

SENATE JUDICIARY COMMITTEE
Senator Thomas Umberg, Chair
2025-2026 Regular Session

AB 1331 (Elhawary)
Version: June 19, 2025
Hearing Date: July 15, 2025
Fiscal: Yes
Urgency: No
CK

SUBJECT

Workplace surveillance

DIGEST

This bill regulates the use of workplace surveillance tools, as broadly defined, by both public and private employers.

EXECUTIVE SUMMARY

Workplace surveillance technology has expanded dramatically in recent years, evolving from basic security cameras and badge access systems to sophisticated digital monitoring tools that track virtually every aspect of employee activity. These tools *may* provide benefits to employers in the form of increased productivity and security. However, they raise serious concerns about their impact on privacy and worker organizing; the psychological effects on workers; and when decisions are based on automated performance metrics, issues of algorithmic bias and unfairness.

This bill prohibits an employer from using a workplace surveillance tool to monitor or surveil workers in specified employee-only areas, including bathrooms and breakrooms, with various exceptions, including where directed by a court order or where the employer develops products for national security purposes. The bill allows for a limited right to use video cameras in a subset of the specified areas for worker safety purposes and subject to a series of conditions. The bill grants employees the right to leave behind workplace surveillance tools that are on their person or in their possession when entering the specified areas or during off-duty hours, except as provided. This bill is sponsored by the California Federation of Labor Unions. It is supported by a wide variety of groups, including the California Professional Firefighters and the Coalition for Humane Immigrant Rights. It is opposed by a variety of associations representing industry and local governmental entities, including the California Farm Bureau and the Insights Association. This bill passed out of the Senate Labor, Public Employment and Retirement Committee on a vote of 4 to 1.

PROPOSED CHANGES TO THE LAW

Existing law:

- 1) Provides, pursuant to the California Constitution, that all people have inalienable rights, including the right to pursue and obtain privacy. (Cal. Const., art. I, § 1.)
- 2) Establishes the California Consumer Privacy Act (CCPA), which grants consumers certain rights with regard to their personal information, including enhanced notice, access, and disclosure; the right to deletion; the right to restrict the sale of information; and protection from discrimination for exercising these rights. It places attendant obligations on businesses to respect those rights. (Civ. Code § 1798.100 et seq.)
- 3) Establishes the California Privacy Rights Act (CPRA), which amends the CCPA. (Civ. Code § 798.100 et seq.; Proposition 24 (2020).)
- 4) Provides consumers the right to request that a business delete any personal information about the consumer which the business has collected from the consumer. (Civ. Code § 1798.105(a).)
- 5) Requires a business that collects a consumer's personal information to, at or before the point of collection, inform consumers of the following:
 - a) the categories of personal information to be collected and the purposes for which the categories of personal information are collected or used and whether that information is sold or shared. A business shall not collect additional categories of personal information or use personal information collected for additional purposes that are incompatible with the disclosed purpose for which the personal information was collected without providing the consumer with notice consistent with this section;
 - b) if the business collects sensitive personal information, the categories of sensitive personal information to be collected and the purposes for which the categories of sensitive personal information are collected or used, and whether that information is sold or shared. A business shall not collect additional categories of sensitive personal information or use sensitive personal information collected for additional purposes that are incompatible with the disclosed purpose for which the sensitive personal information was collected without providing the consumer with notice consistent with this section; and
 - c) the length of time the business intends to retain each category of personal information, including sensitive personal information, or if that is not possible, the criteria used to determine that period, provided that a business shall not retain a consumer's personal information or sensitive personal information for each disclosed purpose for which the personal

information was collected for longer than is reasonably necessary for that disclosed purpose. (Civ. Code § 1798.100(a).)

