

The authorizing legislation passed in 2016 establishes that non-compliant employers will be penalized \$250 per employee upon the first penalty notice and, if non-compliance persists another 90 days, an additional \$500 per employee, for a total of \$750 per employee for sustained non-compliance.

Mandated employers must register for CalSavers at www.calsavers.com before their applicable deadline. The deadline for businesses with more than 100 employees was September 30, 2020, delayed from June 2020 due to COVID-19. The deadline for businesses with more than 50 employees passed on June 30, 2021 and non-compliance penalties for this group are slated for mid-2022. The deadline for employers with five or more employees is June 30, 2022.

In 2012, California was the first state in the nation to pass legislation establishing an automatic enrollment retirement policy for private sector workers who lack access to work-based retirement plans. Authorized in final form in 2016 by Senate Bill 1234 (de León), the program began a limited pilot phase at the end of 2018 and launched fully statewide on July 1, 2019. CalSavers seeks to facilitate the largest expansion of retirement security since the advent of Social Security in the 1930's and is already a model for a growing number of states seeking to establish a similar program. Learn more at www.calsavers.com.

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