



Legislative Summary 2023-2024

**CALIFORNIA STATE SENATE
COMMITTEE ON
LABOR, PUBLIC EMPLOYMENT
AND RETIREMENTS**

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Senate Committee on Labor, Public Employment and Retirement

Legislative Summary 2023-2024



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Introduction

This publication provides a comprehensive list of bills and resolutions considered by the Senate Committee on Labor, Public Employment and Retirement during the 2023-2024 Legislative Session. This report may not include all relevant policy changes adopted during the two-year session as some issues are handled by the Budget Committees. Complete information on all measures, including all versions, analyses and votes is available at <https://leginfo.legislature.ca.gov>.

Because Senate policy committees work on a compressed timeline, the Senate Rules Committee referred each bill to a maximum of two policy committees. In instances where additional policy committee referrals would have otherwise been justified, the additional policy committees worked with the two assigned policy committees and stakeholders to provide their input.

If you would like additional information about a particular bill presented in this report, please contact the Committee office by phone at **(916) 651-1556** or visit the Committee's website at <http://slper.senate.ca.gov>.

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Table of Contents

1. Apprenticeships and Job Training	4
2. Classified Employees	6
3. Discrimination and Retaliation.....	9
4. Forced Labor and Labor Trafficking	11
5. Labor Standards and Enforcement.....	15
6. Leave: Family, Medical, and Other	23
7. Minimum Wage, Meal and Rest Periods	27
8. Occupational Safety and Health	29
9. Public Employment and Retirement	35
10. Public Works and Prevailing Wage	49
11. Unemployment Insurance, State Disability Insurance, and EDD	52
12. Workers' Compensation	56
13. Workforce Development	60

Apprenticeships and Job Training

SB 685 – Hurtado

Apprenticeship Innovation Funding Program: AgTech

Failed passage in the Senate Labor, Public Employment & Retirement Committee

This bill would have required 20 percent of Apprenticeship Innovation Funding Program funds to be allocated for transitioning farmworkers to agriculture technology or other related industries.

SB 1321 – Wahab

Employment Training Panel: employment training program: projects and proposals

Chapter 469, Statutes of 2024

This bill 1) includes additional criteria and minimum standards for projects the Employment Training (ETP) considers funding, including meeting the Division of Apprenticeship Standards' (DAS) criteria for high road training programs and not duplicating or competing with DAS-approved apprenticeship programs; 2) prohibits the ETP from considering or approving any proposal if an applicant is ineligible to bid, be awarded, or subcontract on a public works project, or has an unsatisfied judgement for a labor law violation; and 3) requires the ETP to provide notice of the intent to award proposals at least 30 days before a panel meeting approving or rejecting a proposed award.

AB 694 – Gipson

Teachers: teacher residency apprenticeship programs

Held in the Senate Appropriations Committee

This bill would have authorized the establishment of a Teacher Residency Apprenticeship Program, to address shortages in the educator workforce and expand the pipeline into the teaching profession.

AB 871 – Haney

Safety in employment: conveyances

Vetoed

This bill sought to increase, beginning July 1, 2025, the work experience required for a certified competent conveyance mechanic from three to four years and authorize a person who is not an apprentice but meets specified criteria to work under the supervision of a certified competent conveyance mechanic at a 1 to 1 ratio for both residential, excluding platform lifts and stairway chairlifts, and non-residential conveyances.

[AB 2961 – Addis](#)

Employment of minors: training on sexual harassment

Held in the Senate Appropriations Committee

This bill sought to require minors to complete a mandatory training on sexual harassment prevention, retaliation, and reporting resources using the online course available on the Civil Rights Department’s website prior to obtaining a work permit.

Classified Employees

SB 433 – Cortese

Classified school and community college employees: disciplinary hearings: appeals: impartial third-party hearing officers

Vetoed

This bill would have changed the K-12 school and community college (CCC) disciplinary process for classified employees. It would have allowed a school or community college employee, excluding a peace officer, facing discipline from the employer to appeal that disciplinary action to an impartial third-party hearing officer, as specified.

AB 383 – Zbur

California Classified School Employee Teacher Credentialing Program: leave of absence for student teaching

Ordered to the Senate Inactive File

This bill would require school employers to grant specified classified school employees a paid leave of absence to complete their required student teaching hours as part of the Classified School Employee Teacher Credentialing Program (CSETCP).

AB 472 – Wicks

Classified school district and community college employees: compulsory leaves of absence: compensation

Chapter 331, Statutes of 2023

This bill requires non-merit school and community college districts to pay a classified employee their full compensation upon returning to service for the district from a period of involuntary leave of absence, following a finding in favor of the employee for charges of a criminal offense, a criminal investigation or job-related administrative determinations

AB 938 – Muratsuchi

Education finance: classified and certificated staff salaries

Chapter 345, Statutes of 2023

This bill requires local educational agencies (LEAs) to submit specified employee salary data to the California Department of Education (CDE) annually.

[AB 1273 – Bonta](#)

Classified employees: Classified Employee Staffing Ratio Workgroup

Chapter 364, Statutes of 2023

This bill requires the California Department of Education to convene a workgroup on or before December 31, 2024, for the purpose of reporting recommendations to the Legislature on or before December 31, 2025, on appropriate staffing ratios for classified school employees. The bill becomes operative July 1, 2024.

[AB 1699 – McCarty](#)

K–14 classified employees: part-time or full-time vacancies: public postings

Vetoed

This bill would have provided current non-probationary school and community college employees the right of first refusal for any new classified position at their education employer, as specified.

[AB 2088 – McCarty](#)

K–14 classified employees: part-time or full-time vacancies: public postings

Vetoed

This bill would have required school and community college employers, in both merit and non-merit districts, to notice any vacancies for part-time and full-time classified positions to current regular non-probationary classified employees, and offer them first refusal over all applicants, except those on reemployment or voluntary demotion lists, during a 10-day notice period; would have required current classified employee candidates to meet the position’s minimum job qualifications at the time of their application and to apply within the specified 10-day notice period to qualify for the right of first refusal; and would have prohibited the employer from offering, but not advertising, the position to an external candidate until the 10-day notice period expires and no eligible employee candidate has applied.

[AB 2134 – Muratsuchi](#)

School employees: transfer of leave of absence for illness or injury

Chapter 381, Statutes of 2024

This bill requires a school district, county office of education (COE), state special school or community college district to accept the transfer of sick leave for a certificated or classified employee at any time during their employment and requires certificated employee time to be transferred in days, rather than hours.

AB 2931 – Mike Fong

Community colleges: classified employees: merit system: part-time student-tutors

Chapter 422, Statutes of 2024

This bill exempts part-time students employed as student-tutors from the classified service at a merit California Community College (CCC) district.

AB 2971 – Maienschein

Classified Employee Staffing Ratio Workgroup: community college districts

Chapter 425, Statutes of 2024

This bill adds community college districts to the California Department of Education (CDE)'s Classified Employee Staffing Ratio Workgroup, which current statute tasks with studying and making recommendations to the Legislature on classified employee staffing ratios. This bill also changes the date that the workgroup must report its recommendations to the Legislature from December 31, 2025, to July 31, 2026.

Discrimination and Retaliation

SB 399 – Wahab

Employer communications: intimidation

Chapter 670, Statutes of 2024

This bill enacts the California Worker Freedom from Employer Intimidation Act to prohibit an employer from subjecting, or threatening to subject, an employee to discharge, discrimination, retaliation because the employee declines to attend an employer-sponsored meeting or affirmatively declines to participate in, receive, or listen to any communications with the employer or its agents or representatives, the purpose of which is to communicate the employer's opinion about religious or political matters.

SB 497 – Smallwood-Cuevas

Protected employee conduct

Chapter 398, Statutes of 2023

This bill establishes a rebuttable presumption in favor of an employee's claim of retaliation if an employer engages in an adverse action against the employee within 90 days of the employee's participation in a protected activity. This bill also expands the maximum civil penalty, from \$10,000 per violation, to \$10,000 per employee for each violation, for any employer, not just a corporation or limited liability company, found to have retaliated against a whistleblower. This bill requires the Labor Commissioner (LC), in assessing this penalty, to consider the nature and seriousness of the violation based on evidence obtained during the course of the investigation, and redirects the penalty award to the employee instead of the state.

SB 700 – Bradford

Employment discrimination: cannabis use

Chapter 408, Statutes of 2023

This bill prohibits, under the Fair Employment and Housing Act, an employer from requesting information about an employee or applicant's past cannabis use, subject to specified exceptions

SB 1100 – Portantino

Discrimination: driver's license

Chapter 877, Statutes of 2024

This bill prohibits discrimination in employment on the basis of an individual's lack of a driver's license or car ownership, with exceptions, as specified.

SB 1340 – Smallwood-Cuevas
Discrimination

Chapter 626, Statutes of 2024

This bill authorizes local entities to enforce the employment components of California’s state civil rights laws, as specified. Amendments to the bill, taken in the Assembly, removed SB 1340 from the Senate Labor, Public Employment and Retirement Committee’s jurisdiction.

SB 1345 – Smallwood-Cuevas
Employment discrimination: criminal history information

First hearing canceled at the request of the author in the Senate Judiciary Committee

This bill would have made it an unlawful employment practice for an employer to take an adverse action against an applicant based solely or in part on criminal history information, unless the employer can demonstrate that the applicant’s criminal history has a direct and adverse relationship with one or more specific duties of the job and the employer’s business necessity requires the adverse action.

AB 524 – Wicks
Discrimination: family caregiver status

Vetoed

This bill would have prohibited employment discrimination on account of family caregiver status, as defined, and would have recognized the opportunity to seek, obtain, and hold employment without discrimination because of family caregiver status as a civil right, as specified.

Forced Labor and Labor Trafficking

SB 1157 – Hurtado

State contracts: certification process: forced labor and human trafficking

Held in the Senate Appropriations Committee

This bill would have revised existing state contracting requirements to require contractors and subcontractors to certify that contracts comply with specified human trafficking prohibitions and a detailed series of labor standards. Additionally, this bill would have created a new requirement for contractors and subcontractors to develop and implement compliance plans and expanded the list of potential sanctions for violations of these provisions.

AB 380 – Arambula

Division of Labor Standards Enforcement: Labor Trafficking Unit

Held in the Senate Appropriations Committee

This bill would have established the Labor Trafficking Unit within the Department of Industrial Relations' Division of Labor Standards Enforcement to receive and investigate complaints alleging labor trafficking and take steps to prevent labor trafficking.

AB 1832 – Blanca Rubio

Civil Rights Department: Labor Trafficking Task Force

Vetoed

This bill would have established the Labor Trafficking Task Force (LTTF) within the Civil Rights Department (CRD) and requires the LTTF to coordinate with the Labor Enforcement Task Force (LETF), the Department of Justice (DOJ), and the Division of Labor Standards Enforcement (DLSE).

AB 1888 – Arambula

Department of Justice: Labor Trafficking Unit

Chapter 614, Statutes of 2024

This bill establishes the Labor Trafficking Unit (LTU) within the Department of Justice (DOJ) and requires the LTU to coordinate with various departments and agencies to investigate and combat labor trafficking.

Labor Contracting

SB 27 – Durazo

University of California: vendors

Chapter 480, Statutes of 2023

This bill requires University of California (UC) vendors to provide their employees with the total compensation specified by the vendor’s contract, plus make certain payroll information available to employees, the UC, and exclusive employee representatives. The bill also provides a pathway for employees of a vendor contracting with the UC to recover compensation and civil damages.

