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SHRM California

LEGISLATIVE REPORT

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2026 CALIFORNIA LEGISLATIVE SUMMARY

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The 2026 Legislative session is officially underway and has resulted in a significant number of new employment bills being introduced in the California Assembly and Senate. We are tracking more than fifty employment-related bills and numerous additional employment-related "spot" bills (essentially placeholders that allow legislators to come back later and propose more substantive legislation). We have identified the "Top Ten" bills that – if passed – would have the most significant impact on California employers. These bills would:

1. Regulate employer use of Automated Decision Systems (SB 947)

2. Require advance notification of the use of certain employer AI systems and workplace surveillance tools (AB 1898)

3. Restrict the use of workplace surveillance tools (AB 1883)

4. Expand mandatory harassment prevention training to include anti-hate speech training (AB 1803)

5. Expand restrictions on employer use of conviction history in hiring ("ban the box") (AB 2095)

6. Expand employer's obligation to report employee data to the EDD (SB 1054)

7. Add menopause-related conditions to FEHA's definition of sex, and thus prohibit harassment, discrimination, or retaliation on the basis of such conditions (AB 1940)

8. Require advance notice re: terminations or reduced hiring based on "technological displacement" related to AI (SB 951)

9. Exempt construction workers from meal period requirements while at the worksite (AB 2070)

10. Impose annual registration and verification requirements on staffing agencies (SB 1032)

Of course, some of these bills may fail to progress through the legislative process, others may be materially amended, and spot bills may be revised to incorporate new, substantive changes. Looking ahead, the deadline for bills to pass key substantive committees is May 1, 2026, so significant amendments and votes can be expected shortly. Stay tuned – we will keep you informed of developments as they occur!

In the meantime, below is a brief overview of our "Top Ten" potential employment law changes and a summary of the remaining notable employment bills currently pending, largely organized by subject matter.

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TOP TEN PROPOSED NEW CALIFORNIA EMPLOYMENT LAWS

1. Regulation of Employer Use of Automated Decision Systems (SB 947)

This bill would create a comprehensive regulatory scheme governing employer use of automated decision systems (ADS) in the workplace. The bill is similar in scope to SB 7 (the "No Robo Bosses Act"), which passed the Legislature in 2025 but was vetoed by Governor Newsom. SB 947 reintroduces many of the same concepts with revised notice provisions and narrower application in response to the concerns raised in the veto.

The bill sets out detailed definitions, imposes specific obligations and prohibitions on employers, establishes worker data access rights, creates required written notices when ADS are used in disciplinary or termination decisions, and provides robust enforcement mechanisms.

Definitions

The bill would define several key terms, including the following:

- **Artificial intelligence** would mean an engineered or machine-based system that, for explicit or implicit objectives, infers from inputs how to generate outputs that influence physical or virtual environments.

- **Automated decision system (ADS)** would mean any computational process derived from machine learning, statistical modeling, data analytics, or artificial intelligence that issues simplified output (such as a score, classification, or recommendation) used to assist or replace human discretionary decision-making and that materially impacts natural persons. The definition expressly excludes tools such as spam filters, firewalls, antivirus software, identity and access management tools, calculators, and databases.

- **Employment-related decision** would include any decision by an employer that materially impacts wages, benefits, compensation, hours, schedule, performance evaluation, hiring, discipline, promotion, termination, job tasks, access to work or training opportunities, productivity requirements, or workplace health and safety.

- **Worker data** would include any information that identifies, relates to, or describes a worker, regardless of how the information is collected, inferred, or obtained.

Employer Requirements

The bill would prohibit an employer from using an ADS in several specific ways. An employer would be prohibited from using an ADS to interfere with compliance with labor, employment, occupational safety and health, or civil rights laws. The bill would prohibit the use of ADS to infer a worker's protected status under Government Code section 12940, to conduct predictive behavior analysis, or to identify or profile a worker for exercising legal rights under state or federal employment laws.

The bill would also restrict the use of individualized worker data for compensation decisions. An employer could not use or rely on such data unless the employer can clearly demonstrate that any compensation differences are based on cost differentials associated with the performance of work or that the data is directly tied to the tasks for which the worker is assigned.

The bill would prohibit an employer from relying solely on an ADS to make any disciplinary, termination, or deactivation decision. If an employer uses ADS output to assist in such a decision, the employer would be required to assign a human reviewer to conduct an independent investigation. The reviewer would need to evaluate the ADS output together with corroborating information such as supervisory evaluations, personnel files, work product, peer reviews, or witness interviews. If the ADS output cannot be corroborated, or if the reviewer determines that the output is inaccurate, incomplete, or misleading, the employer would be prohibited from using it. The bill would also prohibit an employer from using customer ratings as the sole or primary input in an employment-related decision.

The bill would further create a right for workers to access the most recent twelve months of their own data that was primarily used by an ADS in a disciplinary, termination, or deactivation decision. A worker could make one such request every twelve months, and the employer would be required to provide the information in a manner that protects the privacy of customers, coworkers, and other individuals.

Post Use Notice

The bill would require an employer that uses an ADS to assist in a disciplinary, termination, or deactivation decision to provide the affected worker with a written post use notice at the time the decision is communicated. The notice would need to be in plain language, provided as a stand-alone communication in the same language used for routine workplace communications, and delivered through a simple and accessible method, such as email or hyperlink.

The notice would be required to inform the worker that an ADS was used to assist in the decision and that a human reviewer conducted an independent investigation. It would also need to identify a specific human contact who can provide information regarding the decision, the worker's right to access relevant ADS data, and the worker's protections under the bill.

In addition, when responding to a worker's data access request, the employer would be required to provide a written document that explains the decision for which the ADS was used, identifies the worker input data and output relied upon, describes any corroborating information used beyond the ADS output, identifies the vendor or developer of the ADS, and includes any completed impact assessments involving that ADS.

Enforcement

The bill would prohibit employers from retaliating against workers for exercising rights under the bill, filing complaints, participating in investigations, or assisting in enforcement. The Labor Commissioner would be authorized to investigate alleged violations, issue citations, order temporary relief, or file civil actions. The bill would also provide an alternative enforcement mechanism allowing a worker, or their exclusive representative, to bring a civil action for damages, including punitive damages. Public prosecutors would likewise be authorized to enforce the bill.

