



Proposal + Author	Issue	Bill Summary	CRA Position	Status
STATE LEVEL (Contact: Matt Sutton at msutton@calrest.org or Katie Hansen at khansen@calrest.org)				
ACA 11 (Kalra)	Tax Increases	Largest tax increase in history to fund a single-payer healthcare system. Includes an annual gross receipts tax, a payroll tax on employers and employees, and increases personal income tax rates.	Oppose	Introduced
AB 257 (Gonzalez)	Counter-Service Restaurants: Sector Councils/Franchise Joint Liability	Transfers legislative and executive branch authority to a council of political appointees to impose workplace mandates for wages, employee scheduling, and other areas of labor and employment law for fast-casual and counter service-restaurants. Undermines the legislature and state enforcement agencies by allowing this council to have the final rulemaking authority. Separately, the bill singles out franchise restaurants and establishes a joint-employer liability.	Oppose	Senate Floor
AB 1041 (Wicks)	Family Leave/Sick Leave: Expansion	Expands the population that an employee can take leave to care for to include one “designated person” per 12-month period. A “designated person” must be an individual related by blood or whose association with the employee is the equivalent of a family relationship.	Oppose	Senate Floor
AB 1751 (Daly)	Work Comp.: COVID Presumption Extension	Current law makes a claim relating to a COVID-19 illness presumptively compensable until Jan. 1, 2023. This bill extends that presumption to Jan. 2025.	Oppose, unless amended.	Senate Floor
AB 1761 (Voepel)	Workplace Flexibility Act of 2022	Allows individual nonexempt employees to request an employee-selected flexible work schedule providing for workdays up to 10 hours per day within a 40-hour workweek. Employers would be able to implement this schedule without the obligation to pay overtime compensation for those additional hours in a workday.	Support	Dead
AB 1890 (Choi)	Paid Sick Leave: Tax Credits	Allows a tax credit to offset the cost of COVID-19 supplemental paid sick leave from Jan. 1, 2021, thru Jan. 1, 2023.	Support	Dead
AB 1949 (Low)	Mandated Leave/Litigation	Employers with 5 or more employees must grant an employee up to 5 days of bereavement leave within 3-months of the death of a spouse, child, parent, sibling, grandparent, grandchild, or domestic partner or parent-in-law. The bereavement leave must be taken based on any existing bereavement leave policy of the employer. If there is no existing policy, the bereavement leave may be taken unpaid. If there is an existing policy which provides for less than five days of paid bereavement leave, the employee is entitled to the number of paid days that are provided and the remainder is unpaid. Employees may use vacation, personal leave and sick leave to cover unpaid days. Employer must grant the leave upon request, removing scheduling flexibility and creating litigation traps.	Oppose	Senate Floor
AB 1993 (Wicks)	COVID Vaccine: Condition of Employment	Mandates that all employees- and independent contractors- be vaccinated against COVID-19 as a condition of employment.	Oppose	Dead



AB 2095 (Kalra)	Worker Metrics	Requires employers with 1000+ employees in California must submit employee data (pay, hours worked, benefits, etc.) to the Labor & Workforce Development Agency. The data would be used to publicly shame employers.	Oppose	Dead
AB 2182 (Wicks)	Discrimination: Family Responsibilities	Requires employers to accommodate any employee with family responsibilities, creating a new, uncapped protected leave for employees to request time off. Exposes employers to litigation under the Fair Employment and Housing Act by presuming that any adverse employment action was in relation to the employee's family responsibilities, rather than a violation of employment.	Oppose	Dead
AB 2188 (Quirk)	Employment: Cannabis	Creates an unprecedented, protected class for marijuana users and undermines employers' ability to provide a safe and drug-free workplace.	Oppose, unless amended	Senate Floor
AB 2243 (E. Garcia)	Workplace Standards: Heat Illness + Wildfire Smoke	Seeks to make an end-run around the regulatory process of Cal/OSHA. Ignores this thorough regulatory process, and instead compels Cal/OSHA to adopt specific provisions for two regulations (heat illness + wildfire smoke) that had been rejected during prior regulatory efforts.	Oppose	Senate Floor
AB 2693 (Reyes)	COVID Exposure: Notifications	Extends employer requirement to provide written notice to employees and local health departments in the event of a COVID-19 exposure in the workplace. Existing notice requirements end Jan. 1, 2023- and this bill extends the requirement to Jan. 1, 2025. <i>Recent amendments (8/23/22) remove our opposition and provide flexibility so the written notice requirements to employees can be in the form of individual notices or one posted notice in the workplace for a period of 15 days.</i>	Neutral	Senate Floor
AB 2932 (Low)	Work Week: Hours & Overtime	Requires overtime pay after 32-hours of work in a week. Existing employees working 40-hours/week will receive that same pay but for 32 hours of work/week.	Oppose	Dead
AB 2784 (Ting)	Solid Waste: Thermoform Containers: Postconsumer Thermoform Recycled Plastic	Requires food/beverage producers to annually report the amount of virgin plastic and postconsumer thermoform recycled plastic used to manufacture the thermoform plastic containers sold or offered for sale in the state in the previous calendar year. The bill would also require manufacturers/producers to register and pay a fee to the state and report certain sales data.	Oppose	Senate Floor
SB 54 (Allen)	Single-Use Packaging: Extended Producer Responsibility	Establishes an extended producer responsibility program for all single-use packaging sold into CA. Producers of covered material must form a producer responsibility organization (PRO) unless the producer meets specific enumerated requirements to comply individually. All single-use packaging sold in CA must be technologically recyclable or compostable by 2032- and must achieve specific recycling rates by certain dates: 30% by 2028; 40% by 2030; 65% by 2032, with CalRecycle empowered to adjust up or down 10% based on market factors. <u><i>While not a perfect solution, this law avoids an unworkable ballot initiative in Nov. 2022 and caused us to go from "oppose" to "neutral."</i></u>	Neutral	Signed into law. <i>Approved by Governor: 06/30/2022</i>