SB 451 – Nguyen

Worker classification: employees and independent contractors: licensed manicurists

First hearing canceled at the request of the author in the Senate Labor, Public Employment & Retirement Committee

Existing law regulates the employer-employee relationship and provides a 3-part test, commonly known as the “ABC” test, to determine if a worker is an employee or independent contractor for purposes of employment laws. Specified occupations and business relationships are exempt from the application of the ABC test (AB 5) and are instead governed by the multifactor test previously adopted in the case of *S. G. Borello & Sons, Inc. v. Department of Industrial Relations* (1989) 48 Cal.3d 341. These exemptions include services provided by a licensed manicurist, subject to the manicurist meeting specified conditions. Existing law makes this exemption for licensed manicurists inoperative on January 1, 2025. This bill would have extended this exemption for licensed manicurists to January 1, 2030.

SB 988 – Wiener

Freelance Worker Protection Act

Chapter 870, Statutes of 2024

This bill establishes the Freelance Worker Protection Act to impose minimum requirements relating to contracts between a hiring party and a freelance worker, as defined. Among other things, the Act requires a hiring entity to 1) provide a written contract to the freelance worker; 2) pay a freelance worker the compensation specified by such contract, as provided; and 3) authorizes an aggrieved freelance worker or a public prosecutor to bring a civil action to enforce these provisions.

SJR 5 – Durazo

Office of Management and Budget: Uniform Guidance

Res. Chapter 5, Statutes of 2024

This joint resolution urges the Office of Management and Budget to update its Uniform Guidance to explicitly allow states and localities to implement strong procurement standards that advance high quality jobs and equitable hiring, including lifting the local hire prohibition on federally funded projects, and in so doing empower California lawmakers and agencies to create equitable infrastructure jobs that can strengthen our cities, counties, and the state.

[AB 224 – Rubio](#)

Worker status: employees and independent contractors: newspaper distributors and carriers

Chapter 298, Statutes of 2024

This bill 1) extends the existing exemption for newspaper distributors and carriers from the ABC test under *Dynamex* (AB 5, Gonzalez, Chapter 296, Statutes of 2019) until January 1, 2030 and instead applies the *Borello* test, and 2) requires newspaper distributors and carriers to submit specified information to the Labor Workforce and Development Agency.

[AB 520 – Santiago](#)

Employment: public entities

Chapter 656, Statutes of 2023

This bill extends existing labor law provisions applicable to the private sector to make a “public entity,” as defined, jointly and severally liable for unpaid wages when the public entity contracts for services in the property or long-term care industries and where the public entity has been provided notice of such liability by the Labor Commissioner.

[AB 1204 – Holden](#)

Contractors: contracts: restrictions

Chapter 568, Statutes of 2023

This bill prohibits a licensed specialty contractor from subcontracting with two or more contractors in the same classification, on the same jobsite, unless the subcontractor has employees who perform the work in the relevant classification, as specified.

[AB 1767 – Committee on Labor and Employment](#)

Labor contracts

First hearing canceled at the request of the author in the Senate Labor, Public Employment & Retirement Committee

This bill would have added the provision of an email address to the information required from a person or entity contracting for labor or services in specified industries, in order to qualify, for a

rebuttable presumption, that the person or entity did not know or should not have known that the contract or agreement did not include funds sufficient to allow the contractor to comply with all applicable local, state, and federal laws or regulations governing the labor or services to be provided.

Labor Standards and Enforcement

SB 330 – Niello

Labor Code Private Attorneys General Act of 2004

Failed passage in the Senate Labor, Public Employment & Retirement Committee

This bill would have made changes to the Private Attorneys General Act (PAGA) that would have, among other things, required the notice, for alleged violations of the Labor Code other than those specified provisions relating to safety in employment, to include a statement setting forth the relevant facts, legal authorities, and authorities supporting each alleged violation. For those alleged violations that provide an employer a right to cure, the bill would have required the notice to inform the employer of their right to cure the violation. The bill would have also required the notice to include an estimate of the number of employees on whose behalf relief is being sought. Finally, the bill would have required the aggrieved employee or representative, if that number of employees is 10 or more, to verify the notice under penalty of perjury, as specified.

SB 574 – Wahab

Public agencies: project labor agreements

First hearing canceled at the request of the author in the Senate Governmental Organization Committee

This bill would have prohibited a state agency from undertaking a major construction project, defined as a project that will exceed \$35 million dollars, unless that project is governed by a project labor agreement (PLA) and if that PLA includes a community benefit goal, as defined.

SB 592 – Newman

Labor standards information and enforcement

Failed passage in the Senate Labor, Public Employment & Retirement Committee

This bill would have provided employers with a defense against prosecution for alleged labor law violations based on guidance documents written by Department of Industrial Relations staff and requires all entities under the Labor and Workforce Development Agency to translate each of its websites in their entirety into Spanish, Chinese, Tagalog, and Vietnamese.

SB 627 – Smallwood-Cuevas

Displaced workers: notice: opportunity to transfer

Vetoed

This bill would have established the Displaced Worker Retention and Transfer Rights Act to, among other things: require a chain employer (100 or more establishments, as defined) to provide workers and their exclusive representative, if any, a displacement notice at least 60 days before the expected date of closure of a covered establishment; require a chain employer to provide workers the opportunity to transfer to a location of the chain within 25 miles of the closing establishment; and require chain employers to maintain a preferential transfer list and make job offers based on length of service.

SB 703 – Niello

Employment: work hours: flexible work schedules

Failed passage in the Senate Labor, Public Employment & Retirement Committee

This bill would have exempted overtime laws applicable to private employers for employees to work a 10 hour per day/40 hour per week schedule.

SB 725 – Smallwood-Cuevas

Grocery workers

Vetoed

This bill would have required a successor grocery employer, as specified, to provide an eligible grocery employee one week of pay for each full year of employment with the incumbent grocery employer if 1) the successor grocery employer does not hire the eligible grocery worker following a change in control or 2) the successor grocery employer does not retain the eligible grocery worker for at least 90 days following the change in control or employment commencement date. The bill would also have exempted a grocery establishment that has ceased operations for 12 months and would not have applied to successor grocery employers and incumbent grocery employers with less than 300 employees, as specified.

SB 984 – Wahab

Public agencies: project labor agreements

Vetoed

This bill would have required the Judicial Council and the California State University, by January 1, 2027, to identify and select a minimum of three major construction projects and subject those projects to a Project Labor Agreement, as specified.

SB 1030 – Smallwood-Cuevas

California Workplace Outreach Project

Held in the Senate Appropriations Committee

SB 1030 would have directed the Department of Industrial Relations, upon appropriation of funds for this purpose, to establish the California Workplace Outreach Project to promote awareness of, and compliance with, labor protections by contracting out with qualified organizations for worker outreach and the creation of educational materials. This bill would have required DIR and qualified organizations to meet at least twice a year to coordinate outreach efforts.

SB 1089 – Smallwood-Cuevas

Food and prescription access: grocery and pharmacy closures

Chapter 625, Statutes of 2024

This bill (1) requires grocery and pharmacy establishments to provide written notice to its employees and others no later than 45 days prior to a closure, with some exceptions as specified; (2) specifies that a covered establishment employing five or fewer employees shall provide the written notice no later than 30 days prior to a closure; (3) authorizes any person aggrieved by a violation of any of these provisions to bring a civil action and imposes specified civil penalties for violations; and (4) requires counties receiving notice of a closure to provide the covered establishment with specified information on safety net programs to be provided to employees of the covered establishment.

SB 1162 – Cortese

Public contracts: employment compliance reports: apprenticeship programs

Chapter 882, Statutes of 2024

This bill requires a contractor, bidder, or other entity to include the full name of, and identify the apprenticeship program name, location, and graduation date of, all workers in existing monthly compliance reports made to the public entity or other awarding body for projects with a skilled and trained workforce requirement. This bill also requires the Division of Apprenticeship Standards to, on or before July 1, 2025, create and maintain a public online database to verify that a worker graduated from a California apprenticeship program, as specified.

SB 1446 – Smallwood-Cuevas

Grocery retail store and retail drug establishment employees: self-service checkout and consequential workplace technology

Held in the Assembly Rules Committee

This bill would have (1) prohibited a grocery or retail drug establishment from providing a self-service checkout option for customers unless specified conditions are met, including that at least one manual station is staffed by an employee and that self-service checkouts be limited to purchases of no more than 15 items; (2) required an employer who intends to implement a consequential workplace technology, to notify workers, their collective bargaining

representative, and the public 60 days in advance with a general description of the technology and its intended purpose; and (3) specified civil penalty amounts of violation of these provisions

AB 594 – Maienschein

Labor Code: alternative enforcement

Chapter 659, Statutes of 2023

This bill, until January 1, 2029, clarifies and expands public prosecutors’ authority to enforce the violation of specified labor laws through civil or criminal actions without specific authorization from the Division of Labor Standards Enforcement. This bill clarifies who has this authority, that the authority is limited to the prosecutor’s geographic jurisdiction, except as specified, and makes other changes relating to enforcement of employee misclassification violations.

AB 636 – Kalra

Employers: agricultural employees: required disclosures

Chapter 451, Statutes of 2023

This bill requires agricultural employers to provide employees at the time of hire, information on the existence of a federal or state disaster declaration applicable to the county or counties where the employee will be employed if the emergency or disaster may affect the employee’s health and safety during employment. Additionally, this bill requires an H-2A visa employer to provide an employee, on their first day of work or upon transfer, the notice of basic employment related information with a separate section in Spanish, and if requested by the employee, in English, describing an agricultural employee’s rights and protections.

AB 647 – Holden

Grocery workers

Chapter 452, Statutes of 2023

This bill strengthens the existing recall and retention protections for grocery workers under the Grocery Worker Retention Law by, among other things, (1) adding an enforcement mechanism to hold the employer accountable for violations of grocery worker rights; (2) including distribution centers that meet specified requirements within the definition of “grocery establishment”; and (3) exempting incumbent and successor grocery employers whose sum of employees is less than 300 nationwide, as specified.

AB 1034 – Grayson

Labor Code Private Attorneys General Act of 2004: exemption: construction industry employees

Chapter 803, Statutes of 2024

This bill extends the sunset date on provisions exempting specified construction industry employers and employees from the Private Attorneys General Act (PAGA).

AB 1356 – Haney

Relocations, terminations, and mass layoffs

Vetoed

This bill would have revised the California Worker Adjustment and Retraining (CalWARN) Act to include a “client employer” of a “labor contractor” in the definition of “employer;” increased from 60 to 90 days the length of notice an employer must provide to employees prior to terminations, relocations, or mass layoffs; prohibited employers from making a general release, waiver of claims, nondisparagement, or nondisclosure agreement a condition of the payment of amounts for which the employer is liable under CalWARN; and made other changes to the CalWARN Act.

AB 1381 – Weber

Employment protections: call centers

Second hearing canceled at the request of author in the Senate Governmental Organization Committee

This bill requires, on and after January 1, 2025, each state agency that enters a contract with a private entity specifically for call center work to ensure that no later than January 1, 2026, at least 90% of the call center work is conducted in California. Provides that state contracts with a private entity for programs or services in which call center work is included to prioritize the work being conducted in California, a specified.

AB 2068 – Ortega

State agencies: call center work: reporting information

Chapter 697, Statutes of 2024

This bill imposes specified reporting requirements on state agencies that contract with private entities for call center work to provide public or customer service for that state agency or another state agency.

