

Health Care Workers Minimum Wage

Senate Bill 525 (Chapter 890, Statutes of 2023) establishes a \$25 health care employee minimum wage, with four different phase-in schedules for employers based on various characteristics. The Department of Health Care Access and Information (HCAI) has a role in posting information about specified health care facility employers to its internet website. (Labor Code, § 1182.14, subd. (h).)

HCAI does not oversee, enforce, or control the phase-in schedule for employers. Information about the phase-in schedule is available in Labor Code Section 1182.14, subdivision (c) and Labor Code Section 1182.15, subdivision (c).

Covered Health Care Facility Employers: Health Care Systems with 10,000 or more full-time equivalent (FTE) employees Labor Code Section 1182.14, subd. (h)(1)(A)

ADVENTIST HEALTH
CEDARS-SINAI
DIGNITY HEALTH
KAISER FOUNDATION HOSPITALS
LOS ANGELES COUNTY HEALTH SERVICES
PROVIDENCE
SCRIPPS HEALTH
SHARP HEALTHCARE
STANFORD HEALTH CARE
SUTTER HEALTH
TENET HEALTHCARE CORPORATION
UNIVERSITY OF CALIFORNIA HEALTH

Hospital with high governmental payor mix = H
Independent hospital with elevated governmental payor mix = I
Rural independent hospital covered health care facility = R
 Labor Code Section 1182.14, subd. (h)(1)(B)

ANTELOPE VALLEY HOSPITAL		I	
ARROWHEAD REGIONAL MEDICAL CENTER		I	
BARLOW RESPIRATORY HOSPITAL		I	
BARTON MEMORIAL HOSPITAL		I	R
BEAR VALLEY COMMUNITY HOSPITAL			R
BEVERLY HOSPITAL		I	
CALIFORNIA REHABILITATION INSTITUTE		I	
CATALINA ISLAND MEDICAL CENTER	H		R
CHILDREN'S HEALTHCARE ORGANIZATION OF NORTHERNCALIFORNIA	H		
CHINESE HOSPITAL		I	
COLORADO RIVER MEDICAL CENTER		I	R
CONTRA COSTA REGIONAL MEDICAL CENTER		I	
EAST LOS ANGELES DOCTOR'S HOSPITAL	H		
EASTERN PLUMAS HEALTH CARE	H		R
EISENHOWER MEDICAL CENTER		I	
EL CENTRO REGIONAL MEDICAL CENTER		I	
ENLOE MEDICAL CENTER - ESPLANADE CAMPUS		I	
FAIRCHILD MEDICAL CENTER			R
FOOTHILL REGIONAL MEDICAL CENTER	H		
GEORGE L. MEE MEMORIAL HOSPITAL		I	R
GOOD SAMARITAN HOSPITAL - BAKERSFIELD	H		
HAZEL HAWKINS MEMORIAL HOSPITAL	H		R
HEALTHBRIDGE CHILDREN'S HOSPITAL - ORANGE		I	
HOLLYWOOD PRESBYTERIAN MEDICAL CENTER		I	
JEROLD PHELPS COMMUNITY HOSPITAL		I	R
JEWISH HOME	H		
JOHN C. FREMONT HEALTHCARE DISTRICT			R
JOYCE EISENBERG KEEFER MEDICAL CENTER		I	
KAWEAH DELTA MEDICAL CENTER	H		
KERN MEDICAL CENTER		I	
KERN VALLEY HOSPITAL DISTRICT		I	R
L.A. DOWNTOWN MEDICAL CENTER		I	
LAGUNA HONDA HOSPITAL AND REHABILITATION CENTER	H		
LOMPOC VALLEY MEDICAL CENTER		I	R
LOS ANGELES COMMUNITY HOSPITAL	H		
MAD RIVER COMMUNITY HOSPITAL		I	R
MADERA COMMUNITY HOSPITAL		I	
MAMMOTH HOSPITAL			R
MARSHALL MEDICAL CENTER		I	R
MARTIN LUTHER KING, JR. COMMUNITY HOSPITAL	H		
MAYERS MEMORIAL HOSPITAL		I	R
MEMORIAL HOSPITAL OF GARDENA	H		
MISSION COMMUNITY HOSPITAL - PANORAMA		I	

MODOC MEDICAL CENTER	H		R
MONROVIA MEMORIAL HOSPITAL	H		
MOUNTAINS COMMUNITY HOSPITAL	H		R
NATIVIDAD MEDICAL CENTER		I	
NEWPORT BAY HOSPITAL	H		
NORTHERN INYO HOSPITAL			R
OAK VALLEY HOSPITAL DISTRICT		I	R
ORCHARD HOSPITAL	H		R
OROVILLE HOSPITAL		I	
PACIFICA HOSPITAL OF THE VALLEY	H		
PALO VERDE HOSPITAL			R
PIONEERS MEMORIAL HEALTHCARE DISTRICT		I	
PLUMAS DISTRICT HOSPITAL			R
RIDGECREST REGIONAL HOSPITAL		I	R
RIVERSIDE UNIVERSITY HEALTH SYSTEM – MEDICAL CENTER		I	
SAN DIEGO COUNTY PSYCHIATRIC HOSPITAL		I	
SAN GORGONIO MEMORIAL HOSPITAL		I	R
SAN JOAQUIN GENERAL HOSPITAL		I	
SAN MATEO MEDICAL CENTER	H		
SANTA CLARA VALLEY MEDICAL CENTER		I	
SENECA HEALTHCARE DISTRICT			R
SIERRA VIEW MEDICAL CENTER		I	
SONOMA VALLEY HOSPITAL		I	
SOUTHERN CALIFORNIA HOSPITAL AT HOLLYWOOD	H		
SOUTHERN INYO HOSPITAL			R
ST. ROSE HOSPITAL		I	
SURPRISE VALLEY COMMUNITY HOSPITAL	H		R
TAHOE FOREST HOSPITAL			R
TARZANA TREATMENT CENTER		I	
TOTALLY KIDS REHABILITATION HOSPITAL	H		
TRINITY HOSPITAL		I	R
VALLEY PRESBYTERIAN HOSPITAL		I	
VENTURA COUNTY MEDICAL CENTER		I	
VIBRA REHABILITATION HOSPITAL OF RANCHO MIRAGE	H		
WATSONVILLE COMMUNITY HOSPITAL		I	
WEST COVINA MEDICAL CENTER	H		

If a covered health care facility believes they were inappropriately excluded from the above list, that facility may file a request with HCAI to be reconsidered. The requesting facility may need to submit additional information as specified by HCAI. All requests for inclusion on the list must be submitted no later than January 31, 2025.

For more information, please contact HCAI at 916-326-3600 or hcaido@hcai.ca.gov.

-- Fact Sheet Updated December 9, 2024