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**SENATE COMMITTEE ON LABOR, PUBLIC EMPLOYMENT AND RETIREMENT**  
**Senator Lola Smallwood-Cuevas, Chair**  
**2025 - 2026 Regular**

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<b>Bill No:</b>	AB 1245	<b>Hearing Date:</b>	June 17, 2026
<b>Author:</b>	Stefani		
<b>Version:</b>	June 9, 2026		
<b>Urgency:</b>	No	<b>Fiscal:</b>	Yes
<b>Consultant:</b>	Emma Bruce		

**SUBJECT:** State contracts: certification process: forced labor and human trafficking

**KEY ISSUE**

This bill revises state contracting requirements to require contractors and subcontractors to certify that contracts comply with specified human trafficking prohibitions and a detailed series of labor standards. Additionally, the bill creates a new requirement for contractors and subcontractors to develop and implement compliance plans, as specified, and expands the list of potential sanctions for violations of these provisions.

**ANALYSIS**

**Existing law:**

- 1) Under the California Occupational Safety and Health Act, assures safe and healthful working conditions for all California workers by authorizing the enforcement of effective standards, assisting and encouraging employers to maintain safe and healthful working conditions, and by providing for research, information, education, training, and enforcement in the field of occupational safety and health. (Labor Code §6300)
- 2) Requires a contract entered into by any state agency for the procurement or laundering of apparel, garments, or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, to require that a contractor certify that nothing furnished to the state pursuant to the contract has been laundered or produced by certain types of forced labor, as specified. (Public Contract Code §6108)
- 3) Specifies that a contractor is required to cooperate fully in providing reasonable access to the contractor's records, documents, agents, employees, or premises if reasonably required by authorized officials of the contracting agency, the Department of Industrial Relations (DIR), or the Department of Justice (DOJ) to determine the contractor's compliance, as specified. (Public Contract Code §6108(a))
- 4) Authorizes certain sanctions to be imposed if a contractor knew or should have known that the apparel, garments, corresponding accessories, equipment, materials, or supplies furnished to the state were laundered or produced in violation of specified conditions including, among others, voiding the contract under which the items were laundered or provided at the option of the state agency and removing the contractor from the bidder's list for a period not to exceed 360 days. (Public Contract Code §6108(b))

- 5) Prohibits any state agency from entering into a contract with any contractor unless the contractor meets the following requirements, among others:
  - a) Contractors and subcontractors in California shall comply with all appropriate state laws concerning wages, workplace safety, rights to association and assembly, and nondiscrimination standards as well as appropriate federal laws.
  - b) Contractors and subcontractors shall maintain a policy of not terminating any employee except for just cause, and employees shall have access to a mediator or to a mediation process to resolve certain workplace disputes that are not regulated by the National Labor Relations Board.
  - c) Contractors and subcontractors shall ensure that workers are paid, at a minimum, wages and benefits in compliance with applicable local, state, and national laws of the jurisdiction in which the labor, on behalf of the contractor or subcontractor, is performed.
  - d) All contractors and subcontractors shall comply with the overtime laws and regulations of the country in which their employees are working.
  - e) There may be no form of forced labor of any kind, including slave labor, prison labor, indentured labor, or bonded labor, including forced overtime hours.
  - f) No worker may be subjected to any physical, sexual, psychological, or verbal harassment or abuse, including corporal punishment, under any circumstances, including, but not limited to, retaliation for exercising his or her right to free speech and assembly.
  - g) No worker may be forced to use contraceptives or take pregnancy tests. No worker may be exposed to chemicals, including glues and solvents, that endanger reproductive health.
  - h) Contractors and bidders shall list the names and addresses of each subcontractor to be utilized in the performance of the contract, and list each manufacturing or other facility or operation of the contractor or subcontractor for performance of the contract. The list, which shall be maintained and updated to show any changes in subcontractors during the term of the contract, shall provide company names, owners or officers, addresses, telephone numbers, e-mail addresses, and the nature of the business association.  
(Public Contract Code §6108(g))
- 6) Specifies that any person who certifies as true any material matter pursuant to the above provisions that he or she know to be false is guilty of a misdemeanor. (Public Contract Code §6108(h))
- 7) Requires DIR to establish a contractor responsibility program, including a Sweatfree Code of Conduct, to be signed by all bidders on state contracts and subcontracts, as specified. (Public Contract Code §6108(f))
- 8) Requires employers to establish, implement, and maintain an effective Injury and Illness Prevention Program (IIPP) that must include, among other things, a system for identifying and evaluating workplace hazards. (Labor Code §6401.7)
- 9) Requires employers, as specified, to establish, implement, and maintain an effective workplace violence prevention plan that includes, among other elements, requirements to maintain incident logs, provide specified trainings, and conduct periodic reviews of the plan. (Labor Code §6401.9)