AB 2288 – Kalra

Labor Code Private Attorneys General Act of 2004

Chapter 44, Statutes of 2024

This bill codifies negotiated reforms to the California Labor Code’s Private Attorneys General Act of 2004 (PAGA) to further the purpose and intent of PAGA to protect workers from labor

code violations. Other negotiated reforms to PAGA are in SB 92 (Umberg, 2024). This bill will become operative only if SB 92 is enacted and takes effect on or before January 1, 2025.

[AB 2299 – Flora](#)

Labor Commissioner: whistleblower protections: model list of rights and responsibilities

Chapter 105, Statutes of 2024

This bill requires the Labor Commissioner (LC) to develop a model list of employees’ rights and responsibilities under existing whistleblower laws for employer use to meet existing posting requirements.

[AB 2374 – Haney](#)

Displaced janitors

Held in the Senate Appropriations Committee

This bill would have revised and expanded the Displaced Janitor Opportunity Act to (1) apply to contractors employing one or more janitors; (2) increase the employee retention period from 60 to 90 days; (3) provide that the successor contractor shall maintain the same work schedules and pay the same wages and benefits as were provided by the prior contractor; and (4) enhance the Act’s existing enforcement mechanisms.

[AB 2602 – Kalra](#)

Contracts against public policy: personal or professional services: digital replicas

Chapter 259, Statutes of 2024

This bill addresses the unauthorized use of digital replicas by providing that a provision in an agreement between an individual and any other person for the performance of personal or professional services is unenforceable only as it relates to a new performance, fixed on or after January 1, 2025, by a digital replica of the individual if the provision meets all of the specified conditions.

[AB 2696 – Rendon](#)

Labor-related liabilities: direct contractor and subcontractor

Chapter 734, Statutes of 2024

This bill authorizes a joint labor-management committee to bring an action in court against a direct contractor for any unpaid wage, fringe or other benefit payment or contribution, penalties or liquidated damages, and interest owed to a wage claimant by the direct contractor for the performance of private work.

[AB 2705 – Ortega](#)
Labor Commissioner

Chapter 242, Statutes of 2024

This bill provides that, for violations of public works law, the statute of limitations (SOL) for the Labor Commissioner (LC) to enforce the liability on a payment bond shall be the same as the SOL for the LC to issue civil wage and penalty assessments.

[AB 2754 – Rendon](#)
Employment contracts and agreements: sufficient funds: liability

Chapter 739, Statutes of 2024

AB 2754 addresses the issue of worker misclassification in the port drayage issues. Specifically, it 1) prohibits port drayage motor carriers from entering into contracts for services if they know or should have known that the contract was insufficient to comply with labor laws, as specified; and 2) requires on or after January 1, 2025, a customer that uses a port drayage motor carrier to share all civil legal responsibility and civil liability, as specified, regardless of whether or not the port drayage motor carrier is on the Division of Labor Standards Enforcement’s list of carriers that have engaged in illegal conduct.

[AB 3105 – Flora](#)
Employment: wages and hours: exemption for faculty at private institutions of higher education

Chapter 158, Statutes of 2024

This bill clarifies that instructors employed at independent institutions of higher learning incorporated out of state prior to January 1, 2023 are included in an existing professional wage and hour law exemption.

[AB 3143 – Lowenthal](#)
Compensation: gratuities

Held in the Senate Appropriations Committee

This bill would have prohibited an employer or agent from prohibiting, or implementing a policy to prohibit, an employee of a restaurant from receiving any gratuity that is paid, given to, or left for an employee by a patron.

[AB 3234 – Ortega](#)
Employers: social compliance audit

Chapter 438, Statutes of 2024

This bill requires an employer that voluntarily subjects itself to a social compliance audit, to post on its business website a report detailing the findings of that audit, including specific findings regarding child labor.

[ACA 6 – Haney](#)

Failed passage in the Senate Elections and Constitutional Amendments Committee

This constitutional amendment, if presented and approved by the voters, would require the University of California to conform to the same labor, employment, and occupational health and safety standards as other public agencies, as specified.

Shortly after ACA 6 failed to pass in the Senate Elections and Constitutional Amendments Committee, SCA 8 was introduced by a different author. SCA 8 was nearly identical to ACA 6 and was subsequently held in the Senate Rules Committee.

Leave: Family, Medical, and Other

SB 616 – Gonzalez

Sick days: paid sick days accrual and use. *Chapter 309, Statutes of 2023*

This bill, among other things, increases the three days of paid sick leave currently afforded to employees under existing law to five days, and increases the amount of days an employee can roll over to the following year. This bill also extends procedural and anti-retaliation provisions in existing paid sick leave law to employees covered by a valid collective bargaining agreement that is exempt, if they meet specified criteria, from other provisions of the paid sick leave law.

SB 848 – Rubio

Employment: leave for reproductive loss

Chapter 724, Statutes of 2023

This bill requires employers, of five or more employees, to provide eligible employees with up to five days of reproductive loss leave following a reproductive loss event defined as a failed adoption, failed surrogacy, miscarriage, stillbirth or an unsuccessful assisted reproduction.

SB 881 – Alvarado-Gil

Paid sick days: accrual and use

Failed passage in the Senate Labor, Public Employment & Retirement Committee

This bill would have modified the state's paid sick leave provisions to increase the leave from three to five days while also making the following changes:

- 1) Strikes the requirement that the paid sick time be calculated in the same manner as the regular rate of pay for the workweek in which the employee uses paid sick time, whether or not the employee actually works overtime in that week, to instead require the leave be paid at the employee's base rate of pay.
- 2) Authorizes an employer to request, when an employee uses paid sick leave, that the employee provide a signed written statement stating that the employee was absent from work for reasons specified in paid sick leave provisions.
- 3) If an employee uses paid sick leave on three or more consecutive work days, authorizes an employer to request that an employee provide *reasonable written documentation* demonstrating that the employee was absent from work for a reason specified in paid sick leave provisions.
- 4) Specifies that an employer shall not be in violation of these provisions if the employer denies leave based on a *determination* that the verification or documentation provided is false.

- 5) On or after January 1, 2024, prohibits a county, city or municipality from adopting (or amending) any ordinance, resolution, law, rule, or regulation regarding paid sick leave other than related to COVID-19-specific paid sick leave.
- 6) Preempts any existing local ordinance, resolution, law, rule, or regulation regarding earned sick leave, except as specified as follows:
 - a. Local COVID-19 specific sick leave ordinances, including those requiring employers to provide paid sick days in excess of those required in this bill.
 - b. On and after January 1, 2024, an employer who, pursuant to a local ordinance enacted before January 1, 2023, is required to provide sick leave in an amount that exceeds the sick leave requirements in this bill shall provide the amount of sick leave required by that local ordinance.

Exempts paid sick leave provisions from enforcement under the Private Attorneys General Act (PAGA).

SB 1105 – Padilla

Paid sick leave: agricultural employees: emergencies

Chapter 525, Statutes of 2024

This bill expands existing paid sick leave provisions to allow agricultural employees, who work outside, to use their currently entitled paid sick days to avoid smoke, heat, or flooding conditions created by a local or state emergency.

AB 518 – Wicks

Paid family leave: eligibility: care for designated persons

Gutted and amended to a non-labor issue

As introduced, this bill would have, beginning on and after July 1, 2024, expanded eligibility for benefits under the Paid Family Leave program to include individuals who take time off work to care for a seriously ill designated person. This bill defines “designated person” to mean any individual related by blood or whose association with the employee is the equivalent of a family relationship. This bill was placed on the Senate inactive file in September of 2023. In 2024, the bill was gutted and amended to address a non-labor issue dealing with the Supplemental Nutrition Assistance Program, known as CalFresh, and was subsequently signed by the Governor.

AB 575 – Papan

Paid family leave

Vetoed

This bill, would have, commencing on February 1, 2025, expanded eligibility for the Paid Family Leave program to provide benefits to workers who take time off work to bond with a minor child within one year of assuming responsibilities of a child in loco parentis, as defined. Additionally, this bill would have deleted (1) the restriction in law specifying that an individual is not eligible for PFL benefits if another family member is ready, willing, and able and available to provide the required care, and (2) the authorization for an employer to require an employee to take two weeks of vacation leave before accessing PFL benefits that are funded by employees.

[AB 1123 – Addis, Cervantes](#)

California State University: employees: paid parental leave of absence

Vetoed

This bill would have required the California State University (CSU) to provide employees with a paid leave of absence of one semester of an academic year, as specified, following the birth of a child of the employee or the placement of a child with an employee in connection with adoption or foster care placement.

[AB 1359 – Schiavo](#)

Paid sick days: health care employees

Gutted and amended to a non-labor issue

This bill would have granted an employee of a covered health care facility health care worker sick leave, as those terms are defined. The bill would have permitted accrued leave, and would prescribe for the use and carryover of that leave, including permitting health care worker sick leave to carry over to the following year of employment for those employees, subject to certain conditions. Additionally, the bill would have authorized an employee of a covered health care facility to bring a civil action against an employer that violates this provision and would entitle the employee to collect specified legal and equitable relief to remedy a violation.

AB 1359 was ordered to the Senate inactive file in September of 2023. In 2024, the bill was taken off the inactive file and gutted and amended to a non-labor related issue dealing with the California Environmental Quality Act.

[AB 2011 – Bauer-Kahan](#)

Unlawful employment practices: small employer family leave mediation program: reproductive loss leave

Chapter 147, Statutes of 2024

This bill eliminates the sunset provisions for the small employer family leave mediation pilot program and expands its scope to include reproductive loss leave, among other changes.

AB 2123 – Papan

Disability compensation: paid family leave

Chapter 949, Statutes of 2024

This bill sunsets provisions in law authorizing an employer to require employees to take two weeks of vacation leave before accessing their benefits under California’s Paid Family Leave (PFL) program.

AB 2167 – Cervantes

Unemployment insurance: disability: paid family leave

Held in the Senate Appropriations Committee

This bill would have 1) authorized workers to file a claim for Paid Family Leave (PFL) benefits up to 60 days in advance of the first compensable day of disability and up to 60 days following the first compensable day; and 2) extended the deadline for an individual to appeal EDD’s decision of ineligibility for PFL benefits to 60 days from the service of the notice of determination.

AB 2499 – Schiavo

Employment: unlawful discrimination and paid sick days: victims of violence

Chapter 967, Statutes of 2024

This bill (1) moves provisions from the Labor Code, that allow employees to take time off of work for specified purposes when they are the victims of specified crimes, to the Fair Employment and Housing Act (FEHA); (2) expands the list of crimes for which employees are entitled to take time off; (3) allows employees to take time off to help family members, as defined, who are the victims of specified crimes for specified purposes; (4) authorizes employers to limit the amount of time the employees can take off of work for the above purposes, as specified; and (5) authorizes employees to use their entitled paid sick leave for these purposes.

AB 2901 – Aguiar-Curry

School and community college employees: paid disability and parental leave

Ordered to the Senate Inactive File

This bill would have required school and community college districts to provide up to 14 weeks of paid leave for employees experiencing pregnancy, miscarriage, childbirth, termination of pregnancy, or recovery from those conditions, beginning January 1, 2028 and only if an appropriation is made for this purpose in the budget.