CRA 2022 Hot State + Local Issues

SB 260 (Weiner)	Climate Corporate Accountability Act	Requires a mandatory climate tracking, auditing, and cap on climate emissions that will fall heavily on all California businesses, impacting competitiveness and increasing costs.	Oppose	Assembly Floor
SB 846 (Dodd)	Alcohol To-Go	Restores the ability for cocktails to be delivered from restaurants and eliminates the requirement for a “meal” to accompany the beverages for either delivery or take-out.	Support	Dead
SB 930 (Wiener)	Alcoholic Beverages: Hours of Sale	Allows ABC to conduct a pilot program allowing alcohol sales between 2-4 a.m. to an on-sale licensee located in Palm Springs, West Hollywood, and San Francisco. Required local plan must identify the area that is eligible for extended hours and availability of readily accessible transportation services and a law enforcement assessment on the potential impact on public safety.	Support	Assembly Floor
SB 972 (L. Gonzalez)	Food Safety	Expands micro-enterprise home kitchen operations (MEHKO) and limits enforcement of the California Retail Food laws.	Oppose, unless amended.	Assembly Floor
SB 1044 (Durazo)	Natural Disasters	Allows any employed Californian to refuse to show up to work- or allows them to leave the job site- in the event of emergency conditions in the workplace- if the employee has the reasonable belief that the worksite is unsafe. Recent amendments (8/15/22) require existing health and safety regulations to be considered along with the employer’s compliance with training provided pertaining to those regulations.	Oppose	Assembly Floor
SB 1127 (Atkins)	Worker’s Compensation: Investigations & Penalties	Shortens the time provided for employers to investigate claims from 90 to 30 days for any claim covered by a presumption statute, and 60 days for all other claims.	Oppose	Assembly Floor
SB 1138 (Allen-D)	Unemployment Insurance	Requires the Employment Development Dept. to conduct a feasibility study on the idea of extending unemployment insurance benefits to self-employed individuals. Amendments to “study” rather than require these benefits removed our opposition.	Neutral	Assembly Floor
SB 1162 (Limon)	Employment: Wages	Greatly expands current wage reporting requirements for employers with 100 or more employees. Revises reporting timelines, adds additional employee pay data categories to be reported for each business location, adds new civil penalties for violations, and <u>requires the DFEH to publicly post employer pay data</u> . Requires an employer, upon request, to provide an employee the pay scale for the position in which the employee is currently employed. Requires employers with 15 or more employees to include the pay scale in any job posting. Recent amendments (8/15/22) the CRA lobbied for remove the required public disclosure of private pay data.	Oppose	Assembly Floor

STATE REGULATIONS UNDER CONSIDERATION (Contact: Katie Hansen at khansen@calrest.org or Matt Sutton at msutton@calrest.org)

Cal/OSHA	Indoor Heat Illness Prevention	Regulatory process underway to adopt regulations governing the indoor temperatures of workplaces, including restaurant kitchens.	Oppose, unless amended	Submitted comment letter. Informal rulemaking process completed. A Standardized Regulatory Impact Report has been completed. Final approval underway.
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Cal/OSHA	COVID-19 Emergency Temporary Standard	COVID-19 workplace regulation requiring employers to test employees exposed to COVID-19, exclude exposed employees and COVID-19 positive employees from the workplace for up to 14-days and compensate them for the missed days of work.	Oppose, unless amended	In effect until 1/1/23.
Cal/OSHA	Workplace Violence Prevention Regulation	Draft regulation requires employers to establish, implement and maintain an effective Workplace Violence Prevention Program. Employers are to develop a procedure for responding to a workplace emergency. Employees must be trained on preventing and handling violence in the workplace. Record and maintain incidents of violence in an incident log. Exempts employees without an incident of workplace violence in the past 5 years from maintaining incident log.	Oppose, unless amended	Submitted a comment letter. Informal rulemaking process beginning.
Dept. of Food & Agriculture	Proposition 12	Prop. 12 was approved by voters to establish regulations on animal confinement. We are not challenging the underlying policy- or the will of the voters. The California Department of Food and Agriculture (CDFA) proposed regulations on how to comply nearly two-years late, giving producers no adequate time to comply. CDFA's lack of timely action has contributed to dramatic impact to supply/price.	Oppose	Submitted a letter to CDFA requesting delay in implementation, submitted letter to Governor requesting an Executive Order to delay, and urged the same at CDFA public hearing. Legal action by CRA underway.