
SENATE COMMITTEE ON APPROPRIATIONS

Senator Sabrina Cervantes, Chair
2025 - 2026 Regular Session

SB 1241 (Smallwood-Cuevas) - Skilled and trained workforce requirements

Version: March 26, 2026

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

Urgency: No

Mandate: No

Hearing Date: May 14, 2026

Consultant: Robert Ingenito

Bill Summary: SB 1241 would make specified changes to the State's skilled and trained workforce requirements.

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

**The following information is revised to reflect amendments
adopted by the committee on May 14, 2026**

Fiscal Impact: Administrative costs to the Department of Industrial Relations (DIR) have yet to be identified, but the bill's workload (including increased investigations, enforcement and appeals) would result in annual costs potentially in excess of \$1 million annually (Labor Enforcement and Compliance Fund). Additionally, the bill would likely result in increased penalty revenue of unknown magnitude (Labor Enforcement and Compliance Fund).

Author Amendments:

- Require a public entity to post, or require a prime contractor to post, a job site notice specifying that the project is subject to the skilled and trained workforce. Also extend the same posting and notice requirement to private developers.
- Impose a penalty of no more than \$10,000 per month on a private developer who failed to comply with the above-described posting or notice requirement, following an investigation by the Labor Commissioner or its designee.
- Authorize the Labor Commissioner to reduce or waive the penalty under specified circumstances. Further require the Labor Commissioner or its designee to issue a civil wage and penalty assessment to the developer, as specified, for a violation of the posting and notice requirement, and would authorize a request for review of the assessment under certain statutory processes.
- Make a willful violation of the posting or notice requirement by a developer, its agent, or representative, to be a misdemeanor.
- Make various technical and conforming changes.

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