Minimum Wage, Meal and Rest Periods

SB 41 – Cortese

Meal and rest breaks: airline cabin crew employees

Chapter 2, Statutes of 2023

SB 41 provides an exemption from meal and rest period requirements for airline cabin crew employees that are covered by a valid collective bargaining agreement when that agreement includes an alternate provision addressing meal and rest breaks, as specified. This bill also prevents such flight attendants from filing new lawsuits for meal and rest break violations starting the day this bill was introduced (December 5, 2022), while allowing all litigation already pending at that time to run its natural course.

SB 332 – Cortese

Minor league baseball players

Chapter 866, Statutes of 2023

This bill exempts minor league baseball players covered by a valid collective bargaining agreement (CBA) from minimum wage, overtime, meal period, and recordkeeping requirements of existing law if the CBA meets specified criteria. Assembly Amendments gutted and amended the previous contents of the bill that would have required the Department of Industrial Relations to evaluate the effectiveness of apprenticeship outreach in high schools.

SB 525 – Durazo

Minimum wages: health care workers

Chapter 890, Statutes of 2023

This bill (1) enacts a phased-in multi-tiered statewide minimum wage schedule (reaching up to \$25 per hour) for health care workers employed by covered healthcare facilities, as defined; (2) requires, following the phased-in wage increases, the minimum wage for health care workers employed by covered healthcare facilities to be adjusted for inflation, as specified; (3) provides a temporary waiver of wage increases under specified circumstances; (4) and establishes a 10-year moratorium on wage ordinances, regulations, or administrative actions for covered health care facility employees, as specified.

SB 828 – Durazo

Minimum wages: health care workers: delay

Chapter 12, Statutes of 2024

This bill delays by one month the implementation of health care worker minimum wage increases scheduled to take effect June 1, 2024. SB 159 (Committee on Budget and Fiscal

Review, Chapter 40, Statutes of 2024) was subsequently enacted to provide a delay of the implementation dates of the minimum wage increases until specified criteria is met and included provisions authorizing covered health care facilities to apply for and receive a temporary pause or alternative phase-in schedule if they can demonstrate that compliance with the scheduled increases would raise doubts about the covered health care facility’s ability to continue operating, as specified.

[AB 610 – Holden](#)

Fast food restaurant industry: Fast Food Council: health, safety, employment, and minimum wage

Chapter 4, Statutes of 2024

This bill amends existing fast food worker provisions requiring a \$20 an hour minimum wage for fast food workers, among other things, to exempt specified restaurants from the definition of “fast food restaurant,” including restaurants in airports, hotels, event centers, theme parks, museums and other locations, as prescribed.

[AB 1228 – Holden](#)

Fast food restaurant industry: Fast Food Council: health, safety, employment, and minimum wage

Chapter 262, Statutes of 2023

This bill repeals, revises and recasts provisions of the Fast Food Accountability and Standards Recovery Act (FAST Act) to codify changes that have been negotiated and agreed to by both proponents and opponents (seeking a referendum) of AB 257 (Holden, 2022) but only if the referendum is withdrawn by January 1, 2024.

[AB 1516 – Kalra](#)

Labor and Workforce Development Agency: working group: minimum wage

Held in Senate Appropriations Committee

This bill requires the Labor and Workforce Development Agency (LWDA) to convene a working group on the state minimum wage to evaluate specified topics including raising the minimum wage and ending the sub-minimum wage for incarcerated workers.

Occupational Safety and Health

SB 335 – Cortese

Labor statistics: annual report

Gutted and amended to a non-labor issue

This bill would have required the Department of Industrial Relations to submit an annual report on workplace injuries and occupational diseases and fatalities to the Legislature and the Governor.

SB 526 – Limon

Department of Industrial Relations: domestic violence prevention

Held in the Senate Appropriations Committee

This bill would have required that the Department of Industrial Relations (DIR) develop and prepare a poster on domestic violence prevention that employers may download from the department's website and display in their workplace. The bill would have authorized DIR to consult with the Department of Justice as to the content and design of the poster and required that the poster be made available in English, Spanish, and any non-English language required under the Dymally-Alatorre Bilingual Services Act.

SB 553 – Cortese

Occupational safety: workplace violence: restraining orders and workplace violence prevention plan

Chapter 289, Statutes of 2023

This bill requires employers to establish, implement and maintain an effective workplace violence prevention plan (WVPP) that includes, among other elements, requirements to maintain incident logs, provide specified trainings, and conduct periodic reviews of the plan. This bill also authorizes a collective bargaining representative of an employee who has suffered unlawful violence from any individual, to seek a temporary restraining order (TRO) and an order after hearing on behalf of the employee(s) at the workplace.

SB 626 – Rubio

Smoking tobacco in the workplace: transient lodging establishments

Chapter 182, Statutes of 2023

This bill eliminates the exemption in existing law allowing smoking in 20 percent of the guestroom accommodations in a hotel, motel, or similar transient lodging establishments, thereby making all such establishments 100% smoke free.

SB 686 – Durazo

Domestic workers: occupational safety

Vetoed

This bill would have made specified changes to occupational safety law as it pertains to domestic workers including removing the “household domestic service” exemption from the Occupational Safety and Health Act definition of employment; requiring the Division of Occupational Safety and Health (Cal/OSHA) to adopt industry guidance to help household domestic service employers understand the legal obligations that would now apply to them; and requiring all household domestic services employers to comply with, and adhere to, all applicable occupational safety and health regulations by January 1, 2025.

SB 735 – Cortese

Motion picture productions: safety: firearms: ammunition

Not set for hearing in the Assembly Labor and Employment Committee

This bill establishes the Safety on Sets Pilot Program, a five year pilot program for motion picture productions receiving a motion picture tax credit to, among other things, 1) require motion picture production employers to hire a qualified set safety advisor to perform an overall risk assessment(s) and to be on set daily; 2) restrict and regulate the conditions under which firearms and ammunition may be permitted on motion picture productions to help ensure the safety of all actors and crewmembers; and 3) require the evaluation of the pilot and consideration by the Legislature as to whether or not it should be implemented on a permanent basis. SB 735 was *not set for hearing in Assembly Labor and Employment Committee* and instead, the issue was addressed through the budget.

SB 132 (Chapter 56, Statutes of 2023) extended the authority for the California Film Commission (CFC) to allocate, and for qualified taxpayers to claim, the California Motion Picture and Television Production Credit for an additional five years, starting in 2025-26, authorized at \$330 million per year, and makes the credit refundable (referred to as the Film and Television Credit 4.0). Additionally, SB 132 established the Safety on Productions Pilot Program to, among other provisions, require a motion picture production employer that receives a specified motion picture tax credit to hire or assign a qualified safety advisor to perform a risk assessments, as specified; require a safety advisory to be present on every production; conduct daily safety meetings; and provide specified guidelines for the use of firearms or blank ammunition on motion picture productions.

In 2024, SB 735 was gutted and amended to address an issue regarding the Bay Area Housing Finance Agency, specifying that any construction or rehabilitative project receiving funding from the agency is considered a public work and subject to the payment of prevailing wages or a project labor agreement (PLA), as specified. SB 735 was held under submission in Assembly Appropriations Committee.

[SB 1202 – Newman](#)

Department of Corrections and Rehabilitation: reports: assaults

Held in the Assembly Appropriations Committee

This bill would have required the California Department of Corrections and Rehabilitation (CDCR) to report specified information about assaults against employees at CDCR facilities to all bargaining units at CDCR and to the Legislature.

[SB 1350 – Durazo](#)

Occupational safety and health: definitions

Chapter 895, Statutes of 2024

This bill, beginning on July 1, 2025, removes the household domestic service exemption from the definition of “employment” for purposes of the California’s Occupational Safety and Health Act’s health and safety protections, to certain domestic workers whose service is not publicly funded, do not work in family daycare homes, and are not privately employed by individuals in their own residences, as specified.

[AB 58 – Kalra](#)

Labor statistics: annual report

Gutted and amended to a non-labor issue

This bill, as introduced, would have required the Department of Industrial Relations (DIR) to include in its annual report on occupational injuries, diseases, and fatalities, industry classification information separated by the ethnicity, race, and gender of affected individuals. This bill was gutted and amended in the Senate to address an issue within Public Safety Committee’s jurisdiction regarding the operation of the Transition Age Youth Pilot Program in the Counties of Alameda, Butte, Napa and Santa Clara until January 1, 2026.

[AB 521 – Bauer-Kahan](#)

Occupational safety and health standards: construction jobsites: toilet facilities

Chapter 529, Statutes of 2023

This bill requires, by December 31, 2025, the California Division of Occupational Safety and Health Standards Board (CalOSHA) to draft a rulemaking proposal and consider requiring at least one designated single-user toilet facility for women and nonbinary employees at construction jobsites.

[AB 1007 – Ortega](#)

Occupational safety and health standards: plume

Chapter 352, Statutes of 2023

This bill requires the Division of Occupational Safety and Health (Cal/OSHA) to, by December 1, 2026, submit to the Occupational Safety and Health Standards Board a proposed regulation requiring a health facility to evacuate or remove plume using plume-scavenging systems in all settings that employ techniques that involve the creation of plume. This bill also requires the Standards Board to consider the proposed regulation for adoption by June 1, 2027.

AB 1766 – Committee on Labor and Employment

Division of Occupational Safety and Health: regulations

Chapter 133, Statutes of 2023

This bill directs the Division of Occupational Safety and Health (CalOSHA) to formulate and propose rules and regulations for adoption by the Occupational Safety and Health Standards Board for the safe design, manufacture, installation, repair, maintenance, use, operation and inspection of all passenger tramways (ski lifts) as CalOSHA finds necessary for the protection of the general public and to adopt all rules and regulations necessary for the administration and enforcement. Additionally, the bill makes various other technical, clarifying, and noncontroversial changes to statute.

AB 1976 – Haney

Occupational safety and health standards: first aid materials: opioid antagonists

Chapter 689, Statutes of 2024

This bill requires the Division of Occupational Safety and Health (Cal/OSHA), on or before December 1, 2027, to submit a draft rulemaking proposal to revise existing standards on first aid materials to require all workplace first aid kits to include nasal spray naloxone hydrochloride or another approved opioid antagonist to reverse opioid overdose and include instructions for its use. This bill also requires the Standards Board to consider adopting the revised standards on or before December 1, 2028.

AB 2364 – L. Rivas

Property service worker protection

Chapter 394, Statutes of 2024

This bill (a) requires the Department of Industrial Relations (DIR) to convene an advisory committee of specified government, employer, and worker representatives to make recommendations regarding the scope of a study evaluating opportunities to improve worker safety and safeguard employment rights in the janitorial industry; (b) requires DIR to contract with the University of California, Los Angeles Labor Center to conduct the study and requires DIR, on or before May 15, 2026, to forward the completed report to the members of the advisory committee and the Legislature; and (c) increases the amount per participant that janitorial

employers must pay to qualified organizations providing required sexual violence and harassment prevention trainings.

[AB 2408 – Haney](#)

Firefighter personal protective equipment: perfluoroalkyl and polyfluoroalkyl substances

Held in the Senate Appropriations Committee

This bill sought to 1) prohibit, commencing July 1, 2026, any person from manufacturing, selling, distributing, or purchasing for future use, any firefighter personal protective equipment containing intentionally added perfluoroalkyl and polyfluoroalkyl (PFAS) substance chemicals; and 2) require the California Occupational Safety and Health Standards Board, within one year of the National Fire Protection Association updating their standards to include PFAS-free turnout gear, to align their standards on PFAS-free turnout.