- 6) Grants a consumer the right to request that a business that collects personal information about the consumer disclose to the consumer the following:
 - a) the categories of personal information it has collected about that consumer;
 - b) the categories of sources from which the personal information is collected;
 - c) the business or commercial purpose for collecting, selling, or sharing personal information;
 - d) the categories of third parties with whom the business shares personal information; and
 - e) the specific pieces of personal information it has collected about that consumer. (Civ. Code § 1798.110.)
- 7) Provides consumers the right to request that a business that sells or shares the consumer's personal information, or that discloses it for a business purpose, disclose to the consumer specified information, including the categories of personal information collected, shared, sold, and disclosed and the categories of third parties receiving the information. (Civ. Code § 1798.115.)
- 8) Provides a consumer the right, at any time, to direct a business that sells or shares personal information about the consumer to third parties not to sell or share the consumer's personal information. It requires such a business to provide notice to consumers, as specified, that this information may be sold or shared and that consumers have the right to opt out of the sale or sharing of their personal information. (Civ. Code § 1798.120.)
- 9) Defines "personal information" as information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household. The CCPA provides a nonexclusive series of categories of information deemed to be personal information, including biometric information, geolocation data, and "sensitive personal information." It does not include publicly available information or lawfully obtained, truthful information that is a matter of public concern. (Civ. Code § 1798.140(v).)
- 10) Extends additional protections to "sensitive personal information," which is defined as personal information that reveals particularly sensitive information. (Civ. Code § 1798.140(ae).)
- 11) Provides various exemptions from the obligations imposed by the CCPA, including where they would restrict a business' ability to comply with federal, state, or local laws. (Civ. Code § 1798.145.)

This bill:

- 1) Prohibits an employer, unless directed by a court order, from using a “workplace surveillance tool” to monitor or surveil workers, including data collection on the frequency of a worker’s use of those areas, in the following employee-only, employer-designated areas:
 - a) Bathrooms.
 - b) Locker rooms.
 - c) Changing areas.
 - d) Breakrooms.
 - e) Lactation spaces.
 - f) Cafeterias.
- 2) Provides that a worker shall have the right to leave behind workplace surveillance tools that are on their person or in their possession when entering the above off-duty areas and public bathrooms or during off-duty hours, including meal periods, unless a worker is required to remain available during meal or rest periods pursuant to federal law or existing state law.
- 3) Authorizes an employer, notwithstanding the above provisions, to do all of the following:
 - a) For worker safety purposes only, use video cameras to record breakrooms, employee cafeterias, or lounges, subject to the following requirements:
 - i. The video camera does not record audio.
 - ii. The employer posts signage in areas recorded by the video camera notifying workers that they are subject to video surveillance.
 - iii. The video camera does not use artificial intelligence or other digital monitoring capacity.
 - iv. The employer does not monitor or review video surveillance of breakrooms, employee cafeterias, or lounges unless one of the following conditions is met:
 1. A worker or their authorized representative requests video surveillance they are in and the employer only reviews the surveillance to find the requested segment.
 2. Law enforcement or a court of law requests the video surveillance. Video footage provided to law enforcement shall also be made available to a worker who is recorded.
 - v. The video surveillance is stored in a form that can only be accessed by a worker who is reviewing the video surveillance for the above purposes.
 - b) Use workplace surveillance tools that passively surveil workers in an area in a work area not listed above even if an off-duty worker may be present,

as long as the worker is made aware in advance that a workplace surveillance tool is in use.

