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**THIRD READING**

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Bill No: AB 713  
Author: Solache (D), et al.  
Amended: 8/13/26 in Senate  
Vote: 21

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SENATE JUDICIARY COMMITTEE: 9-2, 6/16/26

AYES: Umberg, Allen, Caballero, Durazo, Laird, Reyes, Stern, Wahab, Wiener

NOES: Niello, Valladares

NO VOTE RECORDED: Ashby, Weber Pierson

SENATE EDUCATION COMMITTEE: 5-2, 6/24/26

AYES: Pérez, Cabaldon, Cortese, Gonzalez, Reyes

NOES: Ochoa Bogh, Choi

SENATE APPROPRIATIONS COMMITTEE: 5-2, 8/13/26

AYES: Cervantes, Cabaldon, Grayson, Richardson, Wahab

NOES: Seyarto, Dahle

ASSEMBLY FLOOR: 54-14, 1/29/26 - See last page for vote

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**SUBJECT:** Public postsecondary education: student employment

**SOURCE:** CFT – a Union of Educators & Classified Professionals, AFT, AFL-CIO

California Immigrant Policy Center  
Immigrant Justice in Action Coalition  
Immigrants Rising  
uAspire  
UAW  
UC Student Association

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**DIGEST:** This bill prohibits California public universities, beginning January 6, 2027, from disqualifying a student for employment due to their failure to provide proof of federal employment authorization.

**ANALYSIS:**

## Existing federal law:

- 1) Makes it unlawful for a person or other entity to:
  - a) hire, recruit, or refer for a fee for employment in the United States an individual without authorization to work in the United States when the person or other entity knows the individual is not authorized to work in the United States; and
  - b) hire for employment in the United States an individual without complying with specified employment authorization verification processes, or, if the person or other entity is an agricultural association or employer or farm labor contractor, to hire, recruit, or refer for a fee an individual for employment without complying with specified employment authorization verification processes. (8 United States Code (U.S.C.) § 1324a(a).)
- 2) Establishes the Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) and specifies that certain immigrants shall not be eligible for any state or local public benefit, except as provided.
  - a) Defines “state or local public benefit” to mean the following:
    - i. any grant, contract, loan, professional license, or commercial license provided by an agency of a state or local government, or by appropriated funds of a state or local government; and
    - ii. any retirement, welfare, health, disability, public or assisted housing, postsecondary education, food assistance, unemployment benefit, or any other similar benefit for which payments or assistance are provided to an individual, household, or family eligibility unit by an agency of a state or local government or by appropriated funds of a state or local government.
  - b) Provides specified state or local public benefits that are exempt from the prohibition in (1). (8 U.S.C. § 1621.)
  - c) Specifies that a state may provide that undocumented immigrants who are not lawfully present in the United States are eligible for a state or local public benefit for which the individual would otherwise be ineligible under this Act only through the enactment of a state law after August 22, 1996, that affirmatively provides for that eligibility. (8 U.S.C. § 1621(d).)

## Existing state law:

- 1) Establishes the University of California (UC) as a public trust to be administered by the Regents of the UC; and grants the Regents full powers of

organization and government, subject only to such legislative control as may be necessary to insure security of its funds, compliance with the terms of its endowments, statutory requirements around competitive bidding and contracts, sales of property and the purchase of materials, goods, and services. (Art. IX, Sec. (9)(a), California Constitution.)

- 2) Confers upon the California State University (CSU) Trustees the powers, duties, and functions with respect to the management, administration, and control of the CSU system and provides that the Trustees are responsible for the rule of government of their appointees and employees. (Education (Edu.) Code §§ 66606, 89500, et seq.)
- 3) Establishes the California Community Colleges (CCCs) under the administration of the Board of Governors of the CCC, as one of the segments of public postsecondary education in this state, and specifies that the CCC is comprised of community college districts. (Edu. Code § 70900.)
- 4) Makes it unlawful for an employer to discriminate against an employee or applicant because of their immigration status, unless the employer can show by clear and convincing evidence that it is required to do so in order to comply with federal immigration law. (2 California Code of Regulations (C.C.R.) § 11028(f)(3).)

This bill:

- 1) Prohibits the UC, the CSU, and the CCC from disqualifying a student from being hired for an employment position due to their failure to provide proof of federal work authorization, except where:
  - a) proof is required by federal law;
  - b) proof is required as a condition of a grant that funds the particular employment position for which the student applied.
- 2) Specifies that, for the purposes of its provisions, the UC, CSU, and CCC must treat the prohibition on hiring undocumented noncitizens in the Immigration Reform and Control Act of 1986 as inapplicable because that provision does not apply to any branch of state government.
- 3) Specifies that, to the extent that any employment is considered a “benefit” for the purposes of federal law, the bill constitutes authorization by the state to

provide that benefit to undocumented individuals pursuant to the exception in the PRWORA, as described above.

- 4) Requires that the UC, CSU, and CCC must implement its provisions by January 6, 2027.
- 5) Specifies that this bill applies to the UC, unless it is found to be inapplicable to the UC, in which case the bill shall apply only to the extent that the UC Regents make it applicable by an appropriate resolution.

