



## CRA 2025 Hot State Issues

Proposal + Author	Issue	Bill Summary	CRA Position	Status
STATE LEVEL (Contact: Matt Sutton at msutton@calrest.org)				
AB 244 (Alanis)	QSRs – workforce apprentice program	Creates an apprenticeship program in QSR's for young people ages 16-22. Also provides business tax credits and grants for restaurants to cover training costs.	Support	<b>2-year bill.</b> <b>Location:</b> Assembly Labor & Employment Comm.
AB 265 (Caloza)	Small business recovery grants	Establishes a competitive grant program for businesses directly impacted by the January 2025 LA County wildfires. Grant amounts range from \$2,500- \$100,000 and are limited to businesses with 100 or fewer employees. Appropriation removed from bill.	Support	<i>Approved by Assembly.</i> <b>Next:</b> Senate Rules Comm.
AB 325 (Aguar-Curry)	Pricing algorithms: collusion	Presumes that businesses are engaged in “price-collusion” when two or more competing entities unknowingly use the same software to offer dynamic pricing. Furthermore, this bill increases lawsuits by reducing the longstanding legal requirement for plaintiffs to prove ‘factual evidence’ of collusion.	Opposed	<i>Approved by Assembly.</i> <b>Next:</b> Senate Rules Comm.
AB 342 (Haney)	Hospitality zones: extended alcohol service hours	Allows extended alcohol service within designated Hospitality Zones until 4 a.m. on Fridays, Saturdays, and state holidays if a local governing body opts-in, provides safeguards, and approves a local ordinance.	Support	<i>Approved by Assembly.</i> <b>Next:</b> Senate Rules Comm.
AB 446 (Ward)	Surveillance pricing	Prohibits the use of customer data to set customized prices and would threaten the ability for merchants to use this information for loyalty programs, memberships, and discounts.	Recommend Oppose	<i>Approved by Assembly.</i> <b>Next:</b> Senate Judiciary + Appropriations Comm.
AB 509 (Flora)	Age verification: technology	Allows age verification results from technological devices to be allowed as evidence of good faith effort to combat against underage drinking/possession.	Support	<i>Approved by Assembly.</i> <b>Next:</b> Senate Rules Comm.
AB 578 (Bauer-Kahan)	Food delivery platforms	Requires all food delivery platforms to offer a live-person option when contacting customer service, requires gratuity to be adjustable after incorrect order, and requires refunds for missing or incorrect orders.	TBD	<i>Approved by Assembly.</i> <b>Next:</b> Senate Judiciary + Business & Professions Comm.



AB 592 (Gabriel)	Outdoor dining alcohol service & CalCode modernization	Extends low cost, streamlined permitting process for alcohol service in <u>expanded</u> outdoor dining areas, often non-contiguous to restaurant. Also, streamlines permitting for light “satellite food service”.	Sponsor/Support	<i>Approved by Assembly.</i>  <b>Next:</b> Senate Government Organization + Health Comm.
AB 649 (Lowenthal)	ADA construction-related claims: right-to-cure	Creates a right-to-cure process to resolve any ADA construction-related violations up to 6 years after a business obtains a CASp Inspection.	Recommend Support	<i>Approved by Assembly.</i>  <b>Next:</b> Senate Rules Comm.
AB 671 (Wicks)	Restaurant development: accelerated plan approvals	Requires local building departments to allow a qualified professional certifier to certify compliance with building codes for tenant improvement projects.	Support	<i>Approved by Assembly.</i>  <b>Next:</b> Senate Rules Comm.
AB 692 (Kalra)	Employee contracts: restricting employee benefits	Prohibits employment contracts from offering certain benefits in exchange for an employee committing to a job for a given duration. The employer may not collect any of the benefits or costs if an employee breaks the terms of their contract (i.e. hiring bonuses & tuition assistance).	Opposed	<i>Approved by Assembly Appropriations Committee (5/23/25).</i>  <b>Next:</b> Assembly Floor.
AB 710 (Irwin)	Gift cards: fraud	Creates penalty enhancements for unauthorized and fraudulent gift card use.	Support	<b>2-year bill.</b>  <b>Location:</b> Assembly Public Safety Committee
AB 765 (Flora)	Unemployment insurance fund	Requires legislative approval for the state to divert monies from the Employment Training Fund to pay interest on federal loans to the Unemployment Insurance fund.	TBD	<b>2-year bill.</b>  <i>Approved by Assembly Labor and Employment Committee (4/3/25).</i>