Available relief would include damages, injunctive relief, attorney's fees and costs, and a civil penalty of five hundred dollars. The bill would specify that it does not preempt local ordinances that offer greater protections. It would further provide that employers that comply with the notice requirements in this bill would not be required to comply with substantially similar state notice requirements, except for privacy-related automated decision-making rules under the California Consumer Privacy Act. The bill would not apply to parties covered by a collective bargaining agreement that explicitly waives its provisions, provides for wages and working conditions, and includes protections against algorithmic management. Finally, the bill clarifies that its provisions do not restrict employer compliance with federal regulatory or contractual requirements.

Status: Pending in the Senate.

2. Workplace Artificial Intelligence Tools and Workplace Surveillance Tools: Transparency and Notice Requirements (AB 1898)

This bill would establish new transparency, disclosure, and notice requirements for employers that use workplace artificial intelligence tools. The bill defines the types of tools covered, mandates advance written notice when they are used to assist in making employment-related decisions or to surveil the workplace, requires employers to maintain and distribute a list of all workplace AI tools in use, and creates enforcement authority for the Labor Commissioner, public prosecutors, and workers through a private right of action. AB 1898 is part of the Legislature's broader effort to regulate the use of automated technologies in employment settings.

Definitions

Several definitions in AB 1898, including artificial intelligence, automated decision system, employment-related decision, and worker data, are consistent with the definitions used in SB 947. AB 1898 also defines the following terms that are specific to this bill:

- **Workplace AI tool** would mean an automated decision system or workplace surveillance tool.

- **Workplace surveillance tool** would mean any system, application, instrument, or device that collects or facilitates the collection of worker data, activities, communications, actions, biometrics, or behaviors, or similar data about the public that is capable of passively surveilling workers through means other than direct human observation. Examples include video or audio surveillance, continuous time-tracking tools, geolocation, electromagnetic tracking, and photo-optical systems.

Notice Requirements

The bill would require an employer to provide a written notice whenever a workplace AI tool is used to assist in making an employment-related decision or to surveil the workplace. Notice would need to be provided to each worker likely to be directly or indirectly affected, as well as to any exclusive bargaining representative.

The timing of the notice would depend on the circumstance. An employer would be required to provide notice at least ninety days before first deploying a workplace AI tool. If an employer is already using such a tool on or before January 1, 2027, the notice must be provided no later than February 1, 2027. Notice must also be provided to any newly hired worker at the time of hire.

The bill would require employers to obtain a signed acknowledgment from each affected worker confirming receipt and understanding of the notice. Employers would be prohibited from using the workplace AI tool until all required signatures are returned. In addition, an employer would be required to maintain an updated list of all workplace AI tools currently in use and to distribute the list to workers annually.

The notice itself would be required to be written in plain language as a separate and stand-alone communication, in the language customarily used for workplace communications, and delivered through a simple method such as email or hyperlink. The notice would be required to include extensive information, including the purpose and justification for using the tool; the specific employment-related decisions potentially affected; the worker data collected, the frequency of collection, and storage practices; a plain-language description of the tool's input data, analytic processes, and outputs; information about who may access worker data and whether data may be sold or transferred; the locations and activities that will be subject to surveillance; the name of the developer or model; any quotas monitored or enforced by the tool and the consequences of failing to meet them; whether any jobs or tasks may be replaced or automated and the expected timeline; the training provided to managers or workers on the tool; and any risk assessments conducted under the California Consumer Privacy Act.

Enforcement

The bill would authorize the Labor Commissioner to enforce its provisions through investigation, issuance of citations, temporary relief orders, and civil actions. Public prosecutors would also be authorized to bring civil enforcement actions. As an alternative to state enforcement, a worker or their exclusive representative who suffers damages as a result of a violation would be authorized to file a civil action for damages, including punitive damages.

In any civil action brought by the Labor Commissioner, a public prosecutor, or a worker, the petitioner could seek injunctive relief, punitive damages, and reasonable attorney's fees and costs. The bill would authorize statutory penalties of up to five hundred dollars per employee for each violation. For any single violation, penalties could be recovered either as a statutory penalty paid to the employee or as a civil penalty, but not both. The bill would also provide that it does not preempt any city or county ordinance offering equal or greater protections to workers.

Status: Pending in the Assembly.

3. Restrictions on the Use of Workplace Surveillance (AB 1883)

This bill appears to be a narrower version of last year's AB 1221, which died in the Assembly Appropriations Committee. The bill would regulate the use of "workplace surveillance tools," defined to mean "any system, application, instrument, or device that collects or facilitates the collection of worker data, activities, communications, actions, biometrics, or behaviors, or those of the public that are also capable of passively surveilling workers, by means other than direct observation by a person, including, but not limited to, video or audio surveillance, continuous incremental time-tracking tools, geolocation, electromagnetic tracking, photoelectronic tracking, or that utilizes a photo-optical system or other means."

The bill would apply to all employers in the state, including government entities and labor contractors, and would protect all workers, including employees and independent contractors.

The bill would prohibit employers from using a workplace surveillance tool that does any of the following:

- Prevents compliance with or violates any federal, state, or local labor, occupational health and safety employment, or civil rights laws or regulations.
- Identifies, profiles, or infers information about workers engaging in activity protected by state or federal law.
- Incorporates facial recognition (unless used strictly to open a locked device or grant access to locked or secured areas), gait recognition, neural data collection, or emotion recognition technology.

Employers would also be prohibited from using a workplace surveillance tool to infer a worker's protected status under Section 12940 of the Government Code (i.e., race, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status).

The bill provides for enforcement by the Labor Commissioner or public prosecutor or pursuant to a civil action brought by an employee (or their exclusive representative) who has suffered a violation of the new law, who could seek damages including punitive damages, temporary or preliminary injunctive relief, and reasonable attorney's fees and costs. In addition, an employer who violates the new law would be subject to a civil penalty of $500 per violation.

The bill provides that it does not preempt any city or county ordinance that provides equal or greater protection to workers.

Status: Pending in the Assembly.

4. Expansion of Mandatory Harassment-Prevention Training to Include Anti-Hate Speech Content (AB 1803)

Existing law (Govt. Code § 12950.1) requires employers with five or more employees to provide sexual-harassment prevention training to all employees (two hours for supervisory employees and one hour for nonsupervisory employees) every two years. The required training must also include instruction on the prevention of abusive conduct and harassment based on gender identity, gender expression, and sexual orientation. This bill would expand the scope of the mandatory training by requiring employers to include anti-hate speech training as an additional component. The bill does not define "hate speech" but would mandate that this content be integrated into the existing statutory training program delivered to both supervisory and nonsupervisory employees.

