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# In a Surprise Move, California Enacts Boatload of New Pro-Employer Laws – Nah, Just Kidding, It's Going to be More Burdensome than Ever!

**California Employment Law Update** on **October 20, 2023**

In what has become an annual tradition, California – that fabled workers' paradise on earth – has enacted a slew of new laws that, come January, may keep even the most hearty HR professionals up at night.

As we reported earlier this year (here), the California Chamber of Commerce initially identified 11 "Job Killer Bills" that were introduced early in the legislative session, but only three of those bills made it into the statute books. The other eight either died in committee, were amended to be more palatable to employers, or were vetoed by the Governor.

So, here is a brief description of the new crop of employment laws that you should know about before they become effective on January 1, 2024:

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