
SENATE COMMITTEE ON APPROPRIATIONS

Senator Anna Caballero, Chair
2025 - 2026 Regular Session

AB 858 (Lee) - Employment: rehiring and retention: displaced workers: natural disasters

Version: June 26, 2025

Urgency: No

Hearing Date: August 29, 2025

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

Mandate: No

Consultant: Robert Ingenito

Bill Summary: AB 858 would modify the "Rights of Recall" provisions in current law for laid-off employees in the hospitality, service, and travel industries impacted by the COVID-19 pandemic by (1) adding a new recall right for workers laid off on or after January 1, 2025 for a reason related to a state of emergency, and (2) extending the sunset date on both the existing COVID-19 right to recall provisions and this bill's proposed expansions, to December 31, 2027.

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

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

Fiscal Impact:

- The Department of Industrial Relations (DIR) would likely incur annual costs in the low hundreds of thousands of dollars to implement the provisions of the bill (Labor Enforcement and Compliance Fund).

Author Amendments:

- Remove the disaster related provisions
- Extend the COVID related sunset to January 1, 2027 (instead of December 31, 2027).
- Provide for ongoing enforcement for pre-sunset violations after the sunset date.

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