
SENATE COMMITTEE ON APPROPRIATIONS

Senator Anna Caballero, Chair
2025 - 2026 Regular Session

AB 288 (McKinnor) - Employment: labor organization

Version: June 19, 2025

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

Urgency: No

Mandate: No

Hearing Date: August 29, 2025

Consultant: Robert Ingenito

Bill Summary: AB 288 would permit private sector employees to petition the Public Employment Relations Board (PERB) for the resolution of various labor law violations if the National Labor Relations Board (NLRB) cannot fulfil its statutory duties, as specified.

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

The following information is revised to reflect amendments
adopted by the committee on August 29, 2025

Fiscal Impact:

- PERB's administrative costs would likely reach, at a minimum, the millions of dollars annually (General Fund).
- This bill could result in increased in penalty revenue to the State. The magnitude is unknown, but probably minor (Public Employment Relations Board Enforcement Fund).
- By allowing a state court to review newly authorized PERB decisions, this 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 to operate a courtroom for an eight-hour day. 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 2025-26 budget includes \$38 million in ongoing support from the General Fund to continue to backfill TCTF for revenue declines.

Author Amendments:

- Add language to the Findings and Declarations.
- Give PERB discretion over whether to accept the majority of cases that are eligible under the bill.
- Authorize PERB to use its own processes and procedures.
- Require PERB to maintain supporting documentation and evidence confidential as part of its investigatory and exempt this documentation and evidence from the California Records Act.

- Require PERB to process and prioritize charges, as specified, if it determines that it has insufficient resources to process all charges brought
- Specify the circumstances under which PERB may award penalties.
- Add coauthors.

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