



**COMPREHENSIVE CHART OF
2022 CALIFORNIA EMPLOYMENT LEGISLATION**
(Updated September 30, 2022)

Bill Number	Subject	Status
<u>AB 152</u> <u>(Budget)</u>	CA SPSL – Extends the California Supplemental Paid Sick Leave (SPSL) law from September 30, 2022 to December 31, 2022. The bill also makes a few minor changes to the program and enacts a \$50,000 grant program for covered small businesses to cover the costs of providing SPSL in 2022.	Signed by the Governor 9/29/2022.
<u>AB 156</u> <u>(Budget)</u>	Shepherders and Goat Herders – Makes changes to existing law related to shepherders and generally extends similar protections to goat herders.	Signed by the Governor 9/27/2022.
<u>AB 257</u> <u>(Holden)</u>	Fast Food Accountability and Standards (FAST) Recovery Act - Establishes the Fast Food Council for the purpose of establishing sector-wide minimum standards on wages, working hours, and other working conditions related to fast food restaurant workers.	Signed by the Governor 9/5/2022.
<u>AB 857</u> <u>(Kalra)</u>	Required Disclosures – Amends the Wage Theft Prevention Act Notice to require information about federal or state emergency declarations. Establishes a new disclosure requirement for H-2A farmworkers.	Vetoed by the Governor 9/27/2022.
<u>AB 1041</u> <u>(Wicks)</u>	CFRA “Designated Person” – Amends CFRA to allow an employee to take leave to care for a “designated person” (any individual related by blood or who is the equivalent of a family relationship).	Signed by the Governor 9/29/2022.

Bill Number	Subject	Status
<u>AB 1601</u> <u>(Weber)</u>	Call Centers – Adds a notice to the CA WARN Act for call centers that intend to relocate to a foreign country. Makes a call center employer who relocates ineligible for state grants or loans for a five-year period.	Signed by the Governor 9/29/2022.
<u>AB 1632</u> <u>(Weber)</u>	Restroom Access - Requires a place of business that is open to the general public for the sale of goods, and that has a toilet facility for its employees, to allow any individual who has an eligible medical condition or who uses an ostomy device to use that toilet facility under certain conditions.	Signed by the Governor 9/30/2022.
<u>AB 1661</u> <u>(Davies)</u>	Human Trafficking Notice - Includes hair, nail, electrolysis, and skin care businesses, and other related businesses to post a notice regarding slavery and human trafficking.	Signed by the Governor 7/19/2022.
<u>AB 1717</u> <u>(Aguiar-Curry)</u>	Public Works: Fire Mitigation Work – Expands the definition of “public works” for prevailing wage purposes in 2024 to include fuel reduction work performed as part of a fire mitigation project.	Vetoed by the Governor 9/28/2022.
<u>AB 1751</u> <u>(Daly)</u>	COVID-19 Workers’ Compensation Presumption – Extends the presumption enacted as SB 1159 until January 1, 2024.	Signed by the Governor 9/29/2022.
<u>AB 1775</u> <u>(Ward)</u>	Cal/OSHA: Live Events - Requires a contracting entity to require an entertainment events vendor to certify for their employees and employees of their subcontractors that those individuals have completed specified workplace safety training.	Signed by the Governor 9/29/2022.
<u>AB 1788</u> <u>(Cunningham)</u>	Hotels: Sex Trafficking - Establishes a cause of action by a local prosecutor against hotels for failing to report known sexual trafficking within the hotel or where an employee benefits from sexual trafficking activity within the hotel.	Signed by the Governor 9/29/2022.
<u>AB 1851</u> <u>(Robert Rivas)</u>	Public Works: Hauling – Expands the definition of “public works” for prevailing wage purposes to include the on-hauling of material used for paving, grading, and fill onto a public works site if the driver’s work is integrated into the flow process of construction.	Signed by the Governor 9/29/2022.
<u>AB 1949</u> <u>(Low)</u>	Bereavement Leave – Requires California employers with 5 or more employees to provide up to 5 days of unpaid bereavement leave.	Signed by the Governor 9/29/2022.

