
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 2101 (Gipson) - Human trafficking: notice and training: disaster sites

Version: May 18, 2026

Urgency: No

Hearing Date: August 3, 2026

Policy Vote: JUD. 13 - 0

Mandate: No

Consultant: Bob Franzoia

Bill Summary: AB 2101 would require a private entity that operates in a disaster area or mitigation site to post a standardized notice that contains information relating to slavery and human trafficking. The bill requires a private entity that operates in a disaster site or mitigation site to provide at least 20 minutes of training to employees involved in recovery or mitigation tasks.

Fiscal Impact: Ongoing cost pressures to the courts in additional workload by adding more entities to an existing list of businesses that must comply with a slavery and human trafficking notice and training requirement with a violation enforceable by public prosecutors. Although the Attorney General 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 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. (Trial Court Trust Fund, General Fund)

Minor costs, if any, to the courts to adjudicate new civil actions. 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)

Background: Civil Code Section 52.6 requires certain establishments to post notices regarding resources for witnesses to, and victims of, human trafficking and slavery. That section also requires rail and bus stations to train their employees in identifying and reporting incidents of human trafficking. The Fair Employment and Housing Act also requires hotel and motel employers to provide at least 20 minutes of training and education regarding human trafficking awareness to their employees, as provided. Both federal and state law authorize civil actions by victims of human trafficking, and sex trafficking in particular.

Proposed Law: This bill requires privately operated entities that operate in a disaster site or mitigation site that are involved in the response, recovery, rebuilding, or cleanup of a disaster site, permitting related to recovery, rebuilding, or cleanup of a disaster site, or efforts to mitigate or prevent the occurrence of a disaster to post the notice regarding

slavery and human trafficking. Telecommunications companies and internet service providers are exempted from the notice requirement.

The bill requires a privately operated entity to provide at least 20 minutes of training in recognizing the signs of human trafficking and how to report those signs to the appropriate law enforcement agency to all employees involved in specified disaster recovery or mitigation tasks.

Related Legislation: AB 1918 (Dixon) requires body art facilities, as defined, to post the notice regarding slavery and human trafficking. The bill requires a business or other establishment that operates a body art facility to provide training in recognizing the signs of human trafficking to registered practitioners who practice in the body art facility and who may interact with a victim of human trafficking or who are likely to receive a report from an employee of the business about suspected human trafficking. AB 1918 is on the Senate Third Reading File.

SB 970 (Atkins) Chapter 842/2018 established training requirements for hotel and motel employees. SB 970 also explicitly stated that it was the intent of the Legislature in enacting the bill to establish a minimum threshold for human trafficking awareness training and education. AB 2034 (Kalra) Chapter 812/2018 requires businesses that operate intercity passenger rail, light rail, or bus stations to train certain employees in recognizing the signs of human trafficking and how to report those signs.

AB 1661 (Davies) Chapter 106/2022 required businesses that provide hair, nail, electrolysis, and skin care services, and other related businesses or establishments subject to regulation under the Barbering and Cosmetology Act to post the required notice above in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted.

Staff Comments: Civil Code Section 52.6 (m) states: *Fines collected pursuant to this section shall be deposited in the Survivors Support Fund.*

The Judicial Council indicates it has no record of any violations of Civil Code Section 52.6 (j).

At this time, the Department of Finance Manual of State Funds and the Index of Fund Condition Statements do not reference the Survivors Support Fund.