Status: Pending in the Assembly.

5. Expansion of Restrictions on Employer Use of Conviction History in Hiring (AB 2095)

Existing law under the FEHA generally prohibits employers with five or more employees from seeking or considering conviction history until after making a conditional job offer and limits the types of conviction-related information that may be considered. Employers must also conduct an individualized assessment before denying employment based on conviction history, considering the nature of the offense, time passed, and the duties of the position.

This bill would significantly expand the restrictions on employer use of conviction history during the hiring process. The bill would make it unlawful for an employer to request consent for or begin a conviction history background check before providing the applicant with a list of all specific job duties for which a conviction may have a direct and adverse relationship. It would also prohibit requiring an applicant to pay the cost of a background check and prohibit any requirement, at any time before or after a conditional offer, that an applicant self-disclose conviction history or provide documentation relating to conviction history or rehabilitation.

The bill would also strengthen the individualized-assessment process. An employer could not deny employment based on conviction history unless it first reasonably and in good faith demonstrates through a written individualized assessment that the conviction has a direct and adverse relationship to the job. The bill would create a rebuttable presumption that no sufficiently direct and adverse relationship exists if the applicant has completed the sentence for the conviction or holds a required license or credential for the position. The bill would require employers to document their assessment, provide expanded written notices during the preliminary and final decision stages, and temporarily suspend employees with pay while the employer completes the required process.

The bill would remove the current exemption for farm labor contractors and would tighten the criteria for exempt positions where state or federal law requires background checks. Employers relying on a statutory exemption would need to provide written notice identifying the law requiring the background check and, where adverse action is required by that law, follow specified notice procedures.

Status: Pending in the Assembly.

6. Enhanced Wage Reporting and Data Sharing Requirements for Employers (SB 1054)

Existing law provides unemployment insurance benefits to eligible individuals and requires employers to make unemployment insurance contributions and file quarterly wage reports with the Employment Development Department (EDD). This bill would require EDD to work with employers to modernize and simplify wage-reporting processes, including aligning definitions and deploying user-friendly technology.

Beginning July 1, 2027, employers with ten or more employees, and agents reporting wages for ten or more employees, would be required to include additional data elements in quarterly wage reports, including each worker's total monthly wage, industry, occupation, worker type, and hours worked. For this purpose, "hours worked" would mean the total hours worked each month, with 40 hours per week permitted for full-time employees; "occupation" would mean either the worker's job title or a classification under the federal Standard Occupational Classification system; and "worker type" would include full-time, part-time, intern, or apprentice status. The bill would authorize the director to require hours-worked data to be submitted separately or more frequently, but not more than monthly.

The bill would also require EDD, by July 1, 2027, to adopt procedures to share hours-worked and other employment data needed to verify eligibility for public benefits such as Medi-Cal and CalFresh, and to coordinate system changes with CalSAWS. Data sharing for benefit verification would begin January 1, 2028, or when EDD notifies the Legislature that automation is complete, whichever is later.

Status: Pending in the Senate Labor, Public Employment and Retirement Committee.

7. Addition of Menopause-Related Conditions to FEHA's Definition of "Sex" (AB 1940)

Existing law prohibits discrimination based on protected characteristics, including "sex," which currently encompasses pregnancy, childbirth, breastfeeding, and related medical conditions. This bill would expand FEHA's definition of "sex" to include perimenopause, menopause, post menopause, and related medical conditions, extending anti-discrimination protections to employees experiencing menopause-related symptoms. The bill would also require the CRD, by July 1, 2027, to update its mandatory discrimination poster to notify women of these rights. In addition, the Office of Community Partnerships and Strategic Communications would be required to conduct a statewide outreach campaign, developing multilingual educational materials, coordinating with state agencies, and partnering with community organizations, to raise awareness of workplace protections related to menopause.

Status: Pending in the Assembly.

8. Advance Notice re: Termination Based on "Technological Displacement" (SB 951)

Existing law, the California Worker Adjustment and Retraining (WARN) Act (Labor Code § 1400, *et seq*.), requires covered employers to provide advance notice to affected employees prior to ordering a "mass layoff," "relocation," or "termination" at a "covered establishment" (as defined in the statute). As a general matter, the WARN Act does not require notice if fewer than 50 employees are affected. This bill would create the "California Worker Technological Displacement Act," which would establish a new and different notice requirement before "technological displacement" or "technological termination of contract."

"Technological displacement" would mean the elimination of employment positions, or a reduction in hours equivalent to 25% or more of total workforce time, within any 12-month period, caused in whole or in substantial part by the introduction of an AI system or other automated technology.

"Technological termination of contract" would mean the termination of a contract for workers or services for the covered employer that is due to the use of AI or other automation that displaces or replaces human workers.

The bill would impose the following new requirements:

- The bill would require all employers (regardless of size) to provide 90-day advanced written notice before any technological displacement or termination of contract affecting 25 or more workers or 25% of the workforce, whichever is less.
    - "Worker" would mean any employee or independent contractor employed for at least 6 of the prior 12 months but would not include a seasonally employed individual hired with the understanding that their employment is seasonal and temporary, a volunteer, or an intern.
    - The notice would be provided to the affected workers, the Employment Development Department ("EDD"), the local workforce investment board, and the chief elected official of each city and country within which the termination occurs.
    - The notice would be required to contain specific information, including the job functions that will be automated by AI, the AI system that substantially resulted in technological displacement, and the justification for, and purpose of, the use of the AI tool.
    - Employers who fail to provide the notice would be liable to each worker entitled to notice who lost their employment. These workers would be entitled to back pay and the value of any lost benefits for the period of violation up to a maximum of 60 days. Employers would also be subject to a civil penalty of not more than $500 for each day of violation.
- For employers with more than 100 workers, each worker affected by a technological displacement or termination of contract would have the right of first bid on other positions at the employer; and employers with more than 100 workers would be prohibited from discharging workers affected by a technological displacement or termination during the 90-day period from when the notice was provided.
- Employers would also be required to provide written "technology hiring disruption notice" when they execute a technological reduction in hiring or cessation in hiring due to the adoption of AI or other automating technology. The notice would be provided to the EDD, the local workforce

investment board, and the chief elected official of each city and country within which the termination occurs and would be required to contain specific information.

