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## SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair  
2025 - 2026 Regular Session

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### AB 2495 (Kalra) - Unlawful immigration-related practices

**Version:** June 16, 2026

**Policy Vote:** L., P.E. & R. 4 - 1, JUD. 11 -  
2

**Urgency:** No

**Mandate:** No

**Hearing Date:** August 13, 2026

**Consultant:** Robert Ingenito

**Bill Summary:** AB 2495 would expand the prohibition on an employer retaliating against an employee by engaging in, or directing another to engage in, an unfair immigration-related practice by (1) additionally prohibiting an employer from preventing a person from exercising any right protected under existing laws, (2) prohibiting an employer from dissuading an employee from engaging in conduct that the employee has a legal right to engage in or abstain from, as specified, and (3) making an employer or other person who violates these provisions liable for a civil penalty of up to \$10,000 per employee or person for each violation.

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

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

#### Fiscal Impact:

- The Labor Commissioner's Office (LCO), within the Department of Industrial Relations (DIR), indicates that it would incur first-year costs of \$900,000 to \$1.4 million, and \$800,000 to \$1.3 million annually thereafter, to implement the provisions of the bill (Labor Enforcement and Compliance Fund).
- By expanding an existing prohibition for which a civil action may be filed to recover equitable relief, damages, or penalties, and enacting a new employer penalty for a violation of the existing and new prohibitions, this bill may result in an increased number of civil actions. Consequently, the 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 per day to operate a courtroom. 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 2026-27 budget includes \$70 million in ongoing support from the General Fund to continue to backfill TCTF for revenue declines.
- The bill could result in increased penalty revenue. The magnitude is unknown, but probably minor.

**Author Amendments:** Change references of "employee" to include an applicant, employee, or former employee.

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