
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

SB 1132 (Smallwood-Cuevas) - Workforce development: workplace rights training

Version: February 17, 2026
Urgency: No
Hearing Date: April 13, 2026

Policy Vote: L., P.E. & R. 4 - 1
Mandate: Yes
Consultant: Robert Ingenito

Bill Summary: SB 1132 would require the California Workforce Development Board (CWDB), in partnership with specified entities and other subject matter experts, to develop workplace rights curriculum, as specified, to be provided to all individuals receiving individualized career services, supportive services, or training services through the California workforce system.

Fiscal Impact:

- The Employment Development Department would incur one-time costs of \$11,000, and \$8 million in annual ongoing costs, to implement the provisions of the bill (General Fund).
- CWDB administrative costs would total \$364,000 in 2026-27, \$727,000 in 2027-28, \$364,000 in 2028-29, and \$242,000 annually thereafter (General Fund).
- The bill would not have a fiscal impact to the Labor and Workforce Development Agency (LWDA).
- The Civil Rights Department (CRD) notes that its anticipated involvement and related workload resulting from the bill is not clear. If it requires only occasional review and feedback regarding the curriculum and related materials developed by CWDB, CRD anticipates that the fiscal impact would be minor and absorbable. However, if the department's resulting workload were increased, CRD could require additional resources.
- The fiscal impact to the Department of Industrial Relations (DIR) has yet to be determined (special fund).
- By imposing new requirements on local workforce development boards, this bill creates a state-mandated local program. To the extent the Commission on State Mandates determines that the provisions of this bill create a new program or impose a higher level of service on local agencies, local agencies could claim reimbursement of those costs. The magnitude is unknown, but could exceed \$50,000 per year (General Fund).

Background: CWDB is tasked with assisting the Governor in the development, oversight, and continuous improvement of California's workforce investment system. Among other things, CWDB's purview is 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 local workforce development boards (LWDBs) to ensure statewide workforce efforts align with regional priorities and community needs.

The State has 45 LWDBs, each with a 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.

Under current law, all California 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 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.

Proposed Law: This bill, among other things, would do the following:

- Require CWDB, in partnership with DIR, CRD, and other subject matter experts to develop workplace rights curriculum (as specified), 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.

- Require CWDB, in partnership with EDD and LWDA, to ensure that LWDBs and one-stop career center providers comply with the requirements of this bill.
- Require LWDB, among other things, to ensure the provision of workplace rights training is consistent with the curriculum developed pursuant to this bill.

Related 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) was 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. The measure was help under submission on the Suspense file of this 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 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.

Staff Comments: EDD notes that the bill's requirement to provide workplace rights training to every individual receiving services at an America's Job Center of California applies broadly across the workforce system, and consequently, likely would create significant fiscal impacts for the majority of Title I Adult, Dislocated Worker, and Youth programs funded under WIOA and participants in the Reemployment Services and Eligibility Assessment Program (RESEA).

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