- The EDD would be required to provide quarterly reports regarding the notices received pursuant to the new law.

- Any person would be able to report to the Labor Commissioner that an employer has failed to comply with the new notice requirements.

- The bill would establish a private right of action for a person, including a local government or a worker representative, to bring suit for violation of the new law.

Status: Pending in the Senate Labor and Privacy Committees.

9. Exemption of Construction Workers from Meal Period Requirements (AB 2070)

Existing law (Labor Code section 512) requires employers to provide employees with meal periods of at least 30 minutes if employees work for more than 5 hours in a workday and requires employers to provide a second meal period if employees work for more than 10 hours in a workday. There are several limited exceptions to this rule, including for employees employed in a construction occupation who are covered by a valid collective bargaining agreement that expressly provides for meal periods (among other things). The law defines “construction occupation” to mean all job classifications associated with construction by Article 2 (commencing with Section 7025) of Chapter 9 of Division 3 of the Business and Professions Code, including work involving alteration, demolition, building, excavation, renovation, remodeling, maintenance, improvement, and repair, and any other similar or related occupation or trade.

This bill would completely exempt employees in a construction occupation from the meal period requirements of Labor Code section 512 while the employee is on the jobsite, regardless of whether they are covered by a collective bargaining agreement. However, this exemption would not apply to employees who work in clerical or administrative positions.

Status: Pending in the Assembly.

10. Staffing Agencies: Annual Registration and Verification Requirements (SB 1032)

This bill would require all staffing agencies to register annually with the Labor Commissioner. Registration could not be issued or renewed unless the agency submits a complete application, pays a five-thousand-dollar fee, and provides proof of a current workers’ compensation insurance policy. If the agency lacks valid coverage, the commissioner would be required to notify the Director of Industrial Relations to issue a stop order. The bill would require the commissioner to post a public list of registered staffing agencies on the Department of Industrial Relations website, including each agency’s registration information and workers’ compensation carrier. Businesses would be prohibited from using any staffing agency without first confirming it is registered.

The bill would also authorize a registered staffing agency to bring a civil action against an unregistered agency or against a business that uses one. A prevailing agency could obtain injunctive relief, actual damages or statutory damages up to seventy-five thousand dollars, and attorney's fees.

Status: Pending in the Senate.

ADDITIONAL PROPOSED NEW CALIFORNIA EMPLOYMENT LAWS

Harassment/Discrimination/Retaliation

Uniform Statewide Definition of "Sex Discrimination" Across All California Codes (AB 2563)

Existing law provides various protections against sex-based discrimination under the California Constitution, the Unruh Civil Rights Act, and the Fair Employment and Housing Act (FEHA). These statutes and constitutional provisions prohibit discrimination based on sex, gender, pregnancy, and related medical conditions, but the scope and terminology vary across different state codes.

This bill would create a uniform, expansive definition of "sex discrimination" that applies across all California codes. Under the bill, any state law prohibiting discrimination on the basis of sex or gender must be interpreted to include discrimination based on a wide range of actual or perceived characteristics, including gender identity, gender expression, sexual orientation, intersex traits, conformity to sex or gender stereotypes, pregnancy-related medical conditions, and access to or use of reproductive or gender-affirming care. The bill would also amend the Unruh Act and FEHA to adopt this expanded definition. These provisions are expressly tied to, and must be construed liberally to effectuate, the existing protections in the California Constitution regarding equal protection, privacy, safety, happiness, and reproductive freedom.

Status: Pending in the Assembly.

Requirement for Sex-Separated Intimate Spaces in Business Establishments (AB 1998)

Existing law under the Unruh Civil Rights Act prohibits business establishments from discriminating based on protected characteristics, including sex, gender identity, and gender expression. Current law defines sex broadly to include gender, and gender includes gender identity and gender expression.

This bill would revise these definitions by removing gender entirely from the Act and deleting the current definition of sex. The bill would replace it with a new definition of sex based only on immutable biological characteristics. Under the bill, "female" would mean an individual whose reproductive system produces or would produce ova, and "male" would mean an individual whose reproductive system produces or would produce sperm, including cases involving congenital anomalies or developmental disruptions. The bill would also specify that sex includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth. Gender expression would no longer be included within the definition of sex but would remain unchanged as its own separate protected characteristic. Gender identity would also remain a separate protected characteristic.

The bill would further require business establishments to separate intimate spaces on the basis of the new definition of sex, regardless of a person's gender identity or gender expression. "Intimate spaces" would include bathrooms, showers, changing rooms, locker rooms, dressing rooms, and other areas where a person reasonably expects privacy from the opposite sex. Single-occupancy intimate bathrooms could be gender neutral, and family-use intimate spaces would be allowed if sex-separated options are also provided.

Status: Pending in the Assembly.

Addition of Formerly Incarcerated Status as a Protected Characteristic Under the Unruh Civil Rights Act (AB 2064)

Existing law under the Unruh Civil Rights Act guarantees individuals full and equal accommodations in business establishments and prohibits discrimination based on specified protected characteristics. This bill would add formerly incarcerated status to the list of protected characteristics. The bill defines "formerly incarcerated status" to mean the condition of an individual who has completed a sentence in any correctional or juvenile facility and is now released and clarifies that it does not include being currently incarcerated. Businesses covered by the Unruh Act would therefore be prohibited from denying full and equal accommodations, advantages, facilities, privileges, or services based on an individual's formerly incarcerated status.

Status: Pending in the Assembly.

Internet Website Accessibility: New Affirmative Defense and Liability Rules (AB 2190)

Existing law under the Unruh Civil Rights Act permits individuals with disabilities to seek damages and attorney's fees when they encounter discriminatory barriers, including barriers that prevent equal access to services offered through a business's website. These claims often involve allegations that a website fails to meet federal or state accessibility standards, such as those adopted under the Americans with Disabilities Act.

This bill would create a detailed framework governing how website accessibility claims may be brought and defended. An entity could assert an affirmative defense to statutory damages for a specific website accessibility barrier if, within a specified period after receiving a pre-lawsuit demand, it either (1) had already published a digital accessibility report identifying the barrier and later updated the report to show timely remediation, or (2) can demonstrate that it maintained reasonable, good-faith accessibility practices. These practices would include documented automated and manual testing, prompt remediation of issues, maintaining an accessibility page with required disclosures, and providing a process for users to report accessibility barriers.

