

## **Garment Worker Protection Act**

(SB 62 – Durazo): The Garment Worker Protection Act expands and strengthens enforcement of wage theft liability in the garment manufacturing industry, ensuring that retailers cannot use layers of contracting to avoid responsibility under the law. It eliminates the piece rate in the garment industry, while still allowing for bonus and incentive payments. This law will ensure that workers are paid for all time spent working.

## **Health Care Protection for Striking Public Sector Workers**

(AB 237 – Gray): Makes it an unfair practice for a public employer to fail or refuse to maintain or pay for health care coverage for a public sector worker or their enrolled dependents, for the duration of the employee's participation in an authorized strike. This law also makes it an unfair practice for a covered employer to fail to collect and remit the employee's contributions, if any, to this coverage, or to otherwise threaten an employee or their dependents' continued access to health or medical care during or because of the employee's participation in a strike.

## **Protection from Harmful Quotas for Warehouse Workers**

(AB 701 – Lorena Gonzalez): Strengthens warehouse workers' rights against arbitrary and abusive work quota systems by requiring companies to disclose work quotas to employees and state agencies and establish statewide standards to minimize on-the-job injuries for employees working under strict quotas. It also prohibits an employer from retaliating against or firing an employee for failing to meet a quota if it does not allow a worker to comply with health and safety laws.

## **Minimum Wage Increase**

On Jan. 1, California's minimum wage increases to \$15 for large employers (26 or more employees) and \$14 for small employers (25 or fewer employees).

## **Kenneth Ross Jr. Police Decertification Act of 2021**

(SB 2 – Bradford): Creates a process for revoking or suspending the license of police officers who commit serious misconduct and preventing those officers leaving one law enforcement agency from being employed at another agency by creating a division within the commission on Police Officer Safety and Training to implement a statewide system.

# **NEW CA LABOR LAWS 2022**



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## **Stronger Enforcement of Worker Safety Standards**

(SB 606 – Lena Gonzalez): Prior to SB 606, Cal/OSHA was effectively unable to properly cite employers who break many laws in many locations at once. Further, employers committing particularly egregious safety violations simply didn't face penalties sufficient to deter such dangerous behavior. SB 606 takes a major step toward solving both problems and gives the agency far more effective tools to keep workers safe on the job.

## **Strengthen Public Employee Orientation**

(SB 270 – Durazo): Current law requires that public employers provide the bargaining representative with a list of new and current employees on a periodic basis. Some employers choose to ignore this law and do not provide this critical information. This law will establish an enforcement mechanism at the Public Employment Relations Board.

## **Protect Collective Bargaining at UC**

(AB 1550 – L. Rivas): Requires the University of California (UC) to maintain the union status of a position that transfers to the Academic Senate. Three years ago, the UC Office of the President requested that the UC Board of Regents move six part-time, non-Senate faculty job classifications for lecturers into the Academic Senate. The six part-time positions were actively covered by a collective bargaining agreement prior to the move. However, due to the move to the Academic Senate and the structure of the Higher Education Employer-Employee Relations Act (HEERA), those six positions lost their union representation.

## **Layoff Parity for Classified Employees**

(AB 438 – Reyes): This is a parity law that ensures that the lowest wage earners in schools (predominantly women of color), receive the same layoff notice protection as teachers and highly paid administrators. Classified employees can be laid off any time of the year with only 60 days' notice with no hearing rights. This would standardize the process so that they receive notice on March 15th with hearing rights.