- c) Check workplace surveillance tools for the one-time entry and exit in the off-duty areas listed for health and safety purposes, as long as it is not used to monitor the frequency of a worker's use of those areas.
- 4) Prohibits an employer from requiring a worker to physically implant a device that collects or transmits data, including a device that is installed subcutaneously in the body.
- 5) Requires, on a multiemployer jobsite, the controlling employer to post a notice at the jobsite providing a general description of the types of activities that may be monitored or surveilled and for what purposes. This notice satisfies the requirement for any employer whose employees perform work on that jobsite.
- 6) Provides that an employer is not in violation hereof in any of the following circumstances:
 - a) A worker brings a workplace surveillance tool into an off-duty area listed because it is required to access a locked or secured area.
 - b) A worker uses a workplace surveillance tool to access a locked or secured area during off-duty hours.
 - c) A worker voluntarily chooses to bring a workplace surveillance tool into an off-duty area listed.
 - d) A worker voluntarily keeps a workplace surveillance tool on their person during off-duty hours.
- 7) Prohibits an employer from denying an employee the rights hereunder or discharging, threatening to discharge, demoting, suspending, or in any manner discriminating against an employee for using, or attempting to use, the employee's rights hereunder, filing a complaint with the Department of Industrial Relations (DIR) or alleging a violation, cooperating in an investigation or prosecution of an alleged violation, or opposing any policy or practice or act that is prohibited hereby.
- 8) Provides that, in addition to any other remedy, an employer in violation is subject to a civil penalty of \$500 per employee for each violation. The Labor Commissioner may also enforce this section, including investigating an alleged violation, and ordering appropriate temporary relief to mitigate a violation or maintain the status quo pending the completion of a full investigation or hearing, as provided, including issuing a citation against an employer in violation and filing a civil action. It may also be enforced by a public prosecutor, as provided.
- 9) Clarifies that it does not preempt any local law that provides equal or greater protection to workers.

- 10) Includes a severability clause.
- 11) Clarifies that it does not limit the authority of the Attorney General, a district attorney, or a city attorney, either upon their own complaint or the complaint of any person acting for themselves or the general public, to prosecute actions, either civil or criminal, for violations, or to enforce the provisions thereof independently and without specific direction of the Labor Commissioner or the division.
- 12) Provides that it does not prohibit any employer from using workplace surveillance tools as required by federal law or existing state law and does not authorize any employer to use workplace surveillance tools as prohibited by federal law or existing state law.
- 13) Exempts employers that do the following:
 - a) Develop products for national security, military, space, or defense purposes.
 - b) Develop aircraft for operation in national airspace.
- 14) Defines the relevant terms, including
 - a) "Workplace surveillance tool" means a system, application, instrument, or device that collects or facilitates the collection of worker activities, communications, actions, biometrics, or behaviors, or those of the public that are capable of passively surveilling workers, by means other than direct observation by a person, including, but not limited to, video or audio surveillance, electronic workplace tracking, geolocation, electromagnetic tracking, photoelectronic tracking, or utilization of a photo-optical system or other means. "Workplace surveillance tool" does not include smoke or carbon monoxide detectors or weapon detection systems that automatically screen a person's body.
 - b) "Employer" means a person who directly or indirectly, or through an agent or any other person, employs or exercises control over the wages, benefits, other compensation, hours, working conditions, access to work or job opportunities, or other terms or conditions of employment, of any worker. This includes an employer's labor contractor. "Employer" includes private entities and public entities, including all branches of state government, or the several counties, cities and counties, and municipalities thereof, or any other political subdivision of the state, or a school district, or any special district, or any authority, commission, or board or any other agency or instrumentality thereof.

COMMENTS

1. The rising deployment of workplace surveillance tools

Workplace surveillance tools are technologies used by employers to monitor and evaluate things such as workflow and employee activities and performance. Common examples include keystroke logging software, which tracks keyboard activity to gauge productivity, and screen monitoring tools that capture screenshots or live feeds of employee screens. Email and communication monitoring systems are also widely used to scan messages for sensitive information or inappropriate content. GPS tracking is used to monitor employees' location and movement, both in the field and in factories and other workplaces. Additionally, video surveillance cameras in offices or warehouses can monitor physical behavior and security. In recent years, some employers are even requiring workers to wear tracking tools that monitor not only location and movement, but biometric information. These tools aim to enhance productivity and security but often raise serious concerns about privacy and trust, especially as their incidence rapidly expands.

