



In November 2024, California voters will decide whether to raise the minimum wage to \$18 per hour by 2026 for all employers.

The full text of the proposition is available [here](#).

Under existing law, California’s minimum wage is \$16 per hour for all employers. The ballot initiative, termed as the “\$18 Minimum Wage Initiative” and on the ballot as Proposition 32 (“Prop 32”), would raise the minimum wage to \$18 per hour by 2026 as follows:

- Employers with 26 or more employees would pay \$17 per hour for the remainder of 2024 and \$18 per hour starting on January 1, 2025.
- Employers with 25 or fewer employees would pay \$17 per hour starting on January 1, 2025, and \$18 per hour starting on January 1, 2026.

Beginning in 2027, the minimum wage would be adjusted for inflation. The ballot initiative would not change any local minimum wage requirements (described [here](#)) or any industry-specific minimum wages like the higher minimum wage requirements for fast food restaurant employees (described [here](#)) or healthcare workers (described [here](#)).

Given the potential changes, California employers should monitor the results of the 2024 ballot initiative.

## Authors



### [Jill L. Ripke](#)

Senior Counsel

[JRipke@perkinscoie.com](mailto:JRipke@perkinscoie.com) [310.788.3260](tel:310.788.3260)



### [Elizabeth Holland](#)

Associate

[EHolland@perkinscoie.com](mailto:EHolland@perkinscoie.com)

## Explore more in

[Labor & Employment](#)

Blog series

## Wage & Hour Developments

The regulatory landscape, appetite for administrative agency enforcement, and judicial interpretations related to wage-and-hour issues are rapidly evolving. Our blog is a one-stop resource for federal- and state-level updates and analysis on wage-and-hour-related developments affecting employers. [Subscribe ?](#)

[View the blog](#)