The bill would also regulate resource service providers, prohibiting them from negligently, recklessly, or knowingly creating or maintaining website components that cause an entity's website to be inaccessible or nonconformant with required accessibility standards, or from falsely representing that a component is accessible. Enforcement actions could be brought by small business entities, the Attorney General, the

Civil Rights Department, and specified local public attorneys. The bill further identifies circumstances under which a failure to remediate a reported barrier within the required timeframe may constitute intentional discrimination.

***Status*:** Pending in the Assembly.

Leaves of Absence/Time Off

Guaranteed Minimum Duration of Disability Benefits Following Childbirth (AB 933)

Existing law under the State Disability Insurance (SDI) program, administered by the Employment Development Department, provides partial wage-replacement benefits to workers who cannot perform their regular or customary work due to a physical or mental condition, including illness or injury related to pregnancy or childbirth. Benefit duration is based on medical certification from a treating practitioner, and an individual may receive up to 52 weeks of SDI benefits within a benefit period. For pregnancy-related disabilities, the length of the postpartum benefit period depends on the provider's certification of recovery time.

This bill would establish a guaranteed minimum duration of SDI benefits following childbirth. Any individual who qualifies for disability benefits due to pregnancy, childbirth, or a related medical condition would be entitled to receive at least 12 weeks of SDI benefits after childbirth, even if medical certification or existing administrative practices would otherwise result in a shorter period. This minimum would apply notwithstanding any contrary statute, regulation, or practice.

Status: Pending in the Assembly.

Human Resources/Workplace Policies

Expansion of Bereavement Leave to Cover Death of "Designated Person" (SB 1149)

Existing Law (Government Code section 12945.7) requires employers to allow up to five days of bereavement leave upon the death of a family member, as defined. Currently, "family member" means spouse, child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law. This bill would amend the definition of "family member" to include a "designated person" as defined in the California Family Leave Act ("CFRA") – Government Code section 12945.2. That law defines "designated person" as any individual related by blood or whose association with the employee is the equivalent of a family relationship. Government Code section 12945.2 specifies that an employer may limit an employee to one designated person per 12-month period for family care and medical leave. It is not clear whether SB 1149 intends to import this limitation (one designated person per 12-month period) for bereavement leave.

Status: Pending in the Senate.

Pregnancy as a Triggering Event for Enrollment or Changing a Health Benefit Plan (AB 2066)

Existing law (Health and Safety Code section 1399.849) requires health care service plans or disability insurers to allow an individual to enroll in or change their health benefit plan as a result of specified triggering events. This bill would make pregnancy a triggering event for purposes of enrollment or changing a health benefit plan.

Status: Pending in the Assembly.

Expansion of Workplace Violence Restraining Order Rules to Allow Restraining Order on Behalf of Reasonably Identifiable Group of Employees (AB 1961)

Existing law (Code of Civil Procedure section 527.8) allows an employer or collective bargaining representative to seek a workplace violence restraining order on behalf of an employee who has suffered harassment, unlawful violence, or a credible threat of violence and on behalf of other employees at the workplace. This bill would allow an employer to seek a workplace violence restraining order on behalf of a reasonably identifiable group or class of employees if a credible threat of violence is generally directed at the employer's workplace or at the employer's employees. The bill would not require an employer to name any individual employee as a protected party.

Status: Pending in the Assembly.

Remote Appearances and Electronic Filings re: Workplace Violence Restraining Orders (AB 2179)

Existing law (Code of Civil Procedure section 527.8) allows an employer or collective bargaining representative to seek a workplace violence restraining order on behalf of an employee who has suffered harassment, unlawful violence, or a credible threat of violence. This bill would allow any party or witness to appear remotely at a hearing on such a petition and would prohibit any fee for appearing remotely. The bill would also require courts to allow filings related to such protective orders to be submitted electronically. Both new rules would take effect July 1, 2027.

Status: Pending in the Assembly.

Access to Information Regarding Immigration Rights for Childcare Workers (AB 2379)

This bill would state the intent of the Legislature to enact legislation to ensure childcare workers have access to resources and education regarding protecting their immigration rights, in order to ensure guaranteed access to vital childcare without fear of harassment, intimidation, or unwarranted searches by United States Immigration and Customs Enforcement Officials.

Status: Pending in the Assembly.

Study Regarding Possible Imposition of Milage Tax (AB 1421)

The California State government has been investigating the possibility of alternatives to the gasoline tax, as more electric vehicles are in use, which has reduced gasoline purchases. This bill instructs the California Transportation Commission to prepare research and recommendations related to a road user charge or mileage-based system. These are effectively taxes on driving, rather than taxes on gasoline. The report must be submitted by January 1, 2027. While this bill does not actually impose a mileage tax, employers should be aware that if the government moves in this direction, employers would likely be required to reimburse the tax for employees who drive personal vehicles for business reasons pursuant to Labor Code section 2802. We will continue to monitor this issue.

Status: Passed the Assembly and is pending in the Senate Rules Committee.

Wage and Hour

Changes to PAGA Procedural Rules for Non-Profit Organizations (AB 1992)

California's Private Attorneys General Act of 2004 (PAGA) allows employees to sue their employers on behalf of the State of California to collect civil penalties for Labor Code violations. PAGA was substantially amended in 2024. This bill would make several changes to PAGA's procedural rules for non-profit organizations that are exempt from federal income taxation pursuant to Section 501(c)(3) of the Internal Revenue Code.

- Under existing law, aggrieved employees are required to give notice of a PAGA claim to the Labor and Workforce Development Agency (LWDA). An employee filing a notice and an employer filing a response must each pay a $75 filing fee. This bill would exempt non-profit organizations from the requirement to pay filing fees.
- Current law allows employers with fewer than 100 employees to submit a proposal to the LWDA to cure alleged violations and sets forth a procedure by which they may avoid PAGA penalties. This bill would allow non-profit organizations to take advantage of this cure procedure, regardless of the number of employees.

Status: Pending in the Assembly.

Increased Penalties for Subsequent Failures to File Pay Data Reports (SB 1237)

Existing Law (Government Code section 12999) requires private employers with 100 or more employees (or 100 or more labor contractor employees) to submit annual pay data reports to the Civil Rights Division (CRD), including mean and median hourly rates for employees with each combination of race, ethnicity, and sex within each job category at each establishment. Last year, the Legislature amended the law to make penalties for violation of the law mandatory. If the CRD asks, the court must impose a civil penalty up to $100 per employee upon any employer who fails to file the required report and up to $200 for a subsequent failure to file. This bill would increase the maximum penalty for a subsequent failure to file to $1,000 per employee.

