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## SENATE COMMITTEE ON APPROPRIATIONS

Senator Anna Caballero, Chair  
2025 - 2026 Regular Session

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### AB 1331 (Elhawary) - Workplace surveillance

**Version:** July 17, 2025

**Urgency:** No

**Hearing Date:** August 29, 2025

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

**Mandate:** No

**Consultant:** Robert Ingenito

**Bill Summary:** AB 1331 would regulate the use of workplace surveillance tools, by both public and private employers, as specified.

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

The following information is revised to reflect amendments  
adopted by the committee on August 29, 2025

#### Fiscal Impact:

- This bill would result in costs to the State as a direct employer to revise policies and ensure the use of any existing tools comply with its requirements (General Fund or special fund). The magnitude of such costs is unknown, and would be driven by the use of workplace surveillance tools across the State's roughly 200 departments and agencies.
- The Department of Industrial Relations (DIR) indicates that it would incur first-year costs of \$1.23 million, and \$1.67 million annually thereafter, to enforce the provisions of the bill. (Labor Enforcement and Compliance Fund).
- By authorizing public prosecution to enforce worker privacy rights, this bill could result in potentially significant cost pressures to the courts; the magnitude is unknown (Trial Court Trust Fund (TCTF)). The specific number of new actions that could be filed under the bill also is unknown; however, it generally costs about \$10,500 to operate a courtroom for an eight-hour day. Courts are not funded on the basis of workload, and increased pressure on TCTF may create a need for increased funding for courts from the General Fund. The enacted 2025-26 budget includes \$38 million in ongoing support from the General Fund to continue to backfill TCTF for revenue declines.
- This bill could result in increased penalty revenue to the State; the magnitude is unknown, but probably minor.

#### Author Amendments:

- Remove the restriction prohibiting employers from monitoring video surveillance systems in employee-only breakrooms and cafeterias while prohibiting audio surveillance and AI enabled surveillance systems in these areas.
- Make various clarifying changes.

- Prohibit a worker from removing or physically tampering with any component of workplace surveillance tool that is part of or embedded in employer equipment or vehicles.
- Remove the “per-employee” language from the penalty provision.
- Exempt specified peace officers from the bill.

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