











## 2023 State year-end overview

Bill + Author	What the bill does	CRA position	Outcome	Victory – or – loss
AB 524 (Wicks-D) Lawsuit traps under FEHA	Creates litigation traps by presuming any adverse employment action by an employer is retaliatory due to an employee’s family caregiver status.	Oppose	Dead	
AB 594 (Maienschein-D) Labor enforcement: local prosecutors	Duplicates State Labor Commissioner enforcement by allowing the Attorney General and public prosecutors to enforce portions of the Labor Code.	Oppose	Signed by Governor	
AB 950 (Maienschein-D) Legal reform: website accessibility	Establishes a presumption of accessibility to businesses that model their websites in conformity with Web Content Accessibility Guidelines (WCAG) 2.1 Level AA or above. Also clarifies that a plaintiff must have <i>personally</i> encountered a barrier to access a website to make a claim.	Support	Stopped	
AB 1217 (Gabriel-D) Outdoor Dining: expanded alcohol service	Removes bureaucratic hurdles and costs for alcohol permits and light food preparation permits for expanded, often non-contiguous outdoor dining areas.	Sponsor/ Support	Signed by Governor	

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<p>AB 1228 (Holden-D) Quick-service restaurants</p>	<p>Avoids a costly referendum fight on the 2024 ballot, eliminates a barrage of harmful policies targeting larger quick-service chain restaurants, and avoids a \$22 minimum wage in exchange for a \$20 minimum wage in April 2024. <b>**<u>OPPOSITION removed due to final deal and other policy victories.</u></b></p>	<p>*Neutral</p>	<p>Signed by Governor</p>	
<p>AB 1290 (L. Rivas-D) Food packaging ban</p>	<p>An end-run around California’s comprehensive plastic and packaging recycling policy signed into law last year (SB 54). Imposes additional product bans outside of that framework- complicating compliance and availability of packaging.</p>	<p>Oppose</p>	<p>Stopped</p>	
<p>AB 1347 (Ting-D) Paper receipts: restriction/penalties</p>	<p>Initially required business to obtain certain types of point-of-sale systems and outlawed the issuance of paper receipts, unless requested. Later amended to require businesses to offer customers the option to decline a receipt but imposed unreasonable penalty fees of \$100/ per day for any violation and a maximum annual penalty of \$3,000 for issuing a receipt by mistake.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>AB 1356 (Haney-D) WARN Act Expansion</p>	<p>Expands penalties and notice requirements under the WARN Act from 60 days to 90 days and applies to businesses with 75 or more employees across <u>all</u> locations.</p>	<p>Oppose</p>	<p>Dead</p>	

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<p>AB 1404 (Carillo-D) Website accessibility compliance</p>	<p>Requires that businesses facing allegations of website accessibility violations receive specific notice informing the business of important legal rights and obligations relating to the accessibility of internet websites.</p>	<p>Support</p>	<p>Signed by Governor</p>	
<p>AB 1516 (Karla-D) Biased minimum wage working group</p>	<p>Excludes employer community from the proposed Labor and Workforce Development Agency working group to study/evaluate minimum wage increases and provide recommendations to the legislature by July 1, 2024.</p>	<p>Oppose</p>	<p>Stopped</p>	
<p>SB 76 (Wiener-D) Restaurant alcohol sales: entertainment zones</p>	<p>Allows the City and County of San Francisco to create designated outdoor “entertainment zones” and allows restaurants to sell takeout alcoholic beverages at street fairs, outdoor festivals, and other events.</p>	<p>Support</p>	<p>Signed by Governor</p>	
<p>SB 253 (Wiener-D) Supply chain: climate impact data</p>	<p>Imposes mandatory climate tracking and auditing for larger businesses throughout their entire supply chain.</p>	<p>Oppose</p>	<p>Signed by Governor</p>	
<p>SB 330 (Niello-D) Private Attorneys General Act (PAGA)</p>	<p>Improves compliance by requiring a notification of the existing right to cure minor PAGA violations. Additionally requires the notice to provide relevant facts, legal contentions, and alleged harm when an employee or their representative seeks to bring a civil action against their employer.</p>	<p>Support</p>	<p>Failed Passage</p>	

