

---

## SENATE COMMITTEE ON APPROPRIATIONS

Senator Anthony Portantino, Chair  
2021 - 2022 Regular Session

---

### SB 1162 (Limón) - Employment: Salaries and Wages

**Version:** May 2, 2022

**Urgency:** No

**Hearing Date:** May 19, 2022

**Policy Vote:** L., P.E. & R. 4 - 1, JUD. 9 - 2

**Mandate:** No

**Consultant:** Robert Ingenito

**Bill Summary:** SB 1162 would (1) require employers of 100 or more workers hired through labor contractors to provide the Department of Fair Employment and Housing certain specified information, including pay data, about their workers, (2) require employers to provide the pay scale for a position to an applicant for employment and include it in job postings, and (3) require all employers to inform current employees on the same day of an opportunity for promotion, as defined.

\*\*\*\*\* **ANALYSIS ADDENDUM – SUSPENSE FILE** \*\*\*\*\*

**The following information is revised to reflect amendments  
adopted by the committee on May 19, 2022**

**Fiscal Impact:** The Department of Fair Employment and Housing would incur first-year costs of \$572,000, and \$494,000 annually thereafter, to implement its provisions of the bill (General Fund).

**Author Amendments:** Exempt businesses with 15 or fewer employees, delay public disclosure by one year, and strike Section 3 of the bill related to employee notification of internal job openings and their pay scales.

-- END --