Research out of Cornell University identifies this trend and questions just how useful these tools are for accomplishing employers' goals:

Organizations using AI to monitor employees' behavior and productivity can expect them to complain more, be less productive and want to quit more – unless the technology can be framed as supporting their development, Cornell research finds.

Surveillance tools, which are increasingly being used to track and analyze physical activity, facial expressions, vocal tone and verbal and written communication, cause people to feel a greater loss of autonomy than oversight by humans, according to the research.

Businesses and other organizations using the fast-changing technologies to evaluate whether people are slacking off, treating customers well or potentially engaging in cheating or other wrongdoing should consider their unintended consequences, which may prompt resistance and hurt performance, the researchers say. They also suggest an opportunity to win buy-in, if the subjects of surveillance feel the tools are there to assist rather than judge their performance – assessments they fear will lack context and accuracy.

“When artificial intelligence and other advanced technologies are implemented for developmental purposes, people like that they can learn from it and improve their performance,” said Emily Zitek, associate professor of organizational behavior in the ILR School. “The problem occurs when they feel like an evaluation is happening automatically,

straight from the data, and they're not able to contextualize it in any way."

...

Algorithmic surveillance has already induced backlash. In 2020, an investment bank swiftly dropped a pilot program testing productivity software to monitor employee activity, including alerting them if they took too many breaks.¹

The federal Government Accountability Office (GAO) developed a report assessing the use of workplace surveillance tools and their effects. Some of their takeaways are:

- **Worsens mental health:** Constant surveillance can amplify workers' stress and anxiety levels, making them feel like they're under a microscope. The sheer act of surveillance can contribute to workers' feeling less confident or enthusiastic about their jobs. Workers increasingly reported feeling that they cannot voice concerns or share suggestions out of fear that their digital footprint will bite back. When the work environment makes workers feel scrutinized, it may very well foster a culture of distrust. For example, a call center worker said that surveillance tools have resulted in an unrelenting push to improve sales. They said, "The pressure to sell and the various ways that managers can monitor me creates an enormous amount of stress."
- **Discourages unionization:** Being perpetually watched can also eat away at a workers' sense of autonomy and privacy. Consequently, some workers feel it discourages workplace solidarity and unionization efforts. When workers fear their every move is being tracked, organizing for better conditions feels risky – undermining solidarity and weakening workplace morale.
- **Potential to create discrimination:** Workers' advocates and researchers worry about the potential for digital surveillance to create bias or discrimination. Some worry that AI-driven performance metrics might unfairly target certain groups. For instance, those who take longer to complete tasks due to disability or other factors. This could magnify existing disability, racial, or gender inequalities in the workplace.²

2. Ensuring some transparency regarding workplace surveillance

This bill regulates the use of these "workplace surveillance tools" by employers. The term is defined broadly to mean a system, application, instrument, or device that

¹ James Dean, *More complaints, worse performance when AI monitors work* (July 2, 2024) Cornell Chronicle, https://news.cornell.edu/stories/2024/07/more-complaints-worse-performance-when-ai-monitors-work?utm_source=chatgpt.com. All internet citations current as of July 5, 2025.

² 'Why do I feel like somebody's watching me?' Workplace Surveillance Can Impact More Than Just Productivity (October 29, 2024) GAO, <https://www.gao.gov/blog/why-do-i-feel-somebodys-watching-me-workplace-surveillance-can-impact-more-just-productivity>.

collects or facilitates the collection of worker activities, communications, actions, biometrics, or behaviors, or those of the public that are capable of passively surveilling workers, by means other than direct observation by a person, including, but not limited to, video or audio surveillance, electronic workplace tracking, geolocation, electromagnetic tracking, photoelectronic tracking, or utilization of a photo-optical system or other means. “Workplace surveillance tool” does not include smoke or carbon monoxide detectors or weapon detection systems that automatically screen a person’s body.

The bill prohibits an employer, outside of having a court order, from using a workplace surveillance tool to monitor or surveil workers in specified areas that are employee-only, employer-designated areas. This includes areas where workers are generally engaged in some manner of undress: bathrooms, locker rooms, changing areas, and lactation spaces. However, it also extends to breakrooms and cafeterias.

