

- 6) Requires employers to provide information to employees, as specified, including postings of information regarding protections and obligations of employees under occupational safety and health laws. (Labor Code §6408)
- 7) Establishes within the DIR, various entities including the Division of Labor Standards Enforcement under the direction of the Labor Commissioner and empowers the Labor Commissioner with ensuring a just day's pay in every workplace and promoting economic justice through robust enforcement of labor laws. (Labor Code §79-107)
- 8) Requires employers, at the time of hire, to provide each employee with a written notice, in the language the employer normally uses to communicate employment-related information, containing the following:
 - a) The rate(s) of pay and basis thereof, whether paid by the hour, shift, day, week, salary, piece, commission, or otherwise, including any applicable overtime.
 - b) Allowances, if any, including meal or lodging.
 - c) The regular payday designated by the employer.
 - d) The name of the employer, including any "doing business as" names used.
 - e) The physical address of the employer's main office or principal place of business, a mailing address, if different, and the telephone number.
 - f) The name, address, and telephone number of the employer's workers' compensation insurance carrier.
 - g) The right to accrue and use sick leave and file a complaint against an employer that retaliates for the use of sick leave.
 - h) Any other information the Labor Commissioner deems material and necessary. (Labor Code §2810.5)
- 9) Requires every employer who is subject to an order of the Industrial Welfare Commission, regulating wages hours and working conditions, to post a copy of the order and keep it posted in a conspicuous location frequented by employees during the hours of the workday. (Labor Code §1183(d))
- 10) Requires in each workplace of the employer, the employer to display a poster in a conspicuous place containing information on paid sick leave entitlement and usage, as specified. (Labor Code §247)
- 11) Requires eligible employers to keep posted conspicuously at the place of work a notice on family care and medical leave, as specified. (California Code of Regulations §7297.9)
- 12) Requires every employer to keep posted conspicuously at the place of work, if practicable, or otherwise where it can be seen as employees come and go to their places of work, or at the office or nearest agency for payment kept by the employer, a notice specifying the regular pay days and the time and place of payment. (Labor Code §207)
- 13) Requires every employer subject to workers' compensation, as specified, to post and keep posted in a conspicuous location frequented by employees, and where the notice may be easily read by employees during the hours of the workday, a notice that states the name of the current compensation insurance carrier of the employer, or when appropriate, that the employer is self-insured, and who is responsible for claims adjustment. (Labor Code §3550)

- 14) Requires an employer to provide a notice to each current employee, by posting in the language the employer normally uses to communicate employment-related information to the employee, of any inspections of I-9 Employment Eligibility Verification forms or other employment records conducted by an immigration agency within 72 hours of receiving notice of the inspection. Written notice shall also be given within 72 hours to the employee's authorized representative, if any. (Labor Code §90.2)
- 15) Requires an employer to provide to each current affected employee, and to the employee's authorized representative, if any, a copy of the written immigration agency notice that provides the results of the inspection of I-9 Employment Eligibility Verification forms or other employment records within 72 hours of its receipt of the notice, as specified. (Labor Code §90.2)
- 16) Requires employers to provide a stand-alone written notice to each current employee and to each new employee upon hire, as specified. The notice must contain a description of workers' rights in the following areas:
 - a) The right to workers' compensation benefits, including disability pay and medical care for work-related injuries or illness, as well as the contact information for the Division of Workers' Compensation.
 - b) The right to notice of inspection by immigration agencies pursuant to subdivision (a) of Section 90.2.
 - c) Protection against unfair immigration-related practices against a person exercising protected rights.
 - d) The right to organize a union or engage in concerted activity in the workplace.
 - e) Constitutional rights when interacting with law enforcement at the workplace, including an employee's right under the Fourth Amendment to the United States Constitution to be free from unreasonable searches and seizures and rights under the Fifth Amendment to the United States Constitution to due process and against self-incrimination.
 - f) A description of new legal developments pertaining to laws enforced by the LWDA that the Labor Commissioner deems material and necessary. The Labor Commissioner shall include a list of those developments, if any, in the template notice, as specified.
 - g) A list, developed by the Labor Commissioner, of the enforcement agencies that may enforce the underlying rights in the notice. The Labor Commissioner shall include this list in the template notice described, as specified. (Labor Code §1550 et seq.)
- 17) Establishes in the Business, Consumer Services, and Housing Agency, the CRD. The department is under the direction of an executive officer known as the Director of Civil Rights, who is appointed by the Governor, subject to confirmation by the Senate, and who holds office at the pleasure of the Governor. (Government Code §12900 et seq.)
- 18) Requires all employers to display a poster on workplace discrimination and harassment. (Government Code §12950)

