

Date of Hearing: August 5, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

SB 1227 (Durazo) – As Amended June 11, 2026

Policy Committee:	Public Employment and Retirement	Vote:	6 - 0
	Labor and Employment		7 - 0

Urgency: No State Mandated Local Program: No Reimbursable: No

SUMMARY:

This bill requires the Department of Industrial Relations (DIR) and the Department of Human Resources (CalHR) to partner with their respective bargaining units to design and develop an apprenticeship program addressing DIR's staffing challenges for filling civil service classification positions.

Specifically, the bill prescribes several requirements the apprenticeship program must meet, such as pay scales determined through collective bargaining, accrual of state service for time employed in a civil service apprenticeship classification, and eligibility for appointment to the journey classification by way of an apprentice transfer.

FISCAL EFFECT:

- 1) One-time General Fund costs of \$950,000 and \$900,000 ongoing annually for DIR to hire the additional staff necessary to implement and oversee expanded apprenticeship classifications.
- 2) One-time General Fund costs of \$173,000 and \$166,000 ongoing annually for CalHR to hire one additional staff member to oversee creation and monitoring of the new apprenticeship classification.

COMMENTS:

- 1) **Purpose.** According to the author, this bill addresses long-standing staffing challenges experienced by DIR, particularly within the Division of Labor Standards Enforcement and the Division of Occupational Safety and Health (Cal/OSHA), by strengthening the pipeline of qualified enforcement personnel through an established apprenticeship program.
- 2) **Background.** Cal/OSHA continues to suffer from significant understaffing and high turnover, particularly in Cal/OSHA's enforcement division. The Compliance Safety and Health Officer (CSHO) position, which conducts field investigations of worker complaints about health and safety violations, has one of the highest vacancy rates across Cal/OSHA. According to DIR data, as of August 2024, Cal/OSHA had 124 vacant CSHO positions, constituting a 46% vacancy rate. The vacancy rate is even higher in certain geographic areas. For example, the Santa Ana office had a 73% vacancy rate, and the San Francisco office had a 66% vacancy rate. As a result, the ratio of active CSHOs to workers in California is 7.7 CSHOs per one million workers. This bill establishes an apprenticeship program available to

both current civil service employees and prospective employees specifically for filling historically difficult to fill classification positions within DIR.

- 3) **Related Legislation.** AB 2488 (Schiavo), of the current legislative session, requires the DIR to contract with programs at the University of California to conduct a study to evaluate the understaffing and vacancies within Cal/OSHA.

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