
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

AB 2524 (Gipson) - Pupils: work permits: issuance

Version: June 8, 2026

Urgency: No

Hearing Date: June 29, 2026

Policy Vote: ED. 7 - 0

Mandate: No

Consultant: Lenin Del Castillo

Bill Summary: This bill authorizes county probation departments and county child welfare agencies to issue work permits to certain youth under the jurisdiction of the juvenile court. The bill establishes requirements governing the issuance, recognition, notification, and revocation of those work permits and authorizes educational rights holders and attorneys representing eligible youth to request work permits on behalf of those youth.

Fiscal Impact: The bill's authorization for county probation departments and county child welfare agencies to issue work permits is permissive. However, those entities that elect to do so will likely incur additional administrative costs. For example, they would need to develop new procedures to issue the work permits, train staff, and track and monitor the youth that have been issued permits. The extent of these costs would largely depend on the number of participating county probation departments and county welfare agencies as well as the number of permits issued each year. This could lead to additional General Fund cost pressures, potentially in the hundreds of thousands of dollars each year, for the state to fund these activities.

Background: Existing law authorizes specified individuals to issue work permits to minors, including school district superintendents, charter school chief executive officers, county superintendents of schools, designated credentialed personnel, and principals of public and private schools. It requires a written request from a parent, guardian, foster parent, caregiver, or residential shelter services provider before a work permit may be issued.

Existing law authorizes school districts, charter schools, and county offices of education to designate qualified personnel to issue work permits and establishes procedures governing permit issuance and revocation. The law provides that work permit hour limitations are based upon the school calendar of the school attended by the pupil.

Proposed Law: This bill authorizes a county probation department to issue a work permit to a minor who is a ward of the court pursuant to Sections 601 or 602 of the Welfare and Institutions Code. It also authorizes a county child welfare agency to issue a work permit to a minor who is a dependent child of the court pursuant to Section 300 of the Welfare and Institutions Code.

This bill requires work permits issued by a county probation department or county child welfare agency to be issued only if employment is in the best interest of the minor and on a form containing the information otherwise required for work permits, and be

recognized by school districts, employers, and state agencies to the same extent as work permits issued by a school district.

This bill provides that the bill does not limit the authority of school districts to issue work permits to pupils enrolled in schools maintained by the district.

This bill requires a county probation department or county child welfare agency that issues a work permit to provide written notice to the minor's school district, charter school, or private school personnel responsible for issuing work permits within 60 days.

This bill authorizes a school district, charter school, or private school to revoke a work permit issued by a county probation department or county child welfare agency using the same procedures applicable to permits they issue themselves. It also requires a school district, charter school, or private school that revokes such a permit to provide written notice to the issuing county probation department or county child welfare agency within 60 days.

This bill authorizes an educational rights holder or attorney representing an eligible youth to submit the written request required before a work permit may be issued.

Staff Comments: California generally relies on schools as the primary issuers of work permits for minors. However, youth involved in the child welfare and juvenile justice systems often experience frequent school changes, interrupted enrollment, placement instability, and uncertainty regarding who is authorized to make educational decisions on their behalf. These circumstances can create practical barriers to obtaining a work permit, even when employment may provide valuable work experience, income, and opportunities to develop independence.

This bill authorizes county probation departments and county child welfare agencies to issue work permits directly to youth under their supervision. By creating an additional pathway for the issuance of work permits, the bill seeks to ensure that eligible youth can access employment opportunities even when school-based processes may be difficult to navigate. According to the author, "AB 2524 confronts a harsh reality: foster youth and justice-involved youth are often denied work permits due to school requirements they cannot meet because of instability, trauma, and lack of support. This leaves them vulnerable to exploitation and crime simply to survive. By allowing judicial officers to issue work permits in a youth's best interest; while tying them to educational progress or job training participation, this bill creates a pathway to lawful employment, stability, and accountability. AB 2524 empowers youth with opportunity, reduces recidivism, and helps break cycles of poverty and exploitation."

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