Workers are further granted the right to leave behind workplace surveillance tools that are on their person or in their possession when entering the above off-duty areas or during off-duty hours, including meal periods, as provided.

There are exceptions to these restrictions. For instance, the bill allows employers to use video cameras to record breakrooms, employee cafeterias, or lounges, subject to the following requirements:

- The video camera does not record audio.
- The employer posts signage in areas recorded by the video camera notifying workers that they are subject to video surveillance.
- The video camera does not use artificial intelligence or other digital monitoring capacity.
- The employer does not monitor or review video surveillance of breakrooms, employee cafeterias, or lounges unless one of the following conditions is met:
 - A worker or their authorized representative requests video surveillance they are in and the employer only reviews the surveillance to find the requested segment.
 - Law enforcement or a court of law requests the video surveillance. Video footage provided to law enforcement shall also be made available to a worker who is recorded.
- The video surveillance is stored in a form that can only be accessed by a worker who is reviewing the video surveillance for the above purposes.

However, this video surveillance can only be carried out for “worker safety purposes.” A number of groups in opposition argue that this exception does not go far enough and the bill drastically restricts their ability to monitor for conduct such as theft, sexual harassment, and other purposes. A coalition of industry groups in opposition, including the California Chamber of Commerce, states:

One of our primary outstanding concerns with AB 1331 is that Section 1561 prohibits monitoring or even reviewing security video footage unless one of two narrow exceptions is satisfied: 1) an employee who is in the video requests review or 2) law enforcement or a court requests review.

Break rooms and cafeterias are high-traffic areas. For example, an employee cafeteria could have hundreds of employees in it at one time. A thousand people may pass in and out of it during the day. Break rooms are also frequented by employees and may include employees' personal belongings. Security cameras are frequently used in those areas both as a deterrent to unlawful or inappropriate behavior as well as for purposes of addressing incidents in real time. We do not believe these areas fall under the same expectation of privacy as a bathroom or locker room. *See Hernandez v. Hillsides, Inc.*, 47 Cal. 4th 272, 291 (2009) (collecting cases for the proposition that the right to privacy in an area like a bathroom is different from areas accessible to other staff or in workplaces with heightened security concerns).

Unfortunately, our members have had many incidents occur in these areas, including: theft of personal belongings, theft of merchandise, harassment, suspicious personnel or active shooter alerts, bringing weapons into break rooms, stalking, bringing drugs or alcohol onto work premises, selling drugs on work premises, and physical altercations. We have serious concerns that prohibiting any active monitoring of these areas and severely limiting the circumstances under which footage can be reviewed will increase the frequency of these types of incidents. It also prohibits employers from responding in real time where they are alerted about an incident or there is an active shooter warning or an employee presses a panic button in or around those areas.

In response to these concerns the author has agreed to an amendment that explicitly authorizes a worker to provide requested video footage to the employer for investigation purposes.

The bill also provides other exceptions, including checking the tools for the one-time entry and exit in the specified off-duty areas for health and safety purposes, as long as it is not used to monitor the frequency of a worker's use of those areas. It also states a series of uses for which an employer would not be deemed in violation, including:

- A worker brings a workplace surveillance tool into a specified area because it is required to access a locked or secured area.
- A worker uses a workplace surveillance tool to access a locked or secured area during off-duty hours.
- A worker voluntarily chooses to bring a workplace surveillance tool into a specified area.

- A worker voluntarily keeps a workplace surveillance tool on their person during off-duty hours.

Responding to some concerns from stakeholders, the bill now explicitly provides that it does not prohibit any employer from using workplace surveillance tools as required by federal law or existing state law. Given the sensitivity of certain sectors, the bill also provides that it does not apply to employers that develop products for national security, military, space, or defense purposes or develop aircraft for operation in national airspace.