In addition, the bill would amend Section 12907 of the Government Code to require the CRD to annually publish a report of the annual budgetary and enforcement information for the Civil Rights Enforcement Fund, which consist of any attorney's fees and costs awarded by a court to the CRD when the department is the prevailing party in a civil action brought under the California Fair Employment and Housing Act. The report would include the total amount of civil penalties assessed, collected, and outstanding, and the allocation or use of collected penalty revenues.

Status: Pending in the Senate.

Increased Minimum Wage for Agricultural Employees (AB 2646)

Existing law establishes a minimum wage for most employees across the state of $16.90. This bill would increase the minimum hourly wage for an "approved agricultural employee" and "corresponding employee" to $19.75/hour, subject to upward adjustment for cost-of-living adjustments each year, beginning January 1, 2027.

The bill would define "approved agricultural employee" to mean an employee engaged in agriculture who is a resident outside of the state and is permitted to work in the state on a temporary or seasonal basis through an application process where the Labor and Workforce Development Agency or the Employment Development Department has approved, in part or in whole, an application or job order to hire agricultural workers from outside of the state on a temporary or seasonal basis. "Corresponding employee" would mean an employee engaged in agriculture who is a resident of the state or who is not an approved agricultural employee, and who performs the same, or substantially similar work, as an approved agricultural employee. It appears that this bill is a response to the federal Department of Labor's recent rule change regarding compensation for H2A visa holders (which substantially reduced the required pay rate for those workers).

Status: Pending in the Assembly.

Disclosure of Wage-and-Hour Violations as Condition of Submitting Bid to a Local Agency (AB 1838)

Existing law governs the procurement process for contracts of specified public entities. This bill would create a new Section 2011 in the Public Contract Code and specify that as a condition of submitting a bid to a local agency, a contractor shall fully disclose any history of wage-and-hour violations and provide supporting documentation. At a minimum, the contractor would be required to submit a written disclosure of any federal, state, or local wage-and-hour violations within the past five years, documents demonstrating that each disclosed violation has been corrected or resolved, and a written statement escribing all actions taken to prevent future wage-and-hour violations.

Status: Pending in the Assembly.

Exemption from Meal Period Requirements for Stationary Engineers Covered by Collective Bargaining Agreements (AB 2078)

Existing law (Labor Code section 512) requires employers to provide employees with meal periods of at least 30 minutes if employees work for more than 5 hours in a workday and requires employers to provide a second meal period if employees work for more than 10 hours in a workday. There are several limited exceptions to this rule, including for various types of employees who are covered by a valid collective bargaining agreement that expressly provides for meal periods (among other things).

This bill would exempt employees who perform building maintenance work as a stationary engineer from the meal period requirements if they are covered by a valid collective bargaining agreement that meets the requirements set forth in the statute.

"Stationary engineer" would be defined to mean a skilled tradesperson located in a fixed facility who operates, maintains, monitors, and repairs stationary mechanical equipment and building systems, including those involving boilers, chillers, heating, ventilation, and air conditioning systems, pumps, compressors, power generation equipment, and other critical plant machinery.

Status: Pending in the Assembly.

Public Sector/Labor Relations

New Disqualification Standards for Certain Public Employees (AB 1627)

Existing law sets out qualifications and disqualifying factors for peace officers and authorizes various background checks for public education employees.

This bill would add a new disqualification for peace officers and for teachers, principals, superintendents, chancellors, and other administrators employed by school districts, charter schools, county offices of education, community college districts, the University of California, or the California State University. Individuals would be ineligible for these positions if they were employed by U.S. Immigration and Customs Enforcement between September 1, 2025, and January 20, 2029, or by the Alabama or Georgia Departments of Corrections between January 1, 2020, and January 1, 2026. The bill would also require the Department of Corrections and Rehabilitation and the Department of Education to include inquiries into such prior employment in background investigations.

Status: Pending in the Assembly.

Public Employment: Disqualification Based on Prior Immigration-Enforcement Employment (AB 1896)

Existing law establishes numerous qualifications and disqualifying conditions for peace officers and other public employees, including felony convictions, certain mental-health findings, and revocation of law-enforcement certification. Existing law also requires peace officers to meet minimum hiring standards such as good moral character and freedom from bias, and authorizes the Department of Human Resources to deny eligibility for state civil-service positions based on misconduct. In addition, existing Government

Code provisions make individuals ineligible for public employment in certain circumstances tied to loyalty oaths or foreign political activity.

This bill would add a new disqualification: individuals who were employed by an entity engaged in immigration enforcement between January 20, 2025, and January 20, 2029 would be barred from holding any public employment in California, state, county, city, district, or other public agency, unless their work occurred within specified California or local law-enforcement entities operating under state-law limitations. The bill would also apply this disqualification specifically to peace officers, incorporate it into the minimum standards for peace-officer certification, and authorize CalHR to refuse examination or appointment on this basis. Because it expands obligations for public agencies to verify eligibility, the bill would create a state-mandated local program.

Status: Pending in the Assembly.

State Employment: Telework Program Requirements (AB 1729)

Existing law requires state agencies to review their operations, determine where telecommuting is practical and beneficial, and implement agency telecommuting plans. The Department of General Services (DGS) oversees these programs by developing statewide policies, procedures, and guidelines and by establishing criteria to evaluate the effectiveness of the state's telecommuting program. This bill would update and expand these requirements by replacing the term "telecommuting" with "telework" and revising the framework governing state telework programs. The bill would require DGS to create a public telework dashboard tracking the cost-effectiveness and efficiency benefits of telework, including savings from reduced office space and operating costs. Each state agency would also be required, every ten years, to evaluate its telework program to ensure it aligns with operational needs and supports recruitment and retention. The bill would take effect immediately as an urgency statute.

Status: Pending in the Assembly.