[AB 2738 – L. Rivas](#)

Labor Code: alternative enforcement: occupational safety

Chapter 969, Statutes of 2024

This bill (1) authorizes public prosecutor enforcement for violations of existing workplace safety laws for entertainment events venues; (2) requires the court to award a prevailing plaintiff reasonable attorney's fees and costs in an action brought by a public prosecutor for the enforcement of specified labor laws; and (3) adds a public events venue or a contracting entity to the entities that may be assessed a penalty for violating specified safety training requirements.

[AB 2975 – Gipson](#)

Occupational safety and health standards: workplace violence prevention plan: hospitals

Chapter 749, Statutes of 2024

This bill (1) requires the Occupational Safety and Health Standards Board by March 1, 2027, to amend the existing workplace violence prevention in health care standards to require licensed hospitals to implement a weapons detection screening policy that includes the use of weapons detection devices that automatically screen a person's body at specified entrances; and (2) requires the hospitals to adopt related policies, including staffing, training, and signage requirements, as specified.

[AB 3043 – L. Rivas](#)

Occupational safety: fabrication activities

First hearing canceled at the request of the author in the Senate Labor, Public Employment and Retirement Committee

This bill sought to address worker safety in the stone fabrication industry by, among other things, 1) prohibiting the use of “dry methods” in fabrication; 2) establishing training, certification, and licensing requirements; 3) prohibiting suppliers from providing slabs to unlicensed people and entities; and 4) creating an online database to track violations of health and safety orders and licensing requirements.

[AB 3258 – Bryan](#)

Refinery and chemical plants

Chapter 978, Statutes of 2024

This bill 1) expands the scope of the California Refinery and Chemical Plant Worker Safety Act of 1990 by revising the definition of “refinery” and 2) directs the Occupational Safety and Health Standards Board to consider for adoption, regulations that implement process safety management standards for the revised definition of refinery, as specified.

Public Employment and Retirement

SB 252 – Gonzalez

Public retirement systems: fossil fuels: divestment

First hearing canceled at the request of the author in the Assembly Public Employment and Retirement Committee

This bill would have prohibited the California Public Employees' Retirement System (CalPERS) and the California State Teachers' Retirement System (CalSTRS) from investing in the 200 largest fossil fuel companies as determined by carbon content in the companies' proven oil, gas, and coal reserves effective on January 1, 2024, and require the two systems to divest existing investments in the companies on or before July 1, 2031.

SB 276 – Sevarto

Workweek: overtime: legislative employees

Held in the Senate Appropriations Committee

This bill would have required existing Labor Code law regulating overtime compensation to apply to legislative employees.

SB 300 – Sevarto

Public employees' retirement: fiscal impact: information

Held in the Senate Appropriations Committee

This bill sought to require specified pension bills referred to the Senate Labor, Public Employment and Retirement Committee to include a fiscal analysis by the Legislative Analyst's Office (LAO).

SB 327 – Laird

State teachers' retirement: disability allowances and benefits

Chapter 708, Statutes of 2023

This bill shortens the timeframe that California State Teachers Retirement (CalSTRS) members may backdate their service retirement benefits to up to 270 calendar days prior to when CalSTRS receives the application.

SB 334 – Cortese

Public Employment Relations Board: powers and duties

Held in the Senate Appropriations Committee

This bill would have authorized the Public Employment Relations Board (PERB) to conduct employer-employee relations studies concerning the impact of net-zero carbon emissions initiatives on public employees, as specified.

[SB 432 – Cortese](#)

Teachers’ retirement

Chapter 215, Statutes of 2023

This bill clarifies certain provisions of last year’s AB 1667 (Cooper) related to the recovery of pension overpayments from the California State Teachers’ Retirement System (CalSTRS) to retired teachers due to errors in reported compensation.

[SB 461 – Wahab](#)

Days and hours of work: religious or cultural observance

Chapter 398, Statutes of 2023

This bill authorizes a state employee to choose to receive eight hours of holiday credit specifically for observance of a holiday or ceremony of the state employee’s religion, culture, or heritage in lieu of receiving eight hours of personal holiday credit.

[SB 510 – Laird](#)

State civil service: probationary periods

Chapter 74, Statutes of 2023

This bill clarifies that a state employee’s probationary period commences on the first day the employee reports to work or begins performing the job duties instead of six months from the employee’s appointment date.

[SB 523 – Laird](#)

Santa Cruz Metropolitan Transit District

First hearing canceled at the request of the author in the Senate Transportation Committee

This bill would have authorized the retirement board of the Santa Cruz Metropolitan Transit District to have not more than 7 members, instead of 5 members.

[SB 548 – Niello](#)

Public employees’ retirement: joint county and trial court contracts

Chapter 307, Statutes of 2023

This bill authorizes a county and the trial court located within the county to jointly elect to separate their joint CalPERS contract into individual contracts if the county and the trial court both make that election voluntarily, as specified.

SB 640 – Portantino

California State University: food service contracts and hotel development projects

Vetoed

This bill would have prohibited the California State University (CSU) from entering into a food service contract or undertaking a hotel development project unless the food service employer or hotel employer is party to a labor peace agreement with a labor organization.

SB 660 – Alvarado-Gil

Public employees' retirement systems: California Public Retirement System Agency Cost and Liability Panel

Held in the Senate Appropriations Committee

This bill would have enacted the California Public Retirement System Agency Cost and Liability Panel (ACLP), within the State Controller's Office (SCO), to provide information on the pension costs and liability that each participating employer assumes by participating in a public retirement system.

SB 698 – Wilk

California Council on Science and Technology Policy Fellows: status of services

Chapter 112, Statutes of 2023

This bill clarifies that the services provided by a California Science and Technology Policy Fellow are not compensation or a gift to an executive branch state officer otherwise prohibited by state ethics law.

SB 716 – Alvarado-Gil

Excluded employees: binding arbitration

Vetoed

This bill would have given state excluded employees, such as managers and supervisors, the option of requesting binding arbitration as a method for resolving disputes with their state employers after first exhausting the current grievance resolution procedures.

SB 765 – Portantino

Teachers: retired teachers: compensation limitation

Chapter 885, Statutes of 2023

This bill amends the Teachers' Retirement Law (TRL) to temporarily increase the postretirement compensation earning limit; authorizes temporary use of an alternative framework for educational employers to hire retired members of the California State Teachers' Retirement System (CalSTRS); requires CalSTRS to submit a report to specific legislative committees; and, makes these provisions operative commencing July 1, 2024, with a sunset on July 1, 2026, among other provisions.

SB 803 – Becker

Personal services contracts

Gutted and amended to a non-labor issue

This bill, as amended September 1, 2023, would have required state contractors for property services to use 85% of the top pay rate for corresponding civil service positions to calculate wages. It would also have applied the law to state-leased buildings if the state occupies more than half of the floor space. The bill was gutted and amended by the author to delete state contracting provisions and replaced with provisions to establish and operate up to 5 psychedelic-assisted facilitation centers to administer psilocybin or psilocyn to patients, as specified.

SB 885 – Committee on Labor, Public Employment and Retirement

Public employees' retirement

Chapter 159, Statutes of 2023

The bill makes noncontroversial, technical, conforming, and minor changes to the Education and Government codes necessary for the efficient administration of retirement laws by public employee retirement systems. This bill is the annual omnibus bill for statutes regulating CalPERS, CalSTRS, and county retirement systems.

SB 943 – Ochoa Bogh

Civil service: veterans' preference

Held in the Senate Appropriations Committee

This bill would have required the California Department of Human Resources (CalHR), on or before January 1, 2026, to review the State Personnel Classification Plan to identify which state position classes are compatible with creating a waiver for a bachelor's degree requirement for a veteran who served at the level of E-6 or higher for more than two years. The bill also would have required CalHR to waive the bachelor's degree requirement beginning July 1, 2026, for identified position classifications for a veteran applicant who meets the waiver requirements.

[SB 962 – Padilla](#)

San Diego Unified Port District: public employee pension benefits

Chapter 126, Statutes of 2024

This bill provides legislative approval, as required by the Public Employees’ Pension Reform Act (PEPRA), to allow the San Diego Unified Port District (SDUPD) to revise its pre-PEPRA (i.e., “classic”) hybrid retirement plan in accordance with recently negotiated memoranda of understanding (MOUs) with the California Teamsters, Public Professional and Medical Employees Local Union 911 (“Teamsters”).

[SB 1070 – Padilla](#)

Health care district: County of Imperial

Gutted and amended to a non-labor issue

This bill extends the deadline for Imperial Valley Healthcare District to place a permanent funding mechanism on the ballot from March or November 2024 to November 2026.

This bill was gutted and amended. In its previous version it would have authorized state agencies to accept academic appointees from private California institutions of higher education in temporary assignments or loans of employees to the government agency or to temporarily assign or loan state employees to private California institutions of higher education.

[SB 1189 – Limón](#)

County Employees Retirement Law of 1937: county board of retirement

Chapter 131, Statutes of 2024

This bill authorizes the Ventura County Employees’ Retirement Association (VCERA) to add a Chief Technology Officer to the number of positions it can appoint that are exempt from the county civil service system, as specified.

[SB 1240 – Alvarado-Gil](#)

Public Employees’ Retirement System: contracting agencies: consolidation

Chapter 888, Statutes of 2024

This bill allows a successor agency for the El Dorado County Fire Protection District and the Diamond Springs-El Dorado Fire Protection District to provide employees the defined benefit plan or formula that those employees received from their respective employer prior to the annexation.

SB 1260 – Niello

Public Employees’ Retirement System: Office of Inspector General

Gutted and amended to a non-labor issue

This bill, as introduced, would have created the Office of the Inspector General for the Public Employees’ Retirement System (Inspector General) to be responsible for the oversight of internal investigations and the disciplinary process of CalPERS and to conduct background and qualification reviews of executive-level positions within CalPERS. This bill was gutted and amended by the author in March of 2024 to remove CalPERS provisions and to add provision related to High Speed Rail. The bill was thus referred to the Senate Transportation Committee.

SB 1264 – Grove

Employment discrimination: cannabis use

Failed passage in the Assembly Labor and Employment Committee

This bill would have exempted applicants to or employees of law enforcement agencies performing specified tasks or roles in sworn positions from the Fair Housing and Employment Act (FEHA) prohibition on employment discrimination on the basis of an employee’s or potential employee’s cannabis use.

SB 1316 – Wahab

School employees: state special school personnel: salaries

Held in the Senate Appropriations Committee

This bill would have required the California Department of Human Resources (CalHR) to establish salaries for specified personnel of the California School for the Deaf (CSD) and the California School for the Blind (CSB) that are comparable with the salaries of similarly qualified school personnel who are employed by their encompassing school districts.

SB 1379 – Dodd

Public Employees’ Retirement Law: reinstatement: County of Solano

Chapter 992, Statutes of 2024

This bill exempts specified California Public Employees’ Retirement System (CalPERS) retirees hired by the Solano County Sheriff’s Office from the Public Employees’ Pension Reform Act (PEPRA)’s 960-hour post-retirement earnings limit in order to provide Solano County the ability to assist the City of Vallejo with a policing emergency.

SCA 7 – Umberg

Employment: workers’ rights

Held in the Senate Elections and Constitutional Amendments Committee

This constitutional amendment, if presented to and passed by the voters, would have 1) established the Right to Organize and Negotiate Act; 2) declared that all Californians have the right to join a union and to negotiate with their employers, through their legally chosen representative, and the right to protect their economic well-being and safety at work; and 3) prohibited, on or after January 1, 2023, any statute or ordinance from being passed, enacted, or adopted that interferes with, negates, or diminishes the right of employees to organize and bargain collectively over their wages, hours, and other terms and conditions of employment and workplace safety.

