
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 1883 (Bryan) - Workplace surveillance tools

Version: July 2, 2026

Policy Vote: P., D.T., & C.P. 8 - 1, L., P.E.
& R. 4 - 1

Urgency: No

Mandate: No

Hearing Date: August 13, 2026

Consultant: Bob Franzoia

Bill Summary: AB 1883 would regulate the use of workplace surveillance tools by both public and private employers.

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

The following information is revised to reflect amendments
adopted by the committee on August 13, 2026

Fiscal Impact: Estimated \$2.6 million in FY 2026-27, \$2.5 million annually thereafter to the Division of Labor Standards Enforcement within the Department of Industrial Relations. The Labor Commission, as chief of the DLSE, enforces wage laws and retaliation laws whereas this bill will require regulating employer conduct. (Labor Enforcement and Compliance Fund)

Potentially significant costs to the courts to adjudicate new penalties depending on the numbers of employers charged and the factors unique to each case. An eight-hour court day costs approximately \$10,500 based on the hourly rate of court personnel including at minimum the judge, clerk, bailiff, court reporter, jury administrator, administrative staff, and jury per-diems. While the courts are not funded on a workload basis, an increase in workload could result in delayed court services and would put pressure on the General Fund to fund additional staff and resources. The FY 2026-27 Budget appropriated \$70 million General Fund for this purpose (Trial Court Trust Fund, General Fund).

Likely minor, if any, costs to state entities found using workplace surveillance tools for prohibited purposes. (Special funds, General Fund)

Author Amendments: Strike private right of action and make clarifying and technical changes.

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