State Provided Benefits

Tax Credit for Overtime Wages Paid to Agricultural Employees; Payroll Disclosure Changes (SB 921)

Existing law requires employers to withhold personal income tax from employee wages and remit those withholdings quarterly. Farm labor contractors must also provide growers with payroll records that include each farmworker's gross and net wages. This bill would allow agricultural employers covered by Wage Order No. 14-2001 to claim a quarterly credit equal to the overtime wages paid during that quarter. The credit would be claimed on the employer's existing quarterly return or through electronic funds transfer. If the credit exceeds the amount the employer would otherwise remit in employee withholdings, the excess would be refundable, subject to a legislative appropriation. This bill would also require farm labor contractors to disclose gross and net wages reduced by the amount of the credit received when providing payroll records to growers. Because violations of these requirements are misdemeanors, the bill would create a state-mandated local program.

Status: Pending in the Senate.

Workers' Compensation: Prepaid Card Payments (AB 1683)

Existing law prohibits disability indemnity payments from being made by any written instrument unless it is immediately negotiable and payable in cash, but it allows employers, until January 1, 2027, to deposit temporary or permanent disability indemnity payments into an employee's prepaid card account if the employee consents. The prepaid card must meet specified requirements, including free full-balance withdrawal, access to in-network ATMs, no fees for point-of-sale purchases, and no credit features. This bill would remove the January 1, 2027 sunset and make this prepaid card payment option permanent. All existing safeguards would remain, including employee written consent, limitations on permissible fees, the ability for either party to change the payment method with 30 days' written notice, and protections for delayed transactions caused solely by state or federal banking regulations.

Status: Pending in the Assembly.

Workplace Rights Training for Workforce System Participants (SB 1132)

Existing law requires the California Workforce Development Board ("CWDB") to assist in the development and oversight of the statewide workforce investment system and requires local workforce development boards to submit local plans and operate at least one one-stop career center. This bill would require the CWDB, in partnership with subject matter experts, to develop a standardized workplace-rights training curriculum covering topics such as wage theft, discrimination, sexual harassment, organizing rights, health and safety, and immigration-related protections. Local workforce development boards would be required to provide this training to all individuals receiving individualized career services, supportive services, or training services through the workforce system, including participants receiving short-term prevocational services or workforce preparation activities. Local plans would need to describe how each board will implement this requirement, and the state board, working with the Employment Development Department and the Labor and Workforce Development Agency, would be responsible for ensuring local compliance.

Status: Pending in the Senate Labor, Public Employment and Retirement Committee.

Tax

Tax Deduction for Certain Tips and Overtime Pay (AB 1550 & SB 984)

In 2025, the federal government enacted several changes to the tax code that allow employees to deduct specified amounts for "qualified tips" and "qualified overtime compensation" on their federal income taxes, up to certain amounts, and subject to specified caps on adjusted gross income, for tax years 2025-2028.

AB 1550 would allow the same deductions for qualified tips and qualified overtime from state taxes for the 2026-2028 tax years. The only difference between the state and federal laws would be that the federal law requires taxpayers to have a valid social security number, but the state law would omit the requirement.

SB 985 would only allow the same deduction for qualified tips from state taxes for the same taxable years.

Status: AB 1550 is Pending in the Assembly Revenue and Taxation Committee. SB 984 is pending in the Senate Committee on Revenue and Taxation.

Exclusion from Income for Overtime and Retirement Benefits (AB 2336)

This bill would create two new exclusions from gross income for state taxes for taxable years beginning January 1, 2026 and ending December 31, 2030:

- Gross income would not include the first $25,000 of overtime pay received during the taxable year; and
- Gross income would not include the first $25,000 received as proceeds from a defined benefit plan, as defined in Section 414(j) of the Internal Revenue Code.

Status: Pending in the Assembly.

Tax Credit for Food Handler Card Costs for Small Businesses (AB 1698)

Existing Law (Health & Safety Code section 113948) requires employees who are food handlers to obtain food handler cards (with limited exceptions) and requires employers to pay the employee for any necessary expenditures or losses associated with obtaining a food handler card.

This bill would give "qualified taxpayers" a tax credit equal to the amount of expenses paid for employees obtaining food handler cards. "Qualified taxpayers" would be those who have fewer than 50 employees if all the taxpayer's employees are in compliance with Section 113948.

Status: Pending in the Assembly Revenue and Taxation Committee.

Extension of New Employee Tax Credits (AB 2205)

Existing Law gives employers a tax credit for hiring certain full-time employees within a designated census tract or economic development area in an amount equal to 35% of qualified wages, as defined in the statute. The tax credit is available for the 2014-2025 tax years and will be repealed on December 1, 2029. This bill would extend the operative date for the tax credits through the 2031 tax year and would change the repeal date to December 1, 2035.

Status: Pending in the Assembly.

Exclusion from Income for Fitness Benefits (AB 2533)

This bill would exclude from gross income any qualified fitness benefit provided by an employer to an employee for taxable years beginning January 1, 2026. "Qualified fitness benefit" would mean fees or dues for membership in a fitness center, health club, or gym; expenses for participation in fitness of physical activity programs; or subsidies or reimbursements for the purchase of wearable fitness tracking devices, if such devices are used as part of a formal employer-sponsored wellness program. The bill would exclude membership in social, athletic, or sporting clubs, such as country clubs or golf clubs, and expenses for travel, meals or lodging.

Status: Pending in the Assembly.

Privacy

The California Consumer Privacy Act (CCPA) applies to defined companies in California and grants consumers (including employees) certain rights with respect to personal information that is collected by the business, including the rights to request that the business delete their personal information and to direct a business not to sell or share the consumer's personal information with third parties. Several bills outlined below (AB 2021, SB 923, and SB 1104) would amend the CCPA and may be of interest to employers who are covered by the law.

Whistleblower Awards and Civil Right of Action for Whistleblowers under the CCPA (AB 2021)

This bill would allow individuals to submit whistleblower complaints related to the CCPA to the California Privacy Protection Agency and would make whistleblower eligible for an award of 15-33% of the fines collected through an administrative enforcement action or settlement if numerous requirements are satisfied.

In addition, the bill would authorize an employee, contractor, or agent to bring a civil action if the person is discharged, demoted, suspended, threatened, harassed, or discriminated against in the terms and conditions of employment because of lawful acts done in furtherance of a whistleblower complaint or administrative action under the CCPA. Relief for such claim would include reinstatement, two times the amount of back pay plus interest, compensation for special damages, reasonable attorneys' fees and costs, and punitive damages or any other relief the court deems proper.

Status: Pending in the Assembly.

Deletion of Personal Information under the CCPA (SB 923)

The CCPA currently gives consumers the right to request that a business delete personal information that the business has collected *from* the consumer/employee, with certain exceptions. This bill would expand that right to allow the consumer to request the deletion of personal information the business has collected *about* the consumer/employee.

In addition, existing law states that if a business operates exclusively online and has a direct relationship with the consumer from whom it collects personal information, the business must provide consumers an email address for submitting personal information request. This bill would also require that business to make available an online method, such as web form or online portal, for personal information requests.

Status: Pending in the Senate Privacy Committee.

Methods to Submit Information Requests under the CCPA (SB 1104)

The CCPA currently states that if a business does not operate exclusively online, the business must provide consumers with at least two methods for submitting personal information requests, including, at a minimum, a toll-free phone number and, if the business maintains a website, a website address. This bill would require that a business that does not operate exclusively online must make available to consumers an email address for submitting personal information requests.

Status: Pending in the Senate.

Privacy Settings in Operating Systems and Applications (AB 2561)

Existing law, beginning January 1, 2027, prohibits a business from developing or maintaining a browser that does not include functionality configurable by a consumer that enables the browser to send an opt-out preference signal to businesses with which the consumer interacts through the browser.

This bill would require an operating system or application to configure a user's default privacy setting to be the most privacy-protective setting offered by the operating system or application and would prohibit changing a user's privacy setting without the user's explicit consent.

For purposes of this bill, "Application" would mean a software program, mobile app, or desktop app that collects, processes, or stores personal information about a user in the state and that provides privacy settings allowing the user to control the collection, use, sharing, or disclosure of that personal information.

Status: Pending in the Assembly.

Prohibition on Surveillance Pricing (AB 2564)

This bill would prohibit a retailer from engaging in surveillance pricing, with certain exceptions. The bill would define "surveillance pricing" to mean offering or setting a customized price for a good for a specific consumer or group of consumers, based, in whole or in part, on personally identifiable information collected through electronic surveillance technology, as specified. The bill would provide that only a public prosecutor may bring an action against a violator of these provisions to recover specified civil penalties, injunctive relief, and reasonable attorney's fees and costs, and would authorize a consumer to bring an action for injunctive relief and reasonable attorney's fees and costs. The bill would declare that any waiver of these provisions is against public policy and is void and unenforceable.

Status: Pending in the Assembly.

Miscellaneous

Women in the Construction Industry (AB 1980)

Existing law authorizes the Department of Industrial Relations, when funded, to operate a Women in Construction Priority Unit that supports employers and project owners in improving worksite culture and expanding opportunities for women and nonbinary workers in construction. This bill would declare the

Legislature's intent to pursue future legislation focused on increasing participation of women in the construction trades through potential incentives and supports, which could include childcare availability, prenatal care coverage, and strengthened protections against workplace harassment.

Status: Pending in the Assembly.

Women in the Construction Industry: Reporting Requirements (AB 2550)

Existing law permits the Department of Industrial Relations to maintain a Women in Construction Priority Unit that provides resources aimed at improving access and conditions for women and nonbinary individuals in construction. This bill would express legislative intent to develop future legislation requiring the Labor Commissioner to collect and provide data to the Legislature on women working in the construction industry, with the goal of improving visibility into participation levels and workforce trends.

Status: Pending in the Assembly.

Validity of Arbitration Agreements (AB 2155)

Existing law generally makes written agreements to arbitrate valid and enforceable under the California Arbitration Act, and federal law under the Federal Arbitration Act (FAA) likewise enforces arbitration agreements except in specific circumstances, such as certain transportation-worker contracts and claims involving sexual harassment or sexual assault. This bill would provide that an arbitration agreement is not enforceable under the California Arbitration Act to the extent it would not be enforceable under the Federal Arbitration Act. The bill is intended to incorporate into California law all exclusions recognized under federal law, including the FAA's exemption for transportation workers engaged in interstate commerce and the federal law prohibiting forced arbitration of sexual assault and sexual harassment claims.

Status: Pending in the Assembly.

Cal/OSHA Staffing Study and Workforce Pathway Recommendations (AB 2488)

Existing law requires the Director of Industrial Relations (DIR) to submit an annual report to the Legislature on the activities of the Division of Occupational Safety and Health (Cal/OSHA) and requires the department to contract with UCLA's Labor Center for certain worker-safety research. This bill would require the DIR, upon appropriation, to contract with the UC Berkeley Labor Occupational Health Program and the UCLA Labor Occupational Safety and Health Program to conduct an in-depth study of Cal/OSHA's persistent understaffing and high vacancy rates, particularly in Compliance Safety and Health Officer classifications. The study would evaluate causes of vacancies and identify strategies for developing a workforce pipeline, including recommendations for training models, recruitment and retention strategies, and career pathways. The University of California could subcontract portions of the study, and the department would be required to cooperate with researchers. The study would include at least one public meeting for stakeholder input, and a final report would be due within eighteen months, to be posted publicly and submitted to the Governor and legislative committees.

Status: Pending in the Assembly.

Transportation Network Company Drivers: Certification Procedures and Appeals (AB 2682)

Existing law under the Transportation Network Company Drivers Labor Relations Act sets out procedures for certifying and decertifying TNC driver organizations and authorizes the Public Employment Relations Board (PERB) to determine whether a driver organization has met the statutory support thresholds.

This bill would clarify that the six-month period during which no competing driver organization may be certified without an election begins on the date the first organization reaches the ten-percent support threshold. This change clarifies how long an organization enjoys a temporary exclusivity period before other organizations may seek certification. The bill would also allow any party to an unfair-practice case before PERB to petition a court of appeal for a writ of extraordinary relief from a final decision or order, and it would establish procedures for filing, reviewing, and enforcing such petitions. This brings TNC driver labor-relations appeals into alignment with the review mechanisms used in other PERB-governed labor frameworks.

Status: Pending in the Assembly.

Spot Bills to Watch

The Legislature has also introduced several so-called “spot bills” which initially reference only “technical” or “non-substantive” changes to a particular existing statute, but which may be materially and substantively amended later, including as key committee votes approach. These spot bills suggest future amendments may be forthcoming regarding, amongst other things: employment training (SB 1059); property service workers (AB 1065, AB 1929); whistleblowers (AB 2027); employees and independent contractors (AB 2150); wages (AB 2545, AB 2548); and unemployment compensation (AB 2714).

If you have questions about how these new laws and regulations may affect your business, please contact us.

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