 's special events are exceptional because of community participation. The City welcomes businesses with many unique opportunities to participate as **vendors or sponsors**.

Upcoming events include:

[St. Patrick's Day Celebration](#), Saturday and Sunday, March 18-19, 2023

- 38th St. Patrick's Day Parade
- Shamrock 5K Fun Run & Walk

[Dublin Farmers' Market](#), April 6 - September 30, 2023

[Spring Eggstravaganza](#), Saturday, April 8, 2023

[And more!](#)

For more information on vendor and sponsor opportunities, and a list of other events, please visit [City of Dublin Events & Festivals](#) or contact Laurent Marriott via [email](#) or (925) 556-4508.

City of Dublin Business Concierge Services

Dublin's Business Concierge Program offers **fully personalized assistance for new and existing businesses** for every phase of the business development process. The complimentary service brings together the City's Office of Economic Development, Community Development, Fire, and Public Works Departments. Our goal is to help businesses thrive in the New American Backyard!

We can provide:

- Individualized assistance to open or expand a small business in Dublin.
- A partner inside City Hall to guide you through the development process for tenant

- improvements or new construction.
- Connections to informational programs and resources for businesses.

For more information, visit dublin.ca.gov/businessconcierge.



City of Dublin Business Calendar



The City's website includes additional upcoming business events and classes, including many webinars to help businesses recover from the impacts of the COVID-19 pandemic.

For more information, please visit the City's online [Business Calendar](#).

We Are Here for You

The City of Dublin appreciates our business community and remains committed to being your source for reliable and accessible information and resources.

For business recovery information and resources for the business community, visit our Business Impacts [webpage](#).

The Office of Economic Development is also available via [text messaging](#) at 925-496-8256, [email](#) or by calling 925-833-6650. Language assistance is available over the phone by request.

The Dublin Business Brief is a bi-monthly publication highlighting the latest news and events affecting the business community. For more information or assistance, please contact the Office of Economic Development via [email](#) or by phone at (925) 833-6650.

General Information
(925) 833-6650

City Manager
(925) 833-6650

Community Development
(925) 833-6620

Economic Development
(925) 833-6650

Environmental Services
(925) 833-6630

Administrative Services
(925) 833-6640

Fire Prevention
(925) 833-6606

Human Resources
(925) 833-6605

Parks and Community Services
(925) 556-4500

Police (non-emergency)
(925) 833-6670

Public Works
(925) 833-6630



City of Dublin Office of Economic Development | 925-833-6650 | www.dublin.ca.gov