Violations are subject to civil penalties of \$500 per employee per violation in actions brought by public prosecutors or the Labor Commissioner, as provided.

According to the author:

AB 1331 is an important step in securing a worker's right to privacy while new invasive surveillance technologies are being used by employers. Surveillance technology and tools have historically disproportionately impacted low income, minority, justice impacted, immigrant, and LGBTQ+ communities as well as women. Without adequate protections, workers are vulnerable to discrimination facilitated by technology. By limiting where these tools are used/placed, workers from these communities are shielded from being watched or tracked during their personal time where they may have personal conversations or attend to personal needs that should never be under the scrutiny of another individual – much less an employer who has, in many instances, unilateral power over a workers finances and wellbeing.

3. Additional stakeholder positions

A coalition of governmental entities, including the California State Association of Counties and the California School Boards Association, argues for an amendment “to fully exempt local agencies and schools.” The coalition writes in opposition:

We understand the reasonable concerns one could have about the slow creep of surveillance tools into every aspect of daily life and appreciate that one could imagine that appropriate limits are needed to prevent employers from snooping into the private lives of their employees. However, the scope of this bill is vast and would deem basic security tools used for everyday work, including security cameras, collaboration tools like Teams or Slack, or GPS tools used to track fleets, to be “surveillance tools” whose use would be constricted. Under AB 1331, any device that collects or facilitates collection of data of an employee's movements,

actions, communications, or behaviors, is deemed a surveillance tool that cannot be used when employees are off duty or in “employee only” areas.

AB 1331 will needlessly endanger public workforces and severely impair our ability to prevent and investigate instances of workplace violence. The bill restricts the ability for public agencies to review data collected through a surveillance tool in any “off-duty area,” defined to include breakrooms and cafeterias unless directed by a court order or upon request by either a court, law enforcement, or by an employee. These restrictions needlessly inhibit the use of tools that can be used to keep employees safe from workplace violence incidents or, worse, provide the worst actors with a roadmap of locations where they can more easily hide bad behavior, including abuse of vulnerable populations like children, the elderly, or those experiencing mental health crises.

Under AB 1331, employees must be allowed to leave behind surveillance tools during off-duty hours or when they are entering off-duty areas. It’s unclear how these rules would apply to a variety of tools that public employees may be required to use, including emergency alarms for teachers, body cameras for law enforcement, or tools used for public vehicle fleets, including dash cameras, speed monitors, or GPS tracking. Consider election workers, who could be allowed to leave behind tracking tools used to track the delivery and pickup of ballots. The ability for an employee to claim they had simply been “at rest,” will give those who are rightfully required to wear surveillance tools an easy out for any behavior that conflicts with laws or agreements that require wearable tools for public and employee safety.

The California Federation of Labor Unions, the sponsor of the bill, writes jointly with a broad coalition of groups, including the California Immigrant Policy Center and the California Nurses Association:

A 2024 study³ found two-thirds (68%) of U.S. workers report at least one form of electronic monitoring. The study also found 88% of large companies (1000 or more workers) have some form of monitoring, compared to 43% in smaller organizations. Areas such as restrooms, lactation spaces, and worker lounges are not protected from being surveilled with advanced technology that does not rely solely on traditional audio or visual recordings. The new surveillance state at the

³ Alexander Hertel-Fernandez, *Estimating the prevalence of automated management and surveillance technologies at work and their impact on workers’ well-being* (October 1, 2024) Washington Center for Equitable Growth, <https://equitablegrowth.org/wp-content/uploads/2024/10/workplace-surveillance-report50.pdf>.

workplace has proven to increase the likelihood of discrimination, harassment, and psychological distress of workers.

