



# California LABOR Federation

**Headquarters:** 1001 K ST Suite 200 Sacramento, CA 95814-3832 **Tel:** (916) 444-3676 **Fax:** (916) 444-7693

**Tel:** (510) 663-4000 **Fax:** (510) 663-4099

**Art Pulaski**, *Executive Secretary-Treasurer* **Kathryn Lybarger**, *President*

**www.CaliforniaLabor.org**

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## 2022 Legislative Agenda

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**Extension of Paid Sick Leave:** Without SPSL, many workers exposed to COVID-19 are left with no option other than to continue in-person work, even if symptoms have begun. Too many workers make too little money or have too few sick days to stop working following a nonoccupational exposure. This reform, most appropriately achieved through a budget trailer bill, will largely extend the protections included within SB 95 (Skinner, 2021): up to 80 hours of paid leave for workers to get vaccinated, recover from COVID-19, or care for an infected or quarantined family member.

*Staff: Eduardo Martinez & Mitch Steiger*

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**Legislative Staff Collective Bargaining:** The Legislature is the only branch of California's government that does not allow their employees the benefits and protections that come with the right to collectively bargain. Legislative employees are exempt from collective bargaining and civil service rules, can be hired and fired at will, and lack many of the workplace protections laws that cover employees in private and public employment.

*Staff: Eduardo Martinez*

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**AB 2530 (Wood) – Striking Worker Health Care Protection:** Last year, the Governor signed into law AB 237, which prevents public employers from refusing to maintain an employee's health care coverage. Yet this law only protects public employees. The temporary loss of coverage during a strike harms not only the striking worker, but also harms dependent family members. This proposal will provide private sector workers who lose health benefits due to a labor dispute an improved version of the most affordable coverage offered by Covered California and will include the family, even if a spouse or other family member is offered coverage by another employer.

*Staff: Janice O'Malley*

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**AB 1130 (Wood) – Office of Health Care Affordability:** The Office of Health Care Affordability is the result of years of work, spearheaded by the Federation and its affiliates to address the soaring costs that continue to take a growing bite from workers' wages. This year, the Governor included the Office of Health Care Affordability in his January budget proposal, with many details still to be determined. This new Office will be charged with increasing price and quality transparency, developing specific strategies and cost targets for the different sectors of the health care industry, and financial consequences for entities that fail to meet these targets. The goal of the Office is to have these savings be returned to consumers who are directly impacted by increasing health care costs. This new Office will put in place a comprehensive strategy to contain health care costs, set targets for affordability with accountability, and drive innovation in payment and delivery of care.

*Staff: Janice O'Malley*

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**AB 1882 (R. Rivas) – Seismic Compliance Act of 2022:** During a major seismic safety event, the public has a reasonable expectation that their local hospital will be available to them in times of a major medical crisis. This bill requires hospitals to submit an annual timeline for compliance to acknowledge their plan to meet the 2030 standards. It will also require hospital owners whose hospitals have not met the 2030 standards to submit an annual evacuation plan to the community and have their current building seismic safety status made available to the public posted in a visible location.

*Staff: Janice O'Malley*

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**SB 931 (Leyva) – Public Employer Accountability Act:** The Public Employment Relations Board (PERB) has no authority to enforce labor agreements and is prohibited from issuing complaints on charges alleging a violation, resulting in a lack of compliance on behalf of some public employers. This bill will authorize PERB to assess a \$1,000 financial penalty against a public employer in violation of Government Code 3550, which prohibits public employers from anti-union speech that deters or discourages union membership, ensuring compliance.

*Staff: Janice O'Malley*

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**AB 2926 (Kalra) – FAIR Act – Personal Services Contracts:** The FAIR Act limits the unfair practice of production studios and record labels unilaterally holding artists off the job market, unpaid, for onerous periods of time. Unlike most Californians, recording artists are often trapped in long-term employment contracts by record labels, preventing them from even working for themselves or another label. This will allow recording artists to work for multiple employers so as not to deprive the artist from earning a living and being beholden to a seven-year contract as currently allowed by law.

*Staff: Janice O'Malley*

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**AB 2467 (Bryan) – Ballot Initiative Signature Threshold:** For over 30 years, the presence of powerful interests has undermined the original intent of the initiative process. This bill will protect the integrity of the initiative system by requiring at least 10% of the signatures that are required to qualify an initiative measure be solicited by a person who does not receive money or other valuable consideration for the specific purpose of soliciting signatures of electors. A volunteer and grassroots effort to qualify an initiative measure for the ballot demonstrates a significant level of public support. Improving the measure of public support for a proposed initiative measure will increase the public's confidence and protect the integrity of the initiative process.

*Staff: Janice O'Malley*

**\* Pending Executive Council approval**

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**SB 1276 (Durazo) – State and Local Government Mobility Accountability Act:** This bill affirms the responsibility of city and state transportation agencies to contract with or issue permits to commercially operated transportation companies to operate in the area of jurisdiction and base their regulations on datasets that agencies develop using data or notifications received from commercially operated transportation companies. These companies are to be independently verified in order to ensure development of good policy. This is an effort to play office against a tech-driven approach to limit the data local governments may collect.

*Staff: Manuela Boucher-de la Cadena*

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**AB 1651 (Kalra) – Worker Technology Rights:** Employer monitoring of workers is nothing new, with video cameras, audio recording devices, two-way mirrors, and other technologies having been used and abused by employers for decades. However, in recent years, the availability of such devices has soared, the new forms of such technology—particularly monitoring software—have expanded exponentially, and the harm to workers has intensified. This bill will establish a basic regulatory framework for surveillance technology. We will require that such technology be disclosed to those affected, relevant to a workers’ job duties, and necessary for business operations. The bill will also prohibit all off-the-job surveillance and the most egregious forms of technology-based monitoring while at work.

*Staff: Mitch Steiger*

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**AB 2848 (Santiago) – Workers’ Compensation Reform:** The workers’ compensation system provides medical treatment and wage loss (indemnity) benefits to workers hurt on the job. Medical care is supposed to happen quickly and cost workers nothing; indemnity benefits are available for workers hurt both temporarily and permanently. However, the reality is that many problems exist both on the medical and indemnity sides of the system. This bill will recalculate permanent disability benefits to ensure that workers