This bill:

- 1) Requires CWDB, in partnership with DIR, the CRD, and other subject matter experts to develop workplace rights curriculum, including but not limited to, training about a worker's rights and protections relative to *wage theft, sexual harassment, discrimination, the right to organize, health and safety, and immigration enforcement*, to be provided to all individuals receiving individualized career services, supportive services, or training services through the

California workforce system, including, but not limited to, all individuals who receive either short-term prevocational services or who are engaged in workforce preparation activities.

- 2) Requires the curriculum to specify all the following:
 - a) The timeline for the delivery of the training.
 - b) The length of the training.
 - c) The required qualifications for the training instructors.
 - d) Where participants should direct legal questions.
 - e) The process for maintaining a record of training attendees.
- 3) Requires CWDB, in partnership with the Employment Development Department (EDD) and LWDA, to ensure that LWDBs and one-stop career center providers comply with the requirements of this bill.
- 4) Requires the LWDB, in consistent with the requirements of the WIOA, to, among other things, ensure the provision of workplace rights training is consistent with the curriculum developed pursuant to this bill.
- 5) Requires the local plan to include, among other things, a description of the local board plans to comply with the requirements of the workplace rights training, as described.
- 6) Provides that it is the intent of the Legislature that career services include, as part of any short-term prevocational services or workforce preparation activities, workplace rights training consistent with the curriculum developed, as specified, for all individuals receiving individualized career services, supportive services, or training services through the one-stop system.

COMMENTS

1. Background:

Workforce Development

The CWDB is the state entity tasked with assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system. Among other things, the CWDB is tasked with developing, implementing, and modifying California's Unified Strategic State Plan (State Plan) to serve as the comprehensive framework and coordinated plan for the aligned investment of all federal and state workforce training and employment services funding streams and programs. CWDB works closely with LWDBs to ensure statewide workforce efforts align with regional priorities and community needs.

The State has 45 LWDBs, each with their unique local context. Members of private sector business, organized labor, community-based organizations, local government agencies, and local education agencies comprise a LWDB's membership. EDD in partnership with LWDBs oversee America's Job Center of California (AJCC). AJCC is a one-stop shop for no-cost job and training services that helps connect employers with job openings to people who are looking for work. The AJCC is a network of local and state organizations, as well as private and public groups, working together to provide these services at no cost. Adults and

displaced workers receive an initial assessment, job search and placement assistance, and career counseling at LWDBs.

Workplace Notices and Postings

In California, all employers must meet specified workplace notice and posting obligations. At the time of hiring, employers are required to provide each nonexempt employee a written notice with, among other things, the following information: the rate of pay, the regular payday designated by the employer, the name, address, and telephone of the employer, information on sick leave, and the existence of a federal or state emergency or disaster declaration applicable to the county where the employee will be employed and that was issued within 30 days before the employee's start date. Employees admitted under the H-2A agricultural visa program receive the above notification as well as a separate and distinct section containing non-duplicative information that succinctly describes an agricultural employee's additional rights and protections under California law and regulations. Employers are able to use template notices prepared by the Labor Commissioner to fulfill the above requirements.

Additionally, newly hired employees must receive pamphlets on a variety of topics. Pamphlets provide further information on workers' compensation, unemployment insurance, disability insurance, paid family leave, sexual harassment, and the rights of victims of domestic violence, sexual assault, and stalking. Employers can access required pamphlets on DIR's and the CRD's websites.

