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California's Prop 32 Would Increase California's Minimum Wage to \$18 Per Hour by 2026



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

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