AB 780 (Castillo)	ADA: “right-to-cure”	Creates a 120-day “right-to-cure” for alleged ADA construction-related noncompliance issues for businesses with 100 or fewer employees	Support	<b>2-year bill.</b> <b>Location:</b> Assembly Judiciary Committee
AB 828 (Gonzalez, Mark)	Alcohol licenses: LA County	Allows ABC to issue up to 12 new alcohol licenses per year in wildfire-impacted areas of Los Angeles County until a total of 40 licenses have been issued.	Support	<i>Approved by Assembly.</i> <b>Next:</b> Senate Government Organization Comm.
AB 858 (Lee)	Hospitality workers: right of recall	Drastically expands a temporary COVID-era policy granting recall and reinstatement rights for laid-off employees in the hospitality, service, and travel industries by adding a new recall right for workers laid off during any “state of emergency”.	Opposed	<i>Approved by Assembly Appropriations Committee (5/23/25).</i> <b>Next:</b> Assembly Floor.
AB 895 (Rubio)	QSR – minimum wage tax credit	Provides tax credits (\$12K per location) for franchise and independent restaurant operators with 45 or fewer locations in California and that are subject to minimum wage increases set by the Fast Food Council (AB 1228). Tax credits expire in 2031.	Support	<b>2-year bill.</b> <i>Held on suspense in Assembly Revenue &amp; Taxation Committee</i>
AB 1015 (Patel)	Sexual harassment prevention training: portability	Rather than requiring an employee to take the training with each employer, this bill allows employees to be certified across all employers.	Support	<b>2-year bill.</b> <b>Location:</b> Assembly Labor & Employment Committee
AB 1018 (Bauer-Kahan)	Automated Decision Systems (ADS)	Discourages the adoption of ADS technology in the workplace by placing impractical notice & auditing requirements on employers and expanding liability on the use of ADS.	Opposed	<i>Approved by Assembly.</i> <b>Next:</b> Senate Rules Comm.



AB 1065 (Ortega)	Credit card “swipe fees”	Prohibits financial institutions from imposing interchange fees on certain state and local taxes. Also, prohibits circumventing fees by increasing rates and imposes civil penalties for violations.	Support	<i>Approved by Assembly Judiciary Committee (4/21/25)</i>  <b>Failed</b> Assembly Committee on Banking & Finance (4/21/25)
AB 1221 (Bryan)	Workplace surveillance	Requires an employer to provide 30-day notice to employees before using any workplace surveillance tools, restricts use of such tools, allows employee to “correct” data collected from tools, and creates new civil penalties.	Opposed	<i>Approved by Assembly Privacy and Consumer Protection</i>  <b>HELD</b> in Assembly Appropriations Committee (5/23/25).
AB 1234 (Ortega)	Labor Commissioner: complaints	Imposes a 30% administrative penalty on all awards, orders, or decisions issued by the Labor Commissioner (LC) regardless of the type of violation. Amendments taken to give LC discretion over waiving fines in limited circumstances.	Opposed	<i>Approved by Assembly.</i>  <b>Next:</b> Senate Rules Comm.
AB 1245 (Stefani)	Restaurant Reservation Anti-Piracy Act	CRA sponsored legislation prohibiting 3rd party reservation sellers from operating without a written agreement with a restaurant.	Sponsor/Support	<b>2-year bill.</b>  <b>Location:</b> Assembly Privacy & Consumer Protection
AB 1331 (Elhawary)	Workplace surveillance	Limits the use of “workplace surveillance tools,” which is broadly defined to include <u>any tool</u> that collects or even “facilitates” the collection of “worker data.” Amended to allow surveillance of certain “off duty” locations.	Opposed	<i>Approved by Assembly Appropriations Committee (5/23/25).</i>  <b>Next:</b> Assembly Floor.
AB 1443 (Castillo)	Gratuities: taxation	Excludes tips from the definition of gross income for the purposes of personal income for 5 years.	Support	<b>2-year bill.</b>  <i>Held in Assembly Revenue &amp; Taxation Committee- suspense file.</i>
SB 14 (Blakespear)	Food packaging ban: plastic food ware	Circumvents existing extended producer responsibility laws by prohibiting state agencies from offering single-use plastic food ware by 2030.	Opposed	<i>Approved by Senate.</i>  <b>Next:</b> Assembly Rules Comm.