Employers are also required to comply with workplace posting requirements. DIR requires employers to post information related to wages, hours, and working conditions in an area frequented by employees where the posting can be easily read during the workday. Workplace postings are usually available at no cost from the requiring agency. When posting content changes occur, DIR announces them on its website. In the absence of any changes, employers do not need to replace postings annually. Additional posting requirements may apply to some workplaces, depending on the industry.

Additionally, SB 294 (Reyes, Chapter 667, Statutes of 2025), signed into law last year, requires beginning February 1, 2026, employers to provide a stand-alone written notice annually to each employee informing them of their rights under state and federal law. This includes the right to workers' compensation benefits, including disability pay and medical care for work-related injuries or illness, as well as the contact information for the Division of Workers' Compensation. The notice also includes the right to notice of inspection by immigration agencies within 72 hours of receiving notice of the inspection, protection against unfair immigration-related practices against a person exercising protected rights, and the right to organize a union or engage in concerted activity in the workplace. The notice includes a description of an employee's constitutional rights when interacting with law enforcement at the workplace, including an employee's right under the Fourth Amendment to the United States Constitution to be free from unreasonable searches and seizures and rights under the Fifth Amendment to the United States Constitution to due process and against self-incrimination. Finally, the notice also contains a description of new legal developments pertaining to laws enforced by the LWDA that the Labor Commissioner deems material and necessary. The Labor Commissioner is required to develop a template notice, as well as videos for employers and employees informing them of their responsibilities and rights. Employers are required, if authorized by an employee, to contact an employee's designated emergency contact if the employee is arrested or detained, if authorized by an employee.

Despite the above notification and posting requirements, many workers struggle to assert their rights in the workplace and navigate government assistance programs.

2. Need for this bill?

According to the author, “Without clear and accessible information about workplace protections and constitutional rights, workers may remain silent in the face of wage theft, unsafe working conditions, discrimination, or unlawful immigration enforcement activity. This harms workers and communities by depressing wages, undermining fair competition, and destabilizing household economic security. Existing laws provide valuable workplace rights and immigration enforcement rights education to high school students and workers. Unfortunately, a significant gap remains for individuals entering or reentering the workforce through the state’s workforce development system.

This bill requires that the CWDB, in partnership with the Department on Industrial Relations, the Civil Rights Department, and other subject matter experts, to develop a standardized workplace rights and immigrant know your rights curriculum for participants in the state’s workforce development system. By integrating rights education into workforce services, SB 1132 strengthens California’s workforce investments and promotes safe, fair, and lawful employment.”

3. Proponent Arguments:

According to a coalition of supporters, including the California Immigrant Policy Center, UNITE-LA, and Pilipino Worker Center, co-sponsors of the bill:

“One important service that the workforce development system is currently not required to provide to job seekers and future workers is information about their labor and immigration rights. Recent laws have been passed requiring high schools and employers to provide students and employees information about their labor and constitutional rights, respectively. However, a significant gap remains as job seekers and future workers are excluded from the existing framework of KYR [Know Your Rights] education. California boasts some of the country’s strongest workers’ rights laws on issues ranging from wage theft to retaliation, health and safety, and harassment. Educating people who are about to enter or reenter the workforce about these laws helps both workers and employers feel recognized and empowered in the workplace.

Workers’ rights education is workforce development. When this is more broadly accepted, it will lead to stronger workplaces and increased economic gains for our communities and the state.”

4. Opponent Arguments:

None received.

5. Prior Legislation:

SB 294 (Reyes, Chapter 667, Statutes of 2025) (1) required employers to provide a stand-alone written notice annually to each employee informing them of their rights under state and federal law, as specified; (2) directed the Labor Commissioner to develop a template notice, as well as videos for employers and employees informing them of their responsibilities and rights, as specified; (3) required employers, if authorized by an employee, to contact an employee's designated emergency contact if the employee is arrested or detained, as specified; and (4) authorized various penalties for noncompliant employers.