**This bill:**

- 1) Requires, for a contract entered into or renewed on or after January 1, 2027 and only for contracts with an estimated value that exceeds \$550,000, every contractor working with a state agency for the procurement or laundering of apparel, garments, or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, to certify that the contract, among other things, complies with the requirement that contractors, contractor employees, subcontractors, subcontractor employees, and their agents are prohibited from all of the following:
  - a) Engaging in severe forms of trafficking in persons during the performance period of the contract.
  - b) Using forced labor in the performance of the contract.
  - c) Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, regardless of the issuing authority.
  - d) Using misleading or fraudulent practices during the recruitment or hiring of employees, including failing to disclose, in a format and language understood by the employee or potential employee, basic information or making material misrepresentations regarding the key terms and conditions of employment, as specified.
  - e) Using recruiters that do not comply with state labor laws and the laws of the country that the recruiting takes place.
  - f) Charging employees or potential employees recruitment fees.
  - g) Failing to provide or pay for the cost of required return transportation upon the end of employment, as specified.
  - h) Providing or arranging housing that fails to meet the housing and safety standards of the country where the work is performed.
  - i) If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing, as specified.
- 2) Requires contractors and subcontractors to notify employees of the prohibited activities described above and the actions that may be taken against them for violations.
- 3) Provides that the contractor is ineligible for, and shall not bid on, or submit a proposal for, a contract described above if that contractor has failed to certify compliance, as specified.
- 4) Requires a contractor to exercise due diligence in ensuring that its subcontractors comply with the provisions in 1), above, including requiring each subcontractor to sign a certification.
- 5) Requires a contractor, before a contract or subcontract is awarded, to provide or obtain from the proposed subcontractor and then provide to the contracting officer a certification that states both of the following: the contractor and/or subcontractor has implemented a compliance plan, as specified; and the contractor and/or subcontractor has conducted due diligence, as specified.
- 6) Requires the compliance plan to comply with all of the following criteria:
  - a) The compliance plan shall be appropriate to the size and complexity of the contract and the nature and scope of its activities, as specified.
  - b) The compliance plan shall include, at minimum, all of the following:

- i. An awareness program to inform employees about the prohibited activities described above and the actions that will be taken against them for violations.
  - ii. A process for employees to report activity inconsistent with the above provisions, as specified.
  - iii. A recruitment and wage plan, as specified.
  - iv. If the contractor or subcontractor intends to provide or arrange housing, a housing plan that ensures that the housing meets the housing and safety standards of the country where the work is performed.
  - v. Procedures to prevent subcontractors and agents at any tier and at any dollar value from engaging in trafficking in persons, including the prohibited activities described above and to monitor, detect, and terminate any agents, subcontracts, or subcontractor employees that have engaged in the prohibited activities.
- 7) Requires a contractor and subcontractor to comply with all of the following:
  - a) Disclose to the contracting officer and the state agency with oversight information sufficient to identify the nature and extent of a violation of a prohibited activity described above and the individuals responsible for the conduct.
  - b) Provide timely and complete responses to state auditors' and investigators' requests for documents.
  - c) Cooperate fully in providing reasonable access to their facilities and staff, inside and outside the state, to allow contracting agencies and other responsible government agencies to conduct audits, investigations, or other actions to ascertain compliance with this section and other anti-human trafficking laws.
  - d) Protect all employees suspected of being victims of or witnesses to prohibited activities before returning to the country from which the employee was recruited.
  - e) Not prevent or hinder an employee from cooperating fully with government authorities.
- 8) Requires contracts to provide suitable remedies, including termination, to be imposed on contractors and subcontractors that fail to comply with these provisions.
- 9) Provides that any contractor contracting with the state who knew or should have known that the apparel, garments, corresponding accessories, equipment, materials, or supplies furnished to the state were laundered or produced in violation of specified conditions when entering into a contract pursuant to the above, may, in addition to existing sanctions, have any or all of the following sanctions applied:
  - a) The contractor may be required to remove a contractor employee from the performance of the contract.
  - b) The contractor may be required to terminate a subcontractor.
  - c) Contract payments may be suspended until the contractor has taken appropriate remedial action.
  - d) If the state determines contractor noncompliance, there may be a loss of award fee, consistent with the award fee plan, for the performance period the state determined contractor noncompliance.
  - e) The state may decline to exercise available options under the contract.
  - f) The contractor may be subject to suspension or debarment.