SB 17 (Ochoa Bogh)	Gratuities: taxation	Excludes tips from taxable personal income.	Support	Approved by Senate Revenue and Tax Committee (4/23/25)  <b>HELD</b> in Senate Appropriations Committee (5/23/25).
SB 22 (Laird)	Gift cards: cash redemption	Requires businesses to cash-out gift cards with balances of less than \$25 and requires posted signage informing guests of their ability to cash out gift cards.	Opposed	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.
SB 68 (Menjivar)	Menu labelling: allergens	Requires restaurants to add labels to their menus for each item that contains at least one of the nine “major food allergens.”	Opposed	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.
SB 84 (Niello)	ADA: right to cure	Creates a 120-day “right-to-cure” for alleged ADA construction-related noncompliance issues for businesses with 50 or fewer employees.	Support	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.
SB 261 (Wahab)	Labor Commissioner: employer shame list	Requires the Labor Commissioner to post labor <u>complaints</u> (not verdicts) against any employer on its website regardless of the outcome of the case creating false impressions and giving plaintiff attorneys additional avenues to sue employers.	Opposed	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.
SB 294 (Reyes)	Workplace: “Know Your Rights”	Creates duplicative and costly notice requirements for employers to inform employees of their existing labor rights and creates addition enforcement and penalties by the Labor Commissioner.	Opposed	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.
SB 295 (Hurtado)	Algorithmic pricing	Restricts business autonomy by prohibiting the use of a pricing model that incorporates publicly available competitor data.	Recommend Opposed	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.
SB 310 (Weiner)	Undermining PAGA reforms	Undermines the recent PAGA deal by creating a private right of action to seek penalties under Labor Code section 210.	Opposed	Approved by Senate Appropriations Committee (5/23/25).  <b>Stopped on Senate Floor (6/5/25).</b>
SB 464 (Smallwood-Cuevas)	Employer pay data	Requires employers with 100 or more employees to submit annual pay data that includes sexual orientation across various job categories. Invites lawsuits against employers for any perceived pay disparities.	Opposed	Approved by Senate.  <b>Next:</b> Assembly Rules Comm.

SB 635 (Durazo)	Street vendors	Prohibits local governments from contracting with a private entity on education and enforcement of street vending.	TBD	<i>Approved by Senate.</i> <b>Next:</b> Assembly Rules Comm.
SB 682 (Allen)	PFAS product ban	Bans the sale of products containing PFAS including cookware, food packaging, and cleaning products. Rather than banning products, the state's Green Chemistry framework should review these materials and decide.	Opposed	<i>Approved by Senate.</i> <b>Next:</b> Assembly Rules Comm.
SB 764 (Weber Pierson)	Children's meals	Establishes nutritional mandates for the sale of children's meals at restaurants with 20 or more locations and requires employee training.	Neutral	<i>Approved by Senate.</i> <b>Next:</b> Assembly Rules Comm.