To protect worker privacy in sensitive areas and from developing implantable technology, AB 1331 will update and expand existing workplace privacy laws to address new powerful forms of surveillance technology. AB 1331 protects workers by prohibiting employers from using surveillance tools to monitor workers in employee-only, employer designated: restrooms, lactation spaces, changing areas, and locker rooms. AB 1331 also prohibits all methods of surveillance – except video surveillance for purposes of worker safety – in employee-only, employer designated cafeterias and break rooms. To prevent union busting, the video surveillance may not be AI-enabled or have audio capacity. Additionally, AB 1331 gives workers the right to leave behind any surveillance device, including wearables, trackers, company vehicles, or tools, in their possession when off-duty or when entering breakrooms, cafeterias, and bathrooms. Lastly, AB 1331 prohibits employers from requiring workers to implant or embed tracking devices in their body to ensure state law is ahead of technology being developed and tested currently.

AB 1331 gives workers a break from the relentless surveillance and monitoring in the workplace so they can rest, talk, eat, and organize without the boss watching.

Writing in support, the California Professional Firefighters argues:

The implementation of AI in workplace monitoring software, often in increasingly invasive ways and without the knowledge or consent of the workers it is monitoring, can result in the loss of employment for actions taken in what was believed to be private.

AB 1331 would prohibit the usage of surveillance devices and technology in spaces that can reasonably be assumed to be private, including restrooms, locker rooms, lounges, and others. It would also prohibit employers from monitoring employee's private property and vehicles, ensuring that workers are able to fully leave the workplace when they are off-duty and not forced to worry about their employer intruding on private moments. While data monitoring and digital surveillance is increasing in all of our lives, it is crucial that the right to privacy for workers is preserved and that employers are not given free access to every moment of their employees' lives.

SUPPORT

California Federation of Labor Unions, AFL-CIO (sponsor)
AFSCME California
California Alliance for Retired Americans (CARA)
California Civil Liberties Advocacy
California Coalition for Worker Power
California Employment Lawyers Association
California Federation of Labor Unions, AFL-CIO
California Federation of Teachers AFL-CIO
California Immigrant Policy Center
California Nurses Association
California Professional Firefighters
California School Employees Association
California State Legislative Board of the Smart - Transportation Division
California State University Employees Union (CSUEU)
California Teamsters Public Affairs Council
Center for Democracy and Technology
Center for Inclusive Change
Center on Policy Initiatives
CFT- a Union of Educators & Classified Professionals, AFT, AFL-CIO
Coalition for Humane Immigrant Rights (CHIRLA)
Coalition of Black Trade Unionists, San Diego County Chapter
Communications Workers of America, District 9
Community Agency for Resources, Advocacy and Services
Consumer Federation of California
International Cinematographers Guild Local 600
International Lawyers Assisting Workers (ILAW) Network
Los Angeles Alliance for a New Economy (LAANE)
National Employment Law Project
National Union of Healthcare Workers (NUHW)
Northern California District Council of the International Longshore and Warehouse Union (ILWU)
Oakland Privacy
Pillars of the Community
Powerswitch Action
Rise Economy
San Diego Black Workers Center
SEIU California State Council
Surveillance Resistance Lab
TechEquity Action
The Workers Lab
Unite Here, Local 11
United Food and Commercial Workers, Western States Council

Warehouse Worker Resource Center
Workers' Algorithm Observatory
Working Partnerships USA
Worksafe

OPPOSITION

Acclamation Insurance Management Services
ADT, Inc.
Agricultural Council of California
Allied Managed Care
American Petroleum and Convenience Store Association
American Property Casualty Insurance Association
Anaheim Chamber of Commerce
Association of California School Administrators
Associated General Contractors
Associated General Contractors San Diego
Association of California Healthcare Districts
Association of California School Administrators
Brea Chamber of Commerce
CalBroadband
Calforests
California Alarm Association
California Alliance of Family Owned Businesses
California Apartment Association
California Association of Health Facilities
California Association of Joint Powers Authorities (CAJPA)
California Association of Licensed Security Agencies, Guards & Associates
California Association of Recreation & Park Districts
California Association of School Business Officials
California Association of Sheet Metal & Air Conditioning Contractors National Association
California Association of Winegrape Growers
California Attractions and Parks Association
California Automatic Vendors Council
California Bankers Association
California Beer and Beverage Distributors
California Cardroom Alliance
California Chamber of Commerce
California Construction and Industrial Materials Association
California Credit Union League
California Farm Bureau
California Fitness Alliance
California Fuels and Convenience Alliance

