
SENATE COMMITTEE ON APPROPRIATIONS

Senator Anna Caballero, Chair
2025 - 2026 Regular Session

AB 845 (Arambula) - Employment: complaints: agricultural employees

Version: April 21, 2025

Urgency: No

Hearing Date: August 29, 2025

Policy Vote: L., P.E. & R. 5 - 0

Mandate: No

Consultant: Robert Ingenito

Bill Summary: AB 845 would require the Agricultural Labor Relations Board (ALRB), and the Department of Industrial Relations' (DIR) Division of Labor Standards and Enforcement (DLSE) and Division of Occupational Safety and Health (Cal/OSHA), upon intake of a complaint by an agricultural employee, as defined, to collaborate with each other and take all reasonable efforts to transmit the complaint to the appropriate entity for processing and investigation.

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

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

Fiscal Impact:

- ALRB anticipates annual costs of \$961,000 (Labor Workforce Development Fund).
- DIR would incur first-year costs of \$2.9 million, and \$2.2 million annually thereafter, to implement the provisions of the bill (Labor Enforcement and Compliance Fund).

Author Amendments:

- Make the bill contingent upon an appropriation.
- Require the specified collaboration to occur upon intake of a complaint from an agricultural employee by any entity within the Labor and Workforce Development Agency.
- Prohibit the transmitting entity from disclosing the identity and personal information of the agricultural employee complainant to the extent prohibited by law without their consent.
- Modify the definition of “agricultural employee,” as specified.
- Add the Employment Development Department to the definition of “specified entity.”

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