[SJR 1 – Cortese](#)

Social Security Act: repeal of benefit reductions

Res. Chapter 84, Statutes of 2023

This joint resolution petitions the United States Congress to enact, and the President of the United States to sign, legislation to repeal the Government Pension Offset and the Windfall Elimination Provision from the Social Security Act and instructs the Secretary of the Senate to transmit copies of this resolution to members of Congress.

[AB 1 – McKinnor](#)

Collective bargaining: Legislature

Chapter 313, Statutes of 2023

This bill provides collective bargaining rights to legislative employees, as specified, by establishing the Legislature Employer-Employee Relations Act (LEERA).

[AB 96 – Kalra](#)

Public employment: local public transit agencies: autonomous transit vehicle technology

Chapter 419, Statutes of 2023

This bill requires public transit districts to notify, in writing, their employees' unions of the district's intention to begin any procurement process to acquire or deploy any autonomous transit vehicle technology for public transit services that would eliminate job functions or jobs of the workforce at least 10 months before beginning that procurement process.

[AB 310 – Arambula](#)

State Department of State Hospitals: civil service psychiatrists

Chapter 231, Statutes of 2024

This bill requires the State Department of State Hospitals (DSH) to report to legislative budget committees how much it expends for additional psychiatrist caseload needs, as specified.

[AB 366 – Petrie-Norris](#)

County human services agencies: workforce development

Vetoed

This bill would have required the California Department of Human Resources (CalHR) to allow local agencies subject to CalHR regulation of their civil service hiring rules, as specified, to use alternative processes to directly screen and establish eligibility lists under CalHR supervision and to implement alternative examination requirements without advance approval by CalHR.

[AB 504 – Reyes](#)

State and local public employees: labor relations: strikes

Vetoed

This bill would prohibit public employers from disciplining or taking other adverse action against public employees, except firefighters and specified peace officers, for refusing to enter property of, or perform work for, a public employer involved in a primary strike, or for refusing to cross a primary strike line.

[AB 658 – M. Fong](#)

Public employment: retirement: benefits

Chapter 538, Statutes of 2023

This bill permits the City of San Gabriel, pursuant to a memorandum of understanding (MOU), to provide different post-retirement health care employer contributions for the California Public Employees' Retirement Board (CalPERS) health plan coverage to new employees who begin employment after the adoption of the MOU than that offered to current employees. This bill also makes clarifying amendments to recently enacted Judges' Retirement System II provisions related to deferred retirement benefits.

[AB 775 – Arambula](#)

Personal services contracts: state employees: physician registry for state hospitals

Held in Senate Appropriations Committee

This bill would have required the Department of State Hospitals (DSH) to establish a physician registry for the Patton State Hospital under a three-year pilot program.

[AB 892 – Bains](#)

Kern County Hospital Authority

Chapter 676, Statutes of 2024

This bill subjects all entities controlled, owned, administered, or funded by the Kern County Hospital Authority to the Meyers-Milias-Brown Act, the Ralph M. Brown Act, and the California Public Records Act.

[AB 1020 – Grayson](#)

County Employees Retirement Law of 1937: disability retirement: medical conditions: employment-related presumption.

Chapter 554, Statutes of 2023

This bill adds post-traumatic stress, tuberculosis, meningitis, skin cancer, Lyme disease, lower back impairments, and hernia or pneumonia to the ailments for which there is a rebuttable presumption for specified County Employees Retirement Law of 1937 ('37 Act) county retirement system members that the condition arose out the member's employment for purposes of qualifying for a county retirement system disability retirement.

[AB 1136 – Haney](#)

State Athletic Commission: mixed martial arts: retirement benefit

Chapter 466, Statutes of 2023

This bill requires the California State Athletic Commission to establish a retirement benefit for martial artists who engage in mixed martial arts contests in California and requires the Commission to establish the method by which the benefit will be financed.

[AB 1137 – Jones-Sawyer](#)

Excluded employees

Chapter 804, Statutes of 2024

This bill requires a state agency to notify an excluded employee, in writing, of a denial of a merit salary adjustment 10 working days before the proposed effective date of the adjustment. This bill also requires the state to pay an excluded employee, mandated to work on specified holidays, overtime pay and holiday credit, as specified.

[AB 1246 – Stephanie Nguyen](#)

Public employees' retirement: Public Employees' Retirement System optional settlements

Chapter 350, Statutes of 2024

This bill permits a retired California Public Employees' Retirement System member who divorces after retirement and subsequently remarries to designate their new spouse as a beneficiary for the member's share of retirement.

[AB 1254 – Flora](#)

State employees: compensation: firefighters

Ordered to the Senate Inactive File

This bill would have established a formula to pay the California Department of Forestry and Fire Protection (CAL FIRE) Bargaining Unit (BU) 8 members within 15 percent of the average of the salary for corresponding ranks in 20 specified local fire departments instead of determining state firefighters' pay through collective bargaining under the Dills Act as required by current law. Additionally, this bill would have required the State and BU 8 to jointly survey annually and calculate the estimated average salaries of the 20 departments.

[AB 1484 – Zbur](#)

Temporary public employees

Chapter 1484, Statutes of 2023

This bill requires local public employers to include temporary employees, as specified, in the same bargaining unit as permanent employees.

[AB 1672 – Haney](#)

In-Home Supportive Services Employer-Employee Relations Act

First hearing canceled at the request of the author in Senate Labor, Public Employment and Retirement Committee

This bill would have established the In-Home Supportive Services Employer-Employee Relations Act as a method for resolving disputes regarding wages, benefits, and other and terms and conditions of employment between the state and recognized employee organizations representing independent In-Home Support Services providers.

[AB 1677 – McKinnor](#)

Public employment: salary classification: state scientist

Vetoed

This bill would have directed the University of California, Berkeley Labor Center to conduct a study of the salary structure for state scientists and submit recommendations, as specified, to the Legislature and Department of Finance.

[AB 1941 – Quirk-Silva](#)

Local public employee organizations

Chapter 57, Statutes of 2024

This bill authorizes peace officer unions to charge a non-union member peace officer, as specified, for the reasonable costs of the union’s representation in a discipline, grievance, arbitration, or administration hearing.

[AB 1997 – McKinnor](#)

Teachers’ Retirement Law

Chapter 690, Statutes of 2024

This bill amends key provisions of the Teachers’ Retirement Law (TRL) related to creditable compensation, creditable service, and the reporting of compensation, effective upon a date determined by the California State Teachers’ Retirement System (CalSTRS) board, no later than July 1, 2027.

[AB 2284 – Grayson](#)

County employees’ retirement: compensation

Chapter 824, Statutes of 2024

This bill authorizes, under specified conditions, a County Employee Retirement Law (CERL) retirement system that has not defined the term “grade,” to define the term - for purposes of determining what compensation can be included in “compensation earnable” used to calculate a CERL system pension - to mean a number of employees considered together because they share similarities in job duties, schedules, unit recruitment requirements, work location, collective bargaining unit, or other logical work-related grouping.

[AB 2301 – Stephanie Nguyen](#)

Sacramento Area Sewer District Pension Protection Act of 2024

Chapter 64, Statutes of 2024

This bill authorizes the transfer of specified pension-related obligations and responsibilities from the County of Sacramento to the Sacramento Area Sewer District (SacSewer) to conform to a merger of two Sacramento County sewer service districts and to enable the employees of the successor entity to retain their pension rights under the Sacramento County Employees’ Retirement System (SCERS) derived from their previous status as Sacramento County employees.

[AB 2335 – McKinnor](#)

Public employment: compensation and classification

Vetoed

This bill would have required the state to do the following: (1) pay like salaries for comparable duties and responsibilities within State Civil Service to address state employee pay inequities; (2) maintain or restore the historic salary relationship among State Civil Service classifications and bargaining units to ensure that the state provides comparable pay for work that is fundamentally the same; and (3) close any gender pay inequities that may exist between state civil service jobs and classifications performing like work.

[AB 2421 – Low](#)

Employer-employee relations: confidential communications.

Held in Senate Appropriations Committee

This bill would have prohibited specified public employers from questioning employees and employee representatives about communications between employees and employee representatives related to the representative's representation, with a specified exception.

[AB 2474 – Lackey](#)

Retirement: County Employees Retirement Law of 1937: benefit payments and overpayments

Chapter 108, Statutes of 2024

This bill does the following: a) requires CERL retirement systems to deposit a retiree's pension payment in a trust account controlled by an eligible retiree, if requested by the retiree; b) authorizes the Los Angeles County Employees' Retirement Association (LACERA) to make payments to retirees through a prepaid debit card; and c) provides CERL retirement systems greater flexibility on dealing with retired members who exceed the 960-hour limit when working for their former employer.

[AB 2538 – Grayson](#)

Department of Forestry and Fire Protection: seasonal firefighters

Vetoed

This bill would have required the California Department of Human Resources (CalHR), the State Personnel Board (SPB) and any other relevant state agency to take various actions to ensure the California Department of Forestry and Fire Protection (CalFIRE) may employ seasonal firefighters for more than 9 months in a consecutive 12-month period to address emergency fire conditions and personnel shortages.

[AB 2557 – Ortega](#)

Local agencies: contracts for special services and temporary help: performance reports

Held in Senate Appropriations Committee

This bill would have imposed requirements on local governmental agencies related to contracting out services, including posting contracts and related documents on the local agency’s website and providing advance notice to the public agency’s affected workforce union representative, as specified.

[AB 2561 – McKinnor](#)

Local public employees: vacant positions

Chapter 409, Statutes of 2024

This bill requires a public agency to present the status of vacancies and recruitment and retention efforts during a public hearing before the governing board at least once per fiscal year and entitles the union for a bargaining unit to make a presentation at the public hearing, as specified.

[AB 2573 – M. Fong](#)

Policy fellows: status of services: associations

Chapter 238, Statutes of 2024

This bill clarifies that the services of a policy fellow provided by an association are not compensation, a reward, or gift, nor an interest, business, transaction, professional activity, or obligation that is in substantial conflict with the proper discharge of the duties of a Member of the Legislature, state elective, appointive officer, judge, or justice, as specified.

[AB 2770 – Committee on Public Employment and Retirement](#)

Public employees’ retirement

Chapter 117, Statutes of 2024

This bill makes technical, non-substantive amendments to clean up and clarify specified portions of the Education and Government Codes regulating the California State Teachers’ Retirement System (CalSTRS), the California Public Employees’ Retirement System (CalPERS), and the County Employees Retirement Law of 1937 (37 Act or CERL) retirement systems.

[AB 2872 – Calderon](#)

Department of Insurance: sworn members: compensation

Vetoed

This bill would have required the state to pay sworn members of the Department of Insurance (CDI) who are rank-and-file members of State Bargaining Unit (BU) 7 the same compensation paid to corresponding rank-and-file sworn peace officers of the Department of Justice (DOJ).

AB 2889 – Zbur

Local public employee relations: the City of Los Angeles Employee Relations Board and the Los Angeles County Employee Relations Commission

Chapter 315, Statutes of 2024

This bill prohibits the Los Angeles City Employee Relations Board (ERB) and the Los Angeles County Employee Relations Commission (ERCOM) from awarding strike-preparation expenses as damages or awarding damages for costs, expenses, or revenue losses incurred during, or as a consequence of, an unlawful strike. This bill grants the state Public Employees Relations Board (PERB) exclusive initial jurisdiction over a request for injunctive relief to enjoin a union or union activity that is arguably protected or prohibited, as specified, including, but not limited to, a strike.

