

Date of Hearing: May 6, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 2101 (Gipson) – As Amended April 9, 2026

Policy Committee:	Judiciary	Vote:	12 - 0
	Emergency Management		6 - 1

Urgency: No                      State Mandated Local Program: No                      Reimbursable: No

**SUMMARY:**

This bill expands an existing human trafficking-related notice and training requirement for certain businesses to include a private entity that participates in recovery and response efforts in designated disaster and mitigation sites.

Specifically, this bill:

- 1) Adds a privately operated entity that operates in a designated disaster site or designated mitigation site involved in: (a) the response, recovery, rebuilding, or cleanup of a disaster site, (b) permitting related to recovery, rebuilding, or cleanup of a disaster site, or (c) efforts to mitigate or prevent the occurrence of a disaster to post an existing notice developed by the Department of Justice (DOJ) containing information related to slavery and human trafficking.
- 2) Requires, beginning June 1, 2027, such an entity to provide at least 20 minutes of training to all employees involved in the above-described disaster recovery or mitigation tasks that meets the requirements of an existing training on how certain transit employees can recognize and report the signs of human trafficking to the appropriate law enforcement agency; except authorizes the training to be developed or administered by certain private entities, and requires the training be delivered in the language most widely-spoken among employees receiving the training and include examples of how trafficking occurs at disaster sites.

**FISCAL EFFECT:**

Ongoing cost pressures of an unknown amount to the courts in additional workload by adding more entities to an existing list of businesses that must comply with an anti-trafficking notice and training requirement with a violation enforceable by public prosecution (GF or Trial Court Trust Fund (TCTF)). Although a prosecutor may bring a claim for penalties only after a 30-day notice-and-cure period, otherwise limiting the number of claims that are filed in court, it is unclear how entities operating in certain disaster areas, potentially covering hundreds of thousands of acres, can meet existing requirements to post the notice “near the public entrance of the establishment” or “in clear view of the public and employees where similar notices are customarily posted,” thus making it unclear how an entity may cure the violation and be relieved of penalties.

It is unknown how many civil actions may be filed statewide and how much court time may be needed to resolve each case, but it generally costs approximately \$1,000 to operate a courtroom

for one hour. Although courts are not funded on the basis of workload, increased pressure on staff and the TCTF may create a demand for increased court funding from the GF. The state budget provides annual GF backfills to the TCTF to offset revenue reductions, totaling approximately \$117.3 million in fiscal year 2025-26.

The Legislative Analyst's Office recently warned of GF structural deficits of around \$35 billion per year in the 2027-28 fiscal year and ongoing.

## COMMENTS:

### 1) **Purpose.** According to the author:

AB 2101 affirms that California will not allow disaster sites to become breeding grounds for labor abuse. The workers who step in during times of crisis – utility crews, debris removal teams, construction workers, electricians, roofers, and day laborers – are essential to rebuilding communities and restoring normalcy after climate emergencies. When unscrupulous employers exploit these workers by threatening them with ICE or exploitation to silence or coerce them, it is not only unethical – it constitutes trafficking. By expanding “Know Your Rights” protections and strengthening safeguards at disaster recovery worksites, AB 2101 ensures that those on the front lines of rebuilding are protected, informed, and treated with dignity and respect.

### 2) **Know Your Rights.** Existing law requires numerous businesses and workplaces to post a notice in their establishments informing employees and the general public of the risk of human trafficking and the hotlines one may call to report suspected instances of trafficking. Existing law also requires a business or establishment operating a rail station or bus stop facility to provide a 20-minute training to employees about how to recognize the signs of human trafficking and how to appropriately report those signs to law enforcement. This bill requires a private entity that participates in recovery and response efforts in designated disaster and mitigation sites to also adhere to the notice and training requirement. However, while the existing requirement to post the notice near an establishment's public entrance or in clear view where similar notices are customarily posted is easily implementable for an establishment with a physical brick-and-mortar premises, it is unclear how an entity operating in a disaster or mitigation site across a group of damaged or contaminated contiguous structures or land may best comply with the posting requirement.

### 3) **Support and Opposition.** This bill is sponsored by the Sunita Jain Anti-Trafficking Initiative at Loyola Law School, which argues, “Implementing Know Your Rights postings and standardized training requirements in this industry is a critical measure for ensuring that these essential workers know their rights, recognize trafficking risks, and access support.” This bill is also supported by other workers' rights groups and legal aid organizations.

This bill is opposed by local government associations and broadband provider associations, unless amended, with the former groups arguing “the bill as currently drafted would impose new compliance obligations and enforcement risks that will significantly impact local jurisdictions' ability to deliver these services efficiently and cost-effectively.”

- 4) **Related Legislation.** AB 1918 (Dixon) adds body art facilities to the existing list of businesses that must comply with the anti-trafficking notice and training requirement. AB 1918 is pending on the Assembly Consent Calendar.

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