**FISCAL EFFECT:** Appropriation: No Fiscal Com.: Yes Local: Yes

According to the Senate Appropriations Committee:

- The University of California estimates unknown but potentially significant litigation costs, to the extent this bill results in litigation and a legal judgment implicating federal work authorization requirements. There would also be one-time General Fund implementation costs in the mid-hundreds of thousands of dollars to develop systemwide regulations, update internal HR policies, and retrain hiring personnel.
- The Chancellor's Office estimates one-time Proposition 98 General Fund costs of between \$936,000 and \$1.6 million for the 72 community college districts to update policies and procedures regarding the hiring of undocumented workers and ensure compliance with other state and federal laws (such as income taxes). The Chancellor's Office also estimates one-time General Fund costs of \$25,000 to \$65,000 to develop Title 5 regulations and issue guidance.
- The California State University (CSU) estimates General Fund costs in the hundreds of thousands of dollars to update CSU policies and provide guidance to campuses. Additionally, the CSU anticipates the bill is likely to be challenged in court which could result in significant but unknown legal costs.
- The Department of Justice does not anticipate significant costs resulting from this bill.

**SUPPORT:** (Verified 8/12/26)

CFT – a Union of Educators & Classified Professionals, AFT, AFL-CIO  
(co-source)

California Immigrant Policy Center (co-source)  
Immigrant Justice in Action Coalition (co-source)  
Immigrants Rising (co-source)  
uAspire (co-source)  
UAW (co-source)  
UC Student Association (co-source)  
ACLU California Action  
Alliance for a Better Community  
Asian Americans Advancing Justice Southern California  
Building Skills Partnership  
Cal State Student Association  
California Pan - Ethnic Health Network  
California School Employees Association  
California State University Employees Union  
Campaign for College Opportunity  
Coalition for Humane Immigrant Rights  
College for All Coalition  
Economic Mobility for All Coalition  
Edtrust-west  
Education and Leadership Foundation  
Faculty Association of California Community Colleges  
Future Leaders of America  
Grace Institute - End Child Poverty in CA  
Immigrant Defenders Law Center  
Inland Empire Immigrant Youth Collective  
Institutional Solutions  
Latino and Latina Roundtable of the San Gabriel and Pomona Valley  
Los Angeles Urban Foundation  
National Korean American Service and Education Consortium  
Nextgen California  
Northern California College Promise Coalition  
Pilipino Workers Center of Southern California  
Public Advocates  
Puente Learning Center  
Santa Cruz Community Ventures  
Southern California College Access Network  
Southern California College Attainment Network  
Student Senate for California Community Colleges  
UAW Local 4123  
UAW Local 4811

UAW Region 6  
UC Student Association  
UnidosUS  
University of California Student Association  
Young Invincibles

**OPPOSITION:** (Verified 8/12/26)

None received

**ARGUMENTS IN SUPPORT:**

According to the California Immigrant Policy Center, which is a co-source of this bill:

Currently, many students are not eligible for student employment opportunities solely due to their immigration status. This prevents these students from filling vacancies on campuses, and enriching both themselves and our public higher education institutions. We believe that this legislation is consistent with the state's commitment to advance access, affordability, equity, and success for all students. However, despite that commitment, undocumented students continue to be blocked from essential opportunities. Currently, thousands of students in California are unjustly barred from obtaining paying jobs on campus—including experiential jobs and jobs needed to complete their degrees.

Legal scholars have identified that the federal prohibition on hiring undocumented people (the Immigration Reform and Control Act of 1986 (IRCA)) does not apply to state governments when they act as employers, like California's higher education systems. This means that the University of California, California State University, and California Community Colleges can authorize the hiring of all their undocumented students.

Moreover, in August 2025, a California Court of Appeals unanimously ruled that the University of California's policy denying educational employment opportunities to undocumented students is discriminatory. In October 2025, the California Supreme Court affirmed the lower court's ruling. This ruling clearly opens the door for California to pass AB 713 and remedy this discriminatory practice.

Amidst ongoing federal attacks on our immigrant communities, including students, California must remain steadfast in its commitment to advance dignity and justice for all Californians. By passing AB 713, California will once again

serve as a model for the rest of the nation in our ability to truly provide support to our undocumented students. We strongly urge your support on AB 713.

ASSEMBLY FLOOR: 54-14, 1/29/26

AYES: Addis, Aguiar-Curry, Ahrens, Alvarez, Ávila Farías, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Connolly, Elhawary, Fong, Gabriel, Garcia, Mark González, Haney, Harabedian, Hart, Irwin, Jackson, Kalra, Krell, Lee, Lowenthal, McKinnor, Muratsuchi, Nguyen, Ortega, Pacheco, Papan, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Michelle Rodriguez, Rogers, Blanca Rubio, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Ward, Wicks, Wilson, Zbur, Rivas

NOES: Castillo, Chen, DeMaio, Dixon, Ellis, Gallagher, Jeff Gonzalez, Hadwick, Johnson, Macedo, Patterson, Sanchez, Ta, Tangipa

NO VOTE RECORDED: Alanis, Arambula, Davies, Flora, Gipson, Hoover, Lackey, Patel, Ransom, Celeste Rodriguez, Valencia, Wallis

Prepared by: Ian Dougherty / JUD. / (916) 651-4113  
8/17/26 10:37:56

\*\*\*\* END \*\*\*\*