

Date of Hearing: August 20, 2025

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

SB 513 (Durazo) – As Amended May 6, 2025

Policy Committee: Labor and Employment

Vote: 7 - 0

Urgency: No

State Mandated Local Program: Yes

Reimbursable: No

**SUMMARY:**

This bill specifies that personnel records relating to an employee's performance include education and training records and must contain certain information about the education and training.

**FISCAL EFFECT:**

- 1) Minor and absorbable costs to the Labor Commissioner (LC) to update informational materials and provide related enforcement.
- 2) Cost pressures of an unknown, but likely minor amount, to the courts in additional workload by expanding the definition of personnel records, as the provision of such records may be enforced by a civil action brought by an employee or the LC.

**COMMENTS:**

- 1) **Purpose.** The author contends some employers are withholding training records from their employees. According to the author:

Many refinery workers came into the job without specific credentials and were trained by their employers through joint labor-management programs to safely operate and maintain refineries. They have received significant, extensive on-the-job training from their employers on process safety, instrumentation, plant chemistry, lab work, control boards, pumps, compressors, maintenance crafts, and more, in addition to state HAZMAT and ongoing safety and health programs. With SB 513, employees across sectors will be able to demonstrate their ability and confirm their eligibility to future employers as jobs sectors transition to meet State climate goals.

This bill is sponsored by United Steelworkers District 12 and supported by other labor organizations and environmental groups.

- 2) **Personnel Records.** Existing law provides that every current and former employee (or their representative) has the right to inspect and receive a copy of the personnel records that the employer maintains related to the employee's performance. An employer that does not provide the records to a requesting employee may incur a \$750 penalty recoverable by the employee or the LC, and may also be subject to an action for injunctive relief, costs, and

attorney's fees. This bill specifies that an employee's personnel records include education or training records. This bill also requires an employer to ensure those records include certain information, such as the duration and date of the training, the core competencies of a training, and the resulting certification or qualification.

**Analysis Prepared by:** Irene Ho / APPR. / (916) 319-2081