

insights

TYPES NOT MAPPED YET January 28, 2025 | TTR not mapped yet | Kacey R. Riccomini, Cara A. Strike

Kacey Riccomini, Cara Strike Cover PAGA Reform Impact in Law360

Thompson Coburn Labor & Employment attorneys [Kacey Riccomini](#) and [Cara Strike](#) authored an analysis for *Law360* on the impact of California's PAGA reform on employer strategies in 2025.

"The Private Attorneys General Act, or PAGA, has been a headache for employers for more than two decades, as it grants employees the authority to sue their employers for violations of the California Labor Code on behalf of themselves and other employees," they wrote.

With Gov. Gavin Newsom signing PAGA reform into law last summer, however, some changes are expected to have an impact on PAGA litigation this year. Riccomini and Strike outlined key changes affecting penalties and the limits on who can bring PAGA claims.

"PAGA will likely continue to be a thorn in the side of employers," they concluded. "However, this reform is a step in the right direction to correct many of the obvious issues with PAGA. As a best practice, employers should ensure they are taking all reasonable steps that they can to comply with California law and greatly reduce potential future PAGA penalties. For now, PAGA is here to stay."

Read the full article [here](#).

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