AB 3025 – Valencia

County employees' retirement: disallowed compensation: benefit adjustments

Chapter 427, Statutes of 2024

This bill requires counties operating employee retirement systems under the County Employees Retirement Law (CERL) to reimburse those systems for pension overpayments made to employees and also pay those retirees a lump sum amount equal to 20 percent of the actuarial equivalent present value of a retiree's "lost" pension going forward due to the benefit recalculation. This bill stops the reporting of disallowed compensation for active members, as specified, and requires CERL retirement systems to credit employer contributions and return member contributions on the disallowed compensation. This bill requires an employer that receives information about a member, survivor, or beneficiary to keep that information confidential and only use it to carry out its duties under this bill.

Public Works and Prevailing Wage

SB 830 – Smallwood-Cuevas

Public works

Ordered to the Assembly Inactive File

This bill would have 1) expanded the definition of “public works” for the purpose of the payment of prevailing wages to include custom fabrication of sheet metal ducts for heating, ventilation, and air conditioning systems produced offsite and solely and specifically designed and engineered for installation in a public works project; 2) required violations of prevailing wage requirements for offsite, custom fabrication of sheet metal ducts at an out-of-state fabrication facility to be assessed jointly and severally against the contractor and the subcontractor installing such ducts; and 3) required the general prevailing rate of per diem wages to be based on the locality where the public works project is located, as specified.

SB 1148 – Blakespear

Electrical service: master meters

Failed passage in the Senate Energy, Utilities, and Communications Committee

This bill would have authorized the use of master meters for electrical service by exempting: 1) multifamily sites with specified solar and battery storage; and 2) any building owned or operated by a local government, institution of higher education, private school, or religious institution from the state requirement that every residential unit be individually metered for electrical service. This bill would have also required multifamily sites seeking the above exemption to, among other things, adhere to public works law, as specified.

SB 1221 – Min

Gas corporations: ceasing service: priority neighborhood decarbonization zones

Chapter 602, Statutes of 2024

This bill authorizes 30 pilot projects where cost-effective decarbonization of priority neighborhoods meeting specified criteria can be implemented, if the California Public Utilities Commission determines adequate substitute energy is available, among other requirements. The bill also requires specified mapping of the natural gas utility distribution system and requires the identification of priority decarbonization neighborhood zones, authorizes gas corporations to cease providing service within the 30 pilot projects, among other provisions. Amendments taken in the Energy, Utilities and Communications Committee removed SB 1221 from the Senate Labor, Public Employment and Retirement Committee’s jurisdiction.

SB 1303 – Caballero

Public works

Chapter 991, Statutes of 2024

This bill requires a private labor compliance entity to disclose potential conflicts of interest to a body awarding a public works contract, as specified, and if conflict exists, prohibits the entity from entering into a contract with an awarding body. Additionally, this bill requires a private labor compliance entity to take certain steps before and after withholding funds from a contractor or subcontractor who violates public works law. These violations include providing a venue for a contractor or subcontractor to respond to alleged violations.

[AB 338 – Aguiar-Curry](#)

Fuel reduction work

Chapter 428, Statutes of 2023

This bill required, beginning July 1, 2026, prevailing wages to be paid to employees and apprentices for specified contracted fuel reduction projects that cost in excess of \$500,000 and makes specified labor laws subject to those projects.

[AB 587 – R. Rivas](#)

Public works: payroll records

Chapter 806, Statutes of 2023

This bill requires that any copy of records requested by, and made available for inspection by or furnished to (pursuant to existing law), a multiemployer Taft-Hartley trust fund or joint labor-management committee must be provided on forms provided by the Division of Labor Standards Enforcement or must contain the same information as the forms provided by the Division.

[AB 1121 – Haney](#)

Public works: ineligibility list

Chapter 465, Statutes of 2023

This bill requires awarding authorities to annually submit to the Department of Industrial Relations' (DIR) electronic project registration database a list of contractors that are ineligible to bid on or be awarded a public works contract, or to perform work as a subcontractor on a public works project, pursuant to local level debarments or suspension processes. This bill also requires DIR to make the list available to the public, but specifies that DIR shall have no responsibility for verifying or ensuring the accuracy of the information provided and shall have no liability in any respect with regard to such lists.

[AB 1890 – Patterson](#)

Public works: prevailing wage

Vetoed

This bill would have required a body awarding a public works contract to notify the Department of Industrial Relations, within 30 days, of any changes or additions regarding the project registration that involve either a change in the identity of a contractor or subcontractor performing the work or a change in the total amount of the contract, pursuant to specified cost thresholds. This bill would have exempted projects of awarding bodies operating labor compliance programs.

[AB 2135 – Schiavo](#)

Public works contracts: wage and penalty assessment

Held in the Senate Appropriations Committee

This bill sought to increase, from 18 to 24 months, the time period the Labor Commissioner or their designee has to issue a civil wage and penalty assessment, as specified, to the contractor or subcontractor, or both, on a public works project.

[AB 2182 – Haney](#)

Public works

Vetoed

This bill would have made several changes to state public works law. This bill sought to 1) provide representatives of a joint labor-management committee access to active public works jobsites, as specified; 2) require a change in the prevailing wage rate, as determined by the Director of the Department of Industrial Relations to take effect 10 days after its issuance for any contract for which notice to bidders is published after July 1, 2026 and that meets specified conditions; and (3) require contractors, upon receipt of a written request, to furnish payroll records to the Labor Commissioner (LC) within 10 days.

[AB 3190 – Haney](#)

Public works

Chapter 759, Statutes of 2024

This bill 1) applies public works law to certain affordable housing projects by expanding the definition of “paid for in whole or in part out of public funds” to include specified low-income housing tax credits; and 2) requires private residential projects built on private property to abide by public works law if the project receives specified low-income housing tax credits. These provisions become operative January 1, 2026 and are repealed January 1, 2031.

Unemployment Insurance, State Disability Insurance, and EDD

SB 227 – Durazo

Unemployment: Excluded Workers Program

Vetoed

This bill would have (1) required the Employment Development Department (EDD), on or before March 31, 2025, to develop a detailed plan to establish a permanent Excluded Workers Program that provides cash assistance that resembles Unemployment Insurance (UI) benefits to unemployed workers who are ineligible for the existing program due to their immigration status; (2) required EDD to submit the plan to the Legislature, the Department of Finance and the Legislative Analyst's Office (LAO); and (3) required the LAO to review the plan and report any findings and recommendations to the Legislature and Department of Finance, as specified.

SB 375 – Alvarado-Gil

Employment: employer contributions: employee withholdings: COVID-19 regulatory compliance credit

Held in the Senate Appropriations Committee

SB 375 would have provided a tax credit, as specified, to employers for their costs to comply with Cal/OSHA's recently implemented COVID-19 Prevention/Non-Emergency Standard (CP/NES) regulation.

SB 422 – Portantino

Unemployment compensation: motion picture industry: loan-out companies.

Chapter 1011, Statutes of 2024

This bill clarifies the responsibilities of loan-out companies and motion picture payroll services companies for the purposes of remitting unemployment insurance (UI) taxes and related obligations.

This bill was gutted and amended. In its previous version it would have expanded California Environmental Quality Act expedited review provisions to regulations requiring the reduction in emissions of greenhouse gases, criteria air pollutants, or toxic air contaminants. It would have also mandated all eligible projects comply with specified construction labor requirements.

SB 479 – Padilla

Unemployment compensation benefits: eligibility

Gutted and amended to a non-labor issue

As introduced, this bill would have updated the Unemployment Insurance Code to remove double negative language in order to make documents sent to individuals applying for unemployment benefits more understandable. In 2024, the bill was gutted and amended to a non-labor issue under the Judiciary Committee’s jurisdiction regarding tenancy termination.

[SB 723 – Durazo](#)

Unemployment: Excluded Workers Program

Chapter 719, Statutes of 2023

This bill extends, from December 31, 2024 to December 31, 2025, the sunset date on the existing “right to recall” rights for employees in the hospitality and service industry, and adds to these provisions a presumption that a separation due to a lack of business, reduction in force, or other economic, nondisciplinary reason is due to a reason related to the COVID-19 pandemic, unless the employer establishes otherwise by a preponderance of the evidence.

[SB 799 – Portantino](#)

Unemployment insurance: trade disputes: eligibility for benefits

Vetoed

This bill would have authorized workers involved in a trade dispute to collect unemployment insurance (UI) benefits, after a two-week wait period, while they are on strike.

[SB 1090 – Durazo](#)

Unemployment insurance: disability and paid family leave: claim administration

Chapter 876, Statutes of 2024

This bill authorizes workers to file a claim for State Disability Insurance (SDI) or Paid Family Leave (PFL) benefits up to 30 days in advance of the first compensable day of disability and requires the Employment Development Department (EDD) to issue payment on those claims within 14 days of receipt (per existing law) or as soon as eligibility begins for the claimant, whichever is later.

[SB 1116 – Portantino](#)

Unemployment insurance: trade disputes: eligibility for benefits

Failed passage in the Assembly Insurance Committee

This bill would have authorized workers involved in a trade dispute to collect unemployment insurance (UI) benefits, after a two-week wait period, while they are on strike.

SB 1434 – Durazo

Unemployment insurance: benefit and contribution changes

First hearing canceled at the request of the author in the Senate Labor, Public Employment & Retirement Committee

This bill would have made several reforms to the Unemployment Insurance (UI) benefits system that would have 1) increased the UI weekly benefit amounts; 2) expanded access to UI by creating the Excluded Workers Fund to make benefits available to workers who are ineligible for regular UI benefits; and 3) increased the tax on employers to fund the UI system.

AB 1140 – Committee on Insurance

Insurance

Chapter 204, Statutes of 2023

This bill makes several non-controversial, technical changes to the Insurance Code, including increasing the amount for which the Employment Development Department Director can approve a settlement involving a reduction of tax and penalties to \$11,500 or less, without prior submission to the Attorney General and for that amount to be adjusted annually based on the Consumer Price Index, as specified.

AB 1355 – Valencia

Employment: benefits: electronic notice and documents

Chapter 277, Statutes of 2023

This bill authorizes, until January 1, 2029, employers to provide information to their employees regarding the Earned Income Tax Credit and the Unemployment Insurance Program via email to an email account of the employee's choosing, if the employee affirmatively, and in writing or by electronic acknowledgment, opts into receipt of electronic statements or materials.

AB 1389 – Carrillo

Notice of levy

Chapter 839, Statutes of 2023

This bill extends the current timeframe to remit levied property/funds to the Employment Development Department from 5 days to between 10, but not more than 14 business days, to give all parties involved sufficient time to review and remit owed funds.

AB 2227 – Hoover

Unemployment insurance: violations

Chapter 101, Statutes of 2024

This bill revises existing Unemployment Insurance (UI) provisions regarding the place of trial for violations to allow fraud cases to be prosecuted in the county where any money or property from the alleged offence was obtained.

[AB 2494 – Calderon](#)

Employer notification: continuation coverage

Held in the Senate Appropriations Committee

This bill would have required all employers to provide employees, upon termination or upon reduction in hours, as specified, a notice via hard copy or email stating that the employee may be eligible for coverage under the federal Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) and that the employee will receive an election notice from the plan administrator or group health plan.