Bill Number	Subject	Status
<u>AB 2068</u> <u>(Haney)</u>	Cal/OSHA Postings - Requires employers to post notices that they have received citations for specified violations, and any special orders or actions issued by Cal/OSHA in specified languages.	Signed by the Governor on 9/23/2022.
<u>AB 2183</u> <u>(Stone)</u>	Card Check Under the ALRA – Requires an agricultural employer to indicate whether they agree to a “labor peace compact.” If an employer so agrees, employees may have a union election via mail ballots. If an employer does not agree to a labor peace compact, the employees may unionize via card check.	Signed by the Governor 9/28/2022.
<u>AB 2188</u> <u>(Quirk)</u>	Employment Discrimination: Cannabis - Prohibits adverse action based on (1) an employee’s use of cannabis off the job and away from the workplace, or (2) a drug-screening test that found the employee to have non-psychoactive cannabis metabolites in their hair, blood, urine, or other bodily fluids.	Signed by the Governor 9/18/2022.
<u>AB 2243</u> <u>(Eduardo Garcia)</u>	Heat Illness and Wildfire Smoke – Requires Cal/OSHA to submit proposals to the OSHA Standards Board to increase current standards on heat illness and wildfire smoke.	Signed by the Governor 9/29/2022.
<u>AB 2448</u> <u>(Ting)</u>	Pilot Program: Harassment of Customers – Requires DFEH to establish a pilot program that recognizes businesses for creating safe and welcoming environments free from discrimination and harassment of customers, and to establish criteria that a business must meet (including employee training) in order to qualify for recognition under the program.	Signed by the Governor 9/13/2022.
<u>AB 2463</u> <u>(Lee)</u>	Public Works: Volunteers – Extends an existing prevailing wage exemption for volunteers until 2031.	Signed by the Governor 8/29/2022.
<u>AB 2662</u> <u>(Kalra)</u>	DFEH - Codifies judicial precedent holding that the Department of Fair Employment and Housing DFEH represents the public interest and effectuates the declared public policy of the state to protect and safeguard the rights and opportunities of all persons from unlawful discrimination.	Signed by the Governor 6/21/2022.
<u>AB 2693</u> <u>(Reyes)</u>	COVID Notices – Extends statutory (AB 685) notice requirements until 2024 and authorizes employers to comply by providing postings in lieu of individual notices.	Signed by the Governor 9/29/2022.

Bill Number	Subject	Status
<u>AB 2849</u> <u>(Bonta)</u>	Worker Cooperatives - Establishes a panel to conduct a study regarding the creation of an Association of Cooperative Labor Contractors for the purpose of facilitating the growth of democratically run high-road worker cooperatives.	Signed by the Governor 9/29/2022.
<u>AB 2917</u> <u>(Mike Fong)</u>	Disability Access: Websites – Requires attorneys who file website disability access claims to submit information to the California Commission on Disability Access.	Signed by the Governor 9/30/2022.
<u>AB 2955</u> <u>(Labor)</u>	AB 5 Exemption: Commercial Fishing – Extends an existing AB 5 exemption for the commercial fishing industry to 2026.	Signed by the Governor 9/19/2022.
<u>SB 216</u> <u>(Dodd)</u>	Workers’ Compensation: Mandatory Coverage – Extends mandatory workers’ compensation requirements to licensees for concrete, HVAC, asbestos and tree contractors.	Signed by the Governor 9/30/2022.
<u>SB 523</u> <u>(Leyva)</u>	FEHA: Reproductive Health Decisionmaking – Adds “reproductive health decisionmaking” (as defined) to the list of protected categories under FEHA.	Signed by the Governor 9/27/2022.
<u>SB 931</u> <u>(Leyva)</u>	Deterring Union Membership – Requires PERB to impose civil penalties and award attorney’s fees for violations related to deterring or discouraging public employees from exercising collective bargaining rights.	Signed by the Governor 9/29/2022.
<u>SB 951</u> <u>(Durazo)</u>	Paid Family Leave – Increases the wage replacement formulas for the SDI and PFL programs.	Signed by the Governor 9/30/2022.
<u>SB 954</u> <u>(Archuleta)</u>	Public Works: Certified Payroll Records – Requires DIR to implement an online database of certified payroll records accessible by joint labor-management committees.	Signed by the Governor 9/29/2022.
<u>SB 1044</u> <u>(Durazo)</u>	Retaliation: Emergency Conditions - Prohibit an employer, in the event of an “emergency condition” from taking adverse action against an employee for refusing to report to, or leaving, a workplace or worksite because the employee has a “reasonable belief” that the workplace or worksite is unsafe. An “emergency condition” is defined to mean (1) conditions of disaster or peril caused by natural forces or a criminal act, or (2) an order to evacuate a workplace, worksite, a worker’s home, or the school of a worker’s child.	Signed by the Governor 9/29/2022.

Bill Number	Subject	Status
<u>SB 1064</u> <u>(Newman)</u>	Workers' Compensation: Structural Pest Control – Requires structural pest control companies to provide proof of workers' compensation insurances to the Structural Pest Control Board.	Signed by the Governor 8/26/2022.
<u>SB 1126</u> <u>(Cortese)</u>	CalSavers – Extends the program to employers with one or more employee December 31, 2025.	Signed by the Governor 8/26/2022.
<u>SB 1162</u> <u>(Limon)</u>	Pay Data Reports and Salaries – Makes a number of changes to existing pay data reporting requirements (including reporting for temporary employees); requires employers with 15 or more employees to include the pay scale for a position in any job posting.	Signed by the Governor 9/27/2022.
<u>SB 1334</u> <u>(Bradford)</u>	Meal and Rest Periods: Hospital Employees – Extends meal and rest period requirements to public employees who provide or support direct patient care in general acute care hospitals, clinics or public health settings.	Signed by the Governor 9/29/2022.
<u>SB 1477</u> <u>(Wieckowski)</u>	Wage Garnishment – Reduces wage garnishment limits to 20% or disposable earnings or 40% of the amount disposable earnings exceed 48 times the state minimum wage.	Signed by the Governor 9/29/2022.