California Gaming Association
California Grocers Association
California Hospital Association
California Hotel & Lodging Association
California Landscape Contractors Association
California League of Food Producers
California Manufacturers and Technology Association
California Moving and Storage Association
California Pest Management Association
California Restaurant Association
California Retailers Association
California School Boards Association
California Special Districts Association
California State Association of Counties (CSAC)
California Travel Association
Carlsbad Chamber of Commerce
Chino Valley Chamber of Commerce
Coalition of Small and Disabled Veteran Businesses
Colusa County Chamber of Commerce
Communities for California Cardrooms
Construction Employers' Association
Corona Chamber of Commerce
County of Fresno
Dairy Institute of California
Dana Point Chamber of Commerce
Flasher Barricade Association
Garden Grove Chamber of Commerce
Greater Conejo Valley Chamber of Commerce
Greater High Desert Chamber of Commerce
Greater Riverside Chambers of Commerce
Housing Contractors of California
Insights Association
LA Canada Flintridge Chamber of Commerce
Lake Elsinore Valley Chamber of Commerce
League of California Cities
Livermore Valley Chamber of Commerce
Long Beach Area Chamber of Commerce
Los Angeles Area Chamber of Commerce
Morgan Hill Chamber of Commerce
Murrieta Wildomar Chamber of Commerce
National Association of Theatre Owners of California
National Electrical Contractors Association (NECA)
National Health and Fitness Association
Oceanside Chamber of Commerce

Orange County Business Council
Pacific Association of Building Service Contractors
Paso Robles and Templeton Chamber of Commerce
Public Risk Innovation, Solutions, and Management (PRISM)
Rancho Cordova Area Chamber of Commerce
Rancho Cucamonga Chamber of Commerce
Redondo Beach Chamber of Commerce
Resource Recovery Coalition of California
Rural County Representatives of California (RCRC)
San Diego Regional Chamber of Commerce
San Jose Chamber of Commerce
Santa Barbara South Coast Chamber of Commerce
Santa Clarita Valley Chamber of Commerce
Security Industry Association
Society for Human Resource Management
South Bay Association of Chambers of Commerce
Southwest California Legislative Council
TechNet
Torrance Area Chamber of Commerce
Tulare Chamber of Commerce
United Contractors
Urban Counties of California (UCC)
Walnut Creek Chamber of Commerce
Western Car Wash Association
Western Electrical Contractors Association
Western Growers Association
Wilmington Chamber of Commerce
Wine Institute

RELATED LEGISLATION

Pending Legislation: SB 238 (Smallwood-Cuevas, 2025) requires employers to provide DIR an annual notice on all workplace surveillance tools being used in the workplace along with specified details regarding them, such as who makes them, what information they collect, and who will have access to that data. DIR is required to publicly post these notices on their website. SB 238 is currently in the Assembly Privacy and Consumer Protection Committee.

Prior Legislation: SB 53 (Cortese, Ch. 289, Stats. 2023) required employers 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. It also authorized a collective bargaining representative of an employee who has suffered unlawful violence from any

individual, to seek a temporary restraining order and an order after hearing on behalf of the employee(s) at the workplace.

PRIOR VOTES:

Senate Labor, Public Employment and Retirement Committee (Ayes 4, Noes 1)

Assembly Floor (Ayes 55, Noes 15)

Assembly Appropriations Committee (Ayes 11, Noes 3)

Assembly Privacy and Consumer Protection Committee (Ayes 10, Noes 3)

Assembly Labor and Employment Committee (Ayes 5, Noes 0)