Workers' Compensation

SB 391 – Blakespear

Workers' compensation: skin cancer

Vetoed

This bill would have expanded the existing workers' compensation presumption for skin cancer by including peace officers of the Department of Fish and Wildlife and the Department of Parks and Recreation whose primary duties are law enforcement.

SB 623 – Laird

Workers' compensation: post-traumatic stress disorder

Chapter 621, Statutes of 2023

This bill extends, to January 1, 2029, the presumption for specified public safety personnel that a diagnosis of post-traumatic stress injury (PTSI) is occupational, and therefore covered by workers' compensation and required the Commission on Health and Safety and Workers' Compensation to submit two reports to the legislature regarding PTSI, as specified.

SB 631 – Cortese

Workers' compensation: gender equity comparative analysis

Held in the Assembly Appropriations Committee

This bill would have, upon appropriation by the Legislature, required the Division of Workers' Compensation and the University of California, Berkeley to conduct a comparative analysis to examine differences in workers' compensation benefits provided to employees of different genders.

SB 636 – Cortese

Workers' compensation: utilization review

Vetoed

This bill would have required, beginning July 1, 2026, a private employer's medical treatment utilization review (UR) process under the workers' compensation system be performed by medical professionals licensed under California state law.

SB 697 – Hurtado

Value of care review

Gutted and amended to a non-labor issue

This bill, as introduced, would have required the Division of Workers' Compensation to establish and maintain a secure, searchable, interactive internet portal to provide access to claims administrators and physicians participating in a medical provider network (MPN) and would also have required the portal to allow access to specified MPN information. In 2024, the bill was gutted and amended to an issue under the Judiciary Committee's purview, and was subsequently held under submission in the Assembly Appropriations Committee.

[SB 1058 – Ashby](#)

Peace officers: injury or illness: leaves of absence

Vetoed

This bill sought to expand enhanced temporary disability benefits ("4850 time") to park rangers employed on a regular, full-time basis by counties or special districts.

[SB 1205 – Laird](#)

Workers' Compensation: medical treatment

Ordered to the Assembly Inactive File

This bill would have required employees to take certain steps when scheduling treatment received through the workers' compensation system and provides that an employer's denial of a request to receive treatment during work hours constitutes discrimination against the employee, as specified.

[SB 1299 – Cortese](#)

Farmworkers: benefits

Vetoed

This bill would have created a workers' compensation presumption, disputable by an agricultural employer, that an outdoor agricultural worker's heat-related injury arose out of their employment if the employer failed to comply with heat illness standards.

[SB 1346 – Durazo](#)

Workers' compensation: aggregate disability payments

Held in the Senate Appropriations Committee

This bill would have granted the Workers' Compensation Appeals Board the discretion to extend the potential duration of temporary disability payments for up to 90 days if an injured employee prevails at a workers' compensation independent medical review.

SB 1503 – Archuleta

Cannabis: workers and license requirements

Held in the Senate Business, Professions and Economic Development Committee

This bill would have required the Department of Cannabis Control to require, as a condition precedent to the issuance, reinstatement, reactivation, renewal, or continued maintenance of a license, that the applicant or licensee have on file at all times a current and valid Certificate of Workers' Compensation Insurance or Certification of Self-Insurance in the applicant's or licensee's business name, as specified.

AB 489 – Calderon

Workers' compensation: disability payments

Chapter 63, Statutes of 2023

This bill extends, by one year to January 1, 2025, the existing sunset date for the pilot program that authorizes employers to transmit workers' compensation temporary or permanent disability indemnity benefit payments by a prepaid card, rather than a paper check.

AB 621 – Irwin

Workers' compensation: special death benefit

Chapter 447, Statutes of 2023

This bill allows the surviving spouse and dependent children of specified state safety members, peace officers, California Department of Forestry and Fire Protection (CAL FIRE), and State Fire Marshal firefighters killed in the line of duty to receive both the workers' compensation death benefit and the Public Employees' Retirement System (PERS) special death benefit.

AB 699 – Weber

Workers' compensation: presumed injuries

Vetoed

This bill sought to: 1) expand workers' compensation (WC) presumptions for hernia, pneumonia, heart maladies, cancer, tuberculosis, bloodborne infectious diseases, methicillin-resistant Staphylococcus aureus skin infection, and meningitis-related illnesses and injuries to a lifeguard employed on a year-round full-time basis in the City of San Diego Fire-Rescue Department Boating Safety Unit; 2) increase the amount of time after termination of employment with the City of San Diego Fire-Rescue Department Boating Safety Unit that a lifeguard could file a WC claim for skin cancer; and 3) expand the WC presumptions for illness or injury related to post-traumatic stress injury and exposure to biochemical substances to a lifeguard employed in the Boating Safety Unit of the City of San Diego Fire-Rescue Department.

[AB 1145 – Maienschein](#)

Workers’ compensation

Vetoed

This bill would have added specified state registered nurses, psychiatric technicians, and medical and social services specialists to the existing workers’ compensation post-traumatic stress injury rebuttable presumption.

[AB 1213 – Ortega](#)

Workers’ compensation: aggregate disability payments

Vetoed

This bill would have, until January 1, 2027, extended the potential duration of temporary disability payments up to 90 days if an injured employee prevailed at a workers’ compensation independent medical review.

[AB 1239 – Calderon](#)

Workers’ compensation: disability payments

Chapter 806, Statutes of 2024

This bill extends by two years, from January 1, 2025 to January 1, 2027, the authorization for employers to deposit workers’ compensation disability indemnity payments, with employee written consent, in a prepaid card account rather than a paper check or electronic deposit.

[AB 1870- Ortega](#)

Notice to employees: legal services

Chapter 87, Statutes of 2024

This bill requires employers to include information concerning an employee’s right to consult a licensed attorney in their workers’ compensation employee rights notice.

[AB 2337 – Dixon](#)

Workers’ compensation: electronic signatures

Chapter 392, Statutes of 2024

This bill authorizes documents that require a signature to be filed with the use of electronic signatures for purposes of the workers’ compensation system.

Workforce Development

SB 322 – Becker

Zero-Emission Vehicle Battery Manufacturing Block Grants Program

Held in the Assembly Appropriations Committee

This bill directs the administration of the existing Zero-Emission Vehicle (ZEV) Battery Manufacturing Block Grant Program (Program) by the State Energy Resources Conservation and Development Commission and its grant recipients to ensure that state funds allocated to the program support high-road employers that 1) pay employees higher wages; 2) invest in workforce training and development; 3) hire workers displaced from the fossil-fuel industry; 4) maintain safe and healthy workplaces; and 5) accommodate and promote worker advocacy and representation.

SB 352 – Padilla

California Workforce Development Board: minimum wage and housing

Held in the Senate Appropriations Committee

This bill would have required the California Workforce Development Board, in conjunction with the Secretary of Labor and Workforce Development and the Director of Housing and Community Development, to examine housing costs by county, regionally, and in the state and create a formula to ascertain how much a household with at least one full-time minimum wage worker must earn to reasonably afford a decent standard of living, including appropriate housing and basic expenses, including nonhousing necessities, in that county, regionally, and in the state. The bill would have also required the California Workforce Development Board to recommend to the Legislature by December 15 of each year the minimum wage for a household with at least one full-time minimum wage earner to afford a decent standard of living, as specified, and recommend a method to annually adjust figures to account for housing cost inflation and inflation broadly.

SB 382 – Becker

California Workforce Pay for Success Act

Gutted and amended to a non-labor issue

This bill, as introduced in 2023, would have established a high road training partnership to create a pathway for entry into the workforce and provide upward mobility for incumbent workers. In 2024, this bill was gutted and amended to an issue regarding disclosure notices during the sale of single-family residential property, under the Judiciary Committee's jurisdiction.

SB 534 – Padilla

Equitable Access to Job Opportunity Pilot Program

Held in the Senate Appropriations Committee

This bill would have established the Equitable Access to Job Opportunity Pilot Program, upon appropriation by the Legislature, to be administered by the California Workforce Development Board and the Office of Planning and Research, to provide individuals without postsecondary education degrees from rural or low-income communities with financial aid for workforce development training and education to gain employment in key industries.

[SB 822 – Durazo](#)

Workforce development: Interagency High Road Act

Vetoed

This bill would have 1) created the California Workforce Innovation and Opportunity Act to assist state agencies in advancing high quality jobs with investments in the broadband, energy, resources, technology, and transportation sectors; 2) expanded access to those jobs through education and training; and 3) required specified state agencies to enter into a memorandum of understanding with the California Workforce Development Board to coordinate economic and workforce development planning, analysis, and implementation activities, as well as incorporate high road evaluation metrics in the state agency procurement processes, contracts, and incentive programs.

[SB 864 – Smallwood-Cuevas](#)

Workforce development: workplace rights curriculum

Held in the Senate Appropriations Committee

This bill would have required the California Workforce Development Board to partner with the Labor Commissioner and other subject matter experts to develop a workplace rights curriculum to be taught through the state’s workforce system.

[SB 1049 – Padilla](#)

Department of Industrial Relations: living wage: report and employer certification program

Held in the Senate Appropriations Committee

This bill would have 1) required the Department of Industrial Relations (DIR), in conjunction with the Secretary of Labor and Workforce Development and the Director of Housing and Community Development, to examine housing costs in the state and create a formula to ascertain the living wage that allows full-time wage earners to afford a decent standard of living, as specified; 2) required DIR and these entities to develop a certification program for employers that pay a living wage; and 3) required annual reporting to the Legislature of the living wage in each county, region, and state and requires that they develop a method to annually adjust these figures to account for inflation.

[SB 1375 – Durazo](#)

Workforce development: records: poverty-reducing labor standards: funds, programs, reporting, and analyses

Vetoed

This bill would have established the Equity, Climate Resilience, and Quality Jobs Fund in the State Treasury and required, to the extent authorized by the federal jobs acts, as defined, 1% of all qualified moneys from the federal jobs acts to be transferred into the fund for specified purposes, including the development of poverty-reducing programs and labor standards.

[SB 1460 – Durazo](#)

Broadband Labor Standards Act: broadband deployment projects: model contract terms: memorandum of understanding

Held in the Assembly Appropriations Committee

This bill would have required, by January 1, 2026, the California Workforce Development Board to convene relevant stakeholders and state agencies to develop model contract terms for broadband deployment projects that are awarded state grants, as specified.

[AB 1593 – Garcia](#)

California Workforce Development Board: Salton Sea geothermal resources area: Equitable Access Program

Vetoed

This bill would have required the California Workforce Development Board to develop and administer the Equitable Access Program to prioritize employment opportunities for local residents in construction, manufacturing, technical, maintenance, operations, or reclamation activities located in the Salton Sea geothermal resources area.

[AB 2448 – Jackson](#)

Electric Vehicle Economic Opportunity Zone: County of Riverside

Vetoed

This bill would have directed the Labor Workforce and Development Agency to administer, upon appropriation, an Electric Vehicle Economic Opportunity Zone for the County of Riverside, in order to make electric vehicle manufacturing jobs and education more accessible, as specified.

AB 2873 – Garcia

Breaking Barriers to Employment Initiative: grants

Chapter 224, Statutes of 2024

This bill makes various changes to the application and reporting requirements for the Breaking Barriers to Employment Initiative (BBEI) under the California Workforce Development Board (CWDB), including: 1) providing an exception to the requirement that applicants partner with a lead workforce development board or experienced community based organization, 2) reserving at most 15 percent of all BBEI funds for applicants that avail themselves of this exception, and 3) deleting specified CWDB reporting requirements.