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<p>SB 375 (Alvarado-Gil-D) Tax credit: emergency Covid-19 regulatory compliance</p>	<p>Creates a tax credit for compliance with non-emergency COVID 19 regulations of up to \$100/employee for businesses with 100 or fewer employees and up to \$50/employee for larger employers.</p>	Support	Failed Passage	
<p>SB 399 (Wahab-D) Employer communication: employees</p>	<p>Bars employers from requiring employees to attend meetings or participate in any communication about political matters or certain rights guaranteed by the US and CA Constitutions. Extremely broad definition of political matters which would prevent employers from engaging with team members about the impacts of public policy proposals. Labor unions are exempt.</p>	Oppose	Stopped	
<p>SB 476 (Limon-D) Food handler training: employer pays</p>	<p>Establishes an employer mandate that food handler training time and testing are compensable obligations.</p>	Oppose	Signed by Governor	
<p>SB 497 (Smallwood-Cuevas-D) Presumption of employer violations</p>	<p>Creates a rebuttable presumption in favor of an employee's retaliation claim if an employer engages in disciplinary behavior within 90-days of the employee engaging in protected activity under the Labor Code.</p>	Oppose	Signed by Governor	
<p>SB 553 (Cortese-D) Workplace requirements</p>	<p>Requires workplace violence prevention plans and employee training under the General Industry Workplace Violence standard. <b>**<u>OPPOSITION removed due to removal of unworkable mandates forcing a health-care industry standard onto all other employers.</u></b></p>	**Neutral	Signed by Governor	

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<p>SB 592 (Newman-D) Good faith defense: Department of Labor Standards &amp; Enforcement (DLSE)</p>	<p>Improves labor law compliance and reduces litigation by creating a good faith defense for employers who rely on DLSE opinion letters/enforcement policies.</p>	<p>Support</p>	<p>Failed Passage</p>	
<p>SB 616 (Gonzalez-D) Expanded paid sick leave</p>	<p>Increases employer paid sick leave requirements to 40 hours per year.</p>	<p>Oppose</p>	<p>Signed by Governor</p>	
<p>SB 627 (Smallwood-Cuevas-D) Chain stores: operational restrictions</p>	<p>Forces business facing closure to provide an unworkable amount of advance notice and limits external hiring at other store locations within 25-miles.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 640 (Portantino-D) Restaurants: Project Labor Agreements</p>	<p>Requires costly Project Labor Agreements for any food-service entity doing business on a California State University (CSU) campus or CSU hotel property.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 703 (Niello-D) Overtime: flexible work schedules</p>	<p>Allows employers to implement, at the request of the employee, a flexible work schedule for workdays up to 10 hours per day within a 40-hour workweek without the obligation to pay overtime compensation for those additional hours.</p>	<p>Support</p>	<p>Failed Passage</p>	

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<p>SB 723 (Durazo-D) Hospitality employers: right of retention</p>	<p>Extends pandemic-era law by 1-year requiring certain hospitality employers (and restaurants within those locations) to provide laid-off employees first right of refusal for rehire and allow them 5 workdays to respond to job offers. <b>**<u>OPPOSITION removed due to amendments eliminating permanency.</u></b></p>	<p>**Neutral</p>	<p>Signed by Governor</p>	
<p>SB 728 (Limon-D) Gift cards: ban</p>	<p>Bans plastic gift cards.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 799 (Portantino-D) Subsidizing striking workers</p>	<p>Allows individuals who choose to walk off the job to be paid unemployment benefits financed by restaurant and other employers.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 809 (Smallwood-Cuevas-D) Employment background checks</p>	<p>Prohibits employers from conducting background checks on arrest or conviction history.</p>	<p>Oppose</p>	<p>Stopped</p>	
<p>SB 881 (Alvarado-Gil-D) Paid sick leave</p>	<p>Increases paid sick leave from 24 hours per year to 40 hours per year. Includes critical reforms to existing paid sick leave law: 1) no PAGA enforcement; 2) allows employers to require documentation from staff; 3) bans future local Ordinances; 4) calculates paid sick leave at base rate of pay (as opposed to regular rate of pay).</p>	<p>Support</p>	<p>Failed Passage</p>	

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