SB 864 (Smallwood-Cuevas, 2023) is almost identical to this bill. It would have required CDWB to partner with the Labor Commissioner and other subject matter experts to develop a workplace rights curriculum to be taught through the state's workforce system. *Held in the Senate Appropriations Committee.*

AB 800 (Ortega, Chapter 271, Statutes of 2024) designated the week of each year that includes April 28 as "Workplace Readiness Week" and required all public high schools to annually observe that week by providing information to pupils on their rights as workers and requires schools to provide students seeking a work permit a document clearly explaining basic labor rights.

AB 636 (Kalra, Chapter 451, Statutes of 2023) required agricultural employers to provide employees at the time of hire, information on the existence of a federal or state disaster declaration applicable to the county or counties where the employee will be employed if the emergency or disaster may affect the employee's health and safety during employment. It also required an H-2A visa employer to provide an employee, on their first day of work or upon transfer, the notice of basic employment related information with a separate section in Spanish, and if requested by the employee, in English, describing an agricultural employee's rights and protections.

SB 1270 (Eduardo Garcia, Chapter, 94, Statutes of 2015) made necessary changes to existing workforce development statutes to conform to the new federal guidelines under the Workforce Innovation and Opportunity Act (WIOA) while preserving core elements of California's workforce development policies. This bill updated statutory references to the Workforce Investment Act of 1998 to instead refer to the WIOA and make related conforming changes. This bill also renamed the California Workforce Investment Board (CWIB) the California Workforce Development Board and revised the membership of the board. Finally, this bill renamed the local boards as local workforce development boards and revised their duties consistent with the federal WIOA.

SB 118 (Lieu, Chapter 562, Statutes of 2013) required the former California Workforce Investment Board (CWIB), now called the California Workforce Development Board (CWDB), to incorporate specific principles into the State Plan that align the education and workforce investment systems of the state to the needs of the 21st century economy and promotes a well-educated and highly skilled workforce to meet the future workforce needs. SB 118 also established, with input from local workforce development boards and other stakeholders, initial and subsequent eligibility criteria for the WIOA Eligible Training Provider List (ETPL) that effectively directs training resources into training programs leading to employment in high-demand, high-priority, and high-wage occupations, as specified.

AB 469 (Swanson, Chapter 665, Statutes of 2011) among other things, required an employer to provide each employee, at the time of hiring, with a notice that specifies the rate and the basis, whether hourly, salary, commission, or otherwise, of the employee's wages and to notify each employee in writing of any changes to the information set forth in the notice within seven calendar days of the changes unless such changes are reflected on a timely wage statement or another writing, as specified.

SUPPORT

California Immigrant Policy Center (Co-sponsor)
UNITE-LA (Co-sponsor)
Pilipino Worker Center (Co-sponsor)
Alianza Sacramento
Alliance for Boys and Men of Color
Black Business Association
Building Skills Partnership
CA Healthy Nail Salon Collaborative
Cal Asian Chamber of Commerce
California African American Chamber of Commerce
California Opportunity Youth Network
Centro Community Hispanic Association (Centro Cha Inc.)
Centro Laboral De Graton
Coalition of Filipino American Chambers of Commerce
Diversity in Health
Education and Leadership Foundation
El Sereno Chamber of Commerce
Excelsior Works
Filipino Advocates for Justice
Friends Committee on Legislation of California
High Desert Hispanic Chamber of Commerce
Immigrants Rising
Inclusive Action for the City
Initiating Change in Our Neighborhoods Community Development Corporation Icon CDC
Inland Coalition for Immigrant Justice
Instituto De Educacion Popular Del Sur De California (IDEPSCA)
Jakara Movement
Los Angeles Black Worker Center
Los Angeles County Economic Development Corporation
Los Angeles Economic Equity Accelerator and Fellowship (LEEAF)
Orale: Organizing Rooted in Abolition, Liberation, and Empowerment
Sacramento Hispanic Chamber of Commerce
Sacramento Immigration Coalition
San Francisco Filipino American Chamber of Commerce
Street Level Health Project
Vermont-Slauson Economic Development Corporation
Vietnamese American Chamber of Commerce
Women's Economic Ventures
Working Partnerships USA
Worksafe

OPPOSITION

None received.

-- END --