



## **New Laws for 2023**

**AB 1885 (Kalra) Cannabis and cannabis products: animals: veterinary medicine.** This new law permits veterinarians to recommend cannabis within the context of a valid veterinarian-client-patient relationship (VCPR) for all species except horses and livestock. This authorization does not apply to situations in which a veterinarian is employed by or has a financial agreement with a cannabis licensee. The bill requires the Veterinary Medical Board (VMB) to adopt and post cannabis recommendation guidelines by January 1, 2024, and for the Bureau of Cannabis Control to adopt animal cannabis regulations by no later than July 1, 2025.

**SB 1162 (Limon) Employment: salaries and wages.** This new law requires all employers to provide pay scale information to current employees for their job positions, and to job applicants upon request. For employers with 15 or more employees, the pay scale information must automatically be posted for open job positions for hire. It also requires employers to maintain records of job titles and wage rate histories for each employee for the duration of their employment plus three years after the end of employment.

**AB 1949 (Low) Employees: bereavement leave.** This new law makes bereavement leave a protected leave of absence for all public employers and for private employers with five or more employees. Employees may take up to five days of bereavement leave upon the death of a family member, including a spouse, child, parent, sibling, grandparent, grandchild, domestic partner or parent-in-law. Bereavement leave may be unpaid, but employees can use their existing available leave (e.g., vacation, PTO, sick leave, etc.). Employers can require documentation to support the leave, and the leave must be completed within three months of the family member's death.

**AB 1041 (Wicks) Employment: leave.** This new law expands who an employee can take leave to care for under both the California Family Rights Act (CFRA) and California's paid sick leave law. It specifies that employees can take CFRA leave or paid sick leave to care for a "designated person." In both instances, an employer may limit an employee to one designated person per 12-month period.

**AB 2188 (Quirk) Discrimination in employment: use of cannabis.** This new law prohibits employers from discriminating against a person in hiring, firing, or any term or condition of employment based on (1) using cannabis off the job and away from the workplace, or (2) the results of an employer-required drug screening test that detects non-psychoactive cannabis metabolites in an employee's hair or urine, blood or other bodily fluids. AB 2188 specifically allows employers to prohibit employees from possessing, being impaired by or using marijuana while on the job and to make employment decisions based on "pre-employment drug screening conducted through methods that do not screen for non-psychoactive cannabis metabolites."

**[AB 2693 \(Reyes\) COVID-19 exposure.](#)** This new law extends current COVID-19 workplace exposure notification requirements by employers to employees to January 1, 2024. The law also now permits employee notification to be in the form of a specified workplace posting.

**REMINDER: “New” Veterinary Staff Nametag Requirement-** The passage of [AB 1535](#) in 2021 required registered veterinary technicians, veterinary assistants, and veterinary assistant controlled substance permit holders to wear name identification tags in at least 18-point type that include their license or permit numbers. The law allowed a one-year implementation period, but is now being enforced by the Veterinary Medical Board as of January 1, 2023.

CVMA members enjoy a member benefit with The Castle Press for printed compliant nametags. To access the member benefit, login to [cvma.net](http://cvma.net), and go to the Practice Solutions section of [Member Benefits](#).