- 10) Provides that if a contractor, contractor employee, subcontractor, subcontractor employee, or agent violates specified provisions of the Penal Code, the federal Trafficking Victims Protection Act of 2000, Federal Executive Order 13627, or these provisions, the contractor shall, among other things, do all of the following:
- a) Notify its employees and agents of the prohibited activities described above, and the consequences for violating these provisions, including, but not limited to, removal from the contract, reduction in benefits, or termination of employment.
  - b) Take appropriate action against a contractor employee, subcontractor, subcontractor employee, or agent that violates these provisions.
  - c) Inform the contracting officer and all appropriate state agencies with oversight information sufficient to identify the nature and extent of a violation of a prohibited activity and the individuals responsible for the conduct, as specified.
  - d) Provide timely and complete responses to state auditors' and investigators' requests for documents.
  - e) Cooperate fully in providing reasonable access to its facilities and staff, inside and outside the state, to allow contracting agencies and other responsible government agencies to conduct audits, investigations, or other actions to ascertain compliance, as specified.
  - f) Protect all employees suspected of being victims of or witnesses to prohibited activities from retaliation from employers, as specified and shall not prevent or hinder the ability of these employees from cooperating fully with state authorities.
  - g) Post the minimum requirements of the compliance plan, as specified.
  - h) Within 60 days of receiving the contract, provide the compliance plan to the contracting officer.
- 11) Authorizes an administrative law judge, during a hearing requested by a contractor on the imposition of sanctions, to consider both mitigating and aggravating factors, as specified.
- 12) Requires a contracting officer, upon receipt of credible information regarding a violation of these provisions, to promptly notify, in accordance with agency procedures, the state agency with oversight, the agency debarring and suspending official, and if appropriate, law enforcement officials with jurisdiction over the alleged offense. The contracting officer may direct the contractor to take specific steps to abate the alleged violation or enforce the requirements of its compliance plan.
- 13) Defines several terms, including:
- a) "Forced labor" means knowingly providing or obtaining the labor or services of a person by any of the following:
    - i. By threats of serious harm to, or physical restraint against, that person or another person.
    - ii. By means of any scheme, plan, or pattern intended to cause the person to believe that, if the person did not perform labor or services, that person or another person would suffer serious harm or physical restraint.
    - iii. By means of the abuse or threatened abuse of law or the legal process.
  - b) "Severe forms of trafficking in persons" means either of the following:
    - i. Sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform that act has not attained 18 years of age.

- ii. The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
  - c) “State agency” means any state agency in this state.
  - d) “Subcontract” means any contract entered into by a subcontractor to furnish supplies or services for performance of a prime contract or a subcontract.
  - e) “Subcontractor” means any supplier, distributor, vendor, or firm that furnishes supplies or services to or for a prime contractor or another subcontractor.
  - f) “Subcontractor employee” means an employee of the subcontractor directly engaged in the performance of work under the contract who has other than a minimal impact or involvement in contract performance.
- 14) Specifies that requirements set forth in this bill shall govern contracts and subcontracts entered into by a state agency, regardless of place of performance.
- 15) Makes technical and conforming changes.

## COMMENTS

### 1. Background:

#### Human and Labor Trafficking in California

A series of 2020 reports by the Little Hoover Commission highlighted the obstacles to tracking and preventing labor trafficking in California.<sup>1</sup> Among the issues identified were the absence of an aggressive state response and a focus on sex trafficking. The Commission also found that while several state agencies play a role in combatting human trafficking, there is no coordinated strategy to target the crime statewide. The state’s ability to “flip the script by proactively and strategically looking for traffickers” requires the effective use of state resources.<sup>2</sup>

In 2024, the Legislature passed and governor signed AB 1888 (Arambula, Chapter 614, Statutes of 2024), which created, upon appropriation by the Legislature, the Labor Trafficking Unit within the DOJ to receive labor trafficking reports from law enforcement agencies and other entities, and refer these reports to appropriate agencies for investigation, prosecution, or other remedies. The Legislature has yet to appropriate funds for this office.

#### Existing State Contracting Requirements

Existing law requires state contractor awardees to certify that no apparel, garments, corresponding accessories, equipment, materials, or supplies furnished to the state have been laundered or produced in whole or in part by sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor, or exploitation of children in sweatshop labor. Any person who knowingly provides a false certification is guilty of a misdemeanor.

Contractors must also comply with the Sweatfree Code of Conduct (Code). This Code requires, among other things, that all state contractors and subcontractors *certify under penalty of perjury* that they do not use any form of forced labor and that they adhere to all

<sup>1</sup> Little Hoover Commission (September 2020, pages 3-4). Labor Trafficking: Strategies to Uncover this Hidden Crime

<sup>2</sup> Little Hoover Commission (September 2020, page 2). Labor Trafficking: Strategies to Uncover this Hidden Crime

appropriate state and federal laws concerning wages, workplace safety, rights to association and assembly, and nondiscrimination standards.<sup>3</sup> The existing law section of this analysis lists all of the contractor and subcontractor requirements contained in the Code. In cases where a contractor violates these conditions, the Code outlines various sanctions including financial penalties of up to \$1,000 or twenty percent of the value of the products and/or barring the contractor or subcontractor from participating in future state contracts.

*Existing Federal Contractor Requirements*

According to the Senate Governmental Organization Committee:

“The United States federal government has long had a policy prohibiting government employees and contractor personnel from engaging in trafficking persons. The efficacy of this policy was strengthened in 2015 when the Federal Acquisition Regulation (FAR) rule, entitled ‘Ending Trafficking in Persons,’ implemented trafficking-related prohibitions for federal contractors and subcontractors.

The FAR requires contractors and subcontractors to notify government procurement personnel whenever they receive credible information of human trafficking or violations of the prohibited practices associated with trafficking, and puts parties on notice that federal agencies may impose remedies, up to and including suspension and debarment, for failure to comply with the requirements.

The regulations apply to all contracts and prohibit contractors and subcontractors from engaging in prohibited practices including:

- a. Engaging in severe forms of trafficking persons.
- b. Procuring commercial sex acts during the performance of the contract.
- c. Using forced labor in the performance of the contract.
- d. Destroying, concealing, confiscating, or otherwise denying access by an employee to his or her identity or immigration documents.
- e. Using misleading or fraudulent recruitment practices.
- f. Using recruiters that do not comply with local labor laws.
- g. Charging employees recruitment fees.
- h. Failing to provide return transportation for employees upon the end of the contract.
- i. Providing or arranging housing that fails to meet the host country housing and safety standards.
- j. If required by law or contract, failing to provide an employment contract in writing.

The FAR also requires that U.S. government contracting personnel check the Department of Labor’s ‘List of Goods Produced by Forced or Indentured Child Labor’ when issuing a solicitation for supplies. If the product appears on the list, the contractor is required to certify that it will not supply any end product from countries (subject to certain exceptions) that appear on the list; or to certify that it has made a good faith effort to determine whether forced or indentured labor was used to mine, produce, or manufacture any end product to be furnished under the contract.

If U.S. government personnel have reason to believe that forced or indentured child labor was used to produce an end product, they are required to contact the agency Inspector

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<sup>3</sup> “Sweatfree Code of Conduct,” Department of Industrial Relations, <https://www.dir.ca.gov/sweatfreecode.htm>

General, the Attorney General, or the Secretary of the Treasury. Noncompliance with this regulation can lead to termination of the contract, suspension of the contractor, or debarment for up to three years.

Supporters of this bill highlight that since new anti-trafficking measures in federal procurement have been enacted over the previous decade, there were over 180 investigations related to forced labor in federal contracts initiated to better protect workers. Overall, contractors took curative actions to prevent trafficking and protect workers as a result of those investigations. The federal protections resulted in one terminated federal contract over eight years. In the other 179 investigations, terminations were not mentioned, and less severe penalties were imposed, such as cure notices and/or termination of personnel.”

*AB 1245 Additional Certification Requirements, New Sanctions, and Compliance Plans*  
AB 1245 would expand the list of prohibitions a contractor must certify compliance with before entering into a contract with any state agency. The expanded list is consistent with existing labor law protections. Additionally, the bill would expand the potential sanctions for a contractor who knew or should have known that items furnished to the state were laundered or produced in violation of specified conditions. Among other sanctions, a contractor may now be required to remove a contractor employee from the performance of the contract, terminate a subcontractor, or face suspension of contract payments. Lastly, the bill would require both contractors and subcontractors to implement and maintain a compliance plan to prevent and detect prohibited activities. Before the state awards a contract, these plans must be drafted and posted at the workplace and/or on the contractor’s website. These posting requirements are consistent with those required for other workplace protection plans.

## 2. Comments:

The provisions of this bill aim to protect workers by requiring contractors, subcontractors, and their agents to certify that they are not engaging in a series of prohibited actions and that they have implemented a compliance plan. Outside of the compliance plan, this certification only requires contractors to affirm they are following existing law and does not impose any new requirements that are not already illegal. Regardless of certification, a state contractor who violates any of the enumerated prohibitions faces potential sanctions.

The Sweatfree Code of Conduct, described above, requires contractors to certify under penalty of perjury that they comply with all appropriate state and federal laws concerning wages, workplace safety, rights to association and assembly, and nondiscrimination standards. Because federal and state law already outlaw all of the prohibitions enumerated in AB 1245, any state contract awardee has already certified their compliance. For example, destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identity or immigration documents, regardless of the issuing authority, is included in the expanded certification requirement. Existing federal law, under 18 U.S.C. §1592, prohibits this, thus any state contract awardee has already certified compliance under the Code.

## 3. Need for this bill?

According to the author:

“Data shows that business-controlled supply chains are the primary drivers of trafficking. The International Labour Organization (ILO) estimates nearly 28 million people are in forced labor, with 86% exploited in the private sector. Migrant workers, women, and children are disproportionately affected due to unfair recruitment practices and subcontracting...

With nearly a \$300 billion budget, California is one of the few economies capable of reshaping supply chains through procurement reform. Public procurement represents 13–20% of global GDP. From 2021 to 2023, California spent \$56.25 billion on public contracts...

As the 5th largest economy in the world, California needs to adopt specific and detailed guidance for businesses to prevent human trafficking. The goal of this legislation will be to update existing statutory authority in California – which was last updated in 2007- to be consistent with measures that have been required Federally for the last 9 years.

Many companies and vendors which are already in compliance with the Federal regulations also have public contracts with the state. By adopting Federal standards for California’s procurement processes, the state can impact trafficking globally as well as in our own backyard.”

## 2. Proponent Arguments:

The sponsor of the measure, the Sunita Jain Anti-Trafficking Initiative, argues:

**“As the fifth-largest economy in the world, California has both the responsibility and the capacity to reshape supply chains through procurement reform. Public procurement represents approximately 13–20% of global GDP.<sup>2</sup> From 2021 to 2023 alone, California spent \$56.25 billion on public contracts.**

California’s current procurement practices expose the state to significant forced labor risk. Between 2022 and 2023, the State awarded 3,879 contracts for commodities documented with a high risk for labor trafficking, including garments, electronics, agricultural products, and raw minerals. These findings demonstrate that currently California is likely to inadvertently perpetuate trafficking and forced labor by purchasing products in multiple at risk industries without appropriate protections...

AB 1245 builds on California’s existing anti-trafficking framework by:

- Establishing clear definitions of human trafficking, forced labor, recruitment fees, and subcontractors;
- Providing detailed guidance on prohibited conduct in government solicitations and contracts, including fraud, misrepresentation, charging recruitment fees, and failing to provide key employment terms in a worker’s native language;
- Requiring state contractors to certify a compliance plan covering both themselves and their subcontractors; and
- Specifying required actions when potential forced labor, human trafficking, or child labor is identified in a supply chain.

California law currently prohibits forced labor and trafficking but has not provided procurement agencies or contractors with sufficient requirements to prevent these abuses. **AB 1245 fills that gap with clear, enforceable standards...**

California is preparing to host multiple major global sporting events, including Super Bowls, NBA All-Star Games, the FIFA Men’s World Cup, and the 2028 Olympic Games. Reports confirm that such events dramatically increase demand for goods, services, and short-term labor, creating heightened risks of labor trafficking. Much of this **exploitation occurs within the supply chains of the state, cities, counties, and regional agencies responsible for event preparation**, yet it often remains hidden until long after the events conclude.

Strengthening procurement safeguards now is essential to ensure that goods used for event preparation—**everything from construction materials to electronics to uniforms**— are not produced through exploitation.”

### 3. Opponent Arguments:

None received.

### 4. Dual Referral:

The Senate Rules Committee referred this bill to the Senate Governmental Organization Committee, where it passed on a 13-0 vote, and the Senate Labor, Public Employment and Retirement Committee.

### 5. Prior Legislation:

AB 381 (Stefani, 2025) was nearly identical to AB 1245. *This bill was held in the Senate Appropriations Committee.*

SB 1157 (Hurtado, 2024) was nearly identical to AB 1245. *This bill was held in the Senate Appropriations Committee.*

AB 1888 (Arambula, Chapter 614, Statutes of 2024) established, upon appropriation by the Legislature, the Labor Trafficking Unit within the DOJ to receive labor trafficking reports from law enforcement agencies and other entities and refer these reports to appropriate agencies for investigation, prosecution, or other remedies.

AB 380 (Arambula, 2023) would have established the Labor Trafficking Unit within DIR’s DLSE. *This bill was held in the Senate Appropriations Committee.*

AB 235 (B. Rubio, 2023) would have established the Labor Trafficking Unit within the CRD. *This bill was held in the Assembly Appropriations Committee.*

AB 964 (Ortega, 2023) was nearly identical to AB 381. *This bill was held in the Assembly Appropriations Committee.*

SB 657 (Steinberg, Chapter 556, Statutes of 2010) enacted the California Transparency in Supply Chains Act to require retail sellers and manufacturers doing business in the state to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods offered for sale, as specified.

SB 1231 (Corbett, 2010) would have made various changes including renaming the code of conduct to the Slave and Sweat Free Code of Conduct, mandating state procurement contracts to include certifications that products are not made with abusive labor, and increasing penalties for non-compliance, as specified. *Governor Schwarzenegger vetoed this bill.*

SB 578 (Alarcon, Chapter 711, Statutes of 2003) enacted non-sweatshop labor guidelines to state procurement policies to ensure that goods and services purchased by the State of California be produced in workplaces that adhere to minimum standards for protecting workers.

SB 1888 (Hayden, Chapter 891, Statutes of 2000) extended existing law that prohibits state agencies from procuring foreign goods made by forced labor, convict labor, or indentured labor to include goods made by abusive forms of child labor or exploitation of children in sweatshop labor.

AB 2457 (Figueroa, Chapter 1149, Statutes of 1996) required every contract entered into by a state agency for the procurement of equipment, materials, or supplies to specify that no foreign-made equipment, materials, or supplies furnished to the state may be produced by forced labor, convict labor, or indentured labor, as specified.

### SUPPORT

Sunita Jain Anti-Trafficking Initiative, Loyola Law School (Sponsor)  
3strands Global Foundation  
Alliance for Community Transformations  
Alliance for Community Transit-Los Angeles  
Alliance to End Human Trafficking  
Asian Americans Advancing Justice - Southern California  
Benjamin Hollywood, The  
Bet Tzedek  
California Chamber of Commerce  
California Restaurant Association  
California Travel Association  
Central Valley Justice Coalition  
Coalition to Abolish Slavery & Trafficking  
Community Legal Services in East Palo Alto  
Greenlining Institute, The  
Flour + Water  
Freedom Network USA  
Freedom United  
Hayato Restaurant  
Hi Neighbor Hospitality: 7 Adams, Mama, The Madrigal, Trestle, The Vault  
Interface Children and Family Services  
International Corporate Accountability Roundtable  
International Longshore and Warehouse Union, Local 56  
Investor Advocates for Social Justice  
Jobs to Move America  
Los Angeles for a New Economy  
Los Angeles Black Worker Center

Los Angeles County Democratic Party  
Los Angeles County Electric Truck and Bus Coalition  
MassCOSH  
Nari, Kin Khao  
Northwest Regional Relative and Kinship Providers  
OpenTable  
Praeveni U.S. Inc.  
Public Citizen  
Resy  
Southern California Coalition for Occupational Safety and Health  
Tock  
Transparentem  
United Auto Workers Region 6  
United Food and Commercial Workers Western States Council  
University of Maryland Safe Center for Human Trafficking Survivors  
Valley Industry and Commerce Association  
Verité  
Waymakers  
Worksafe

**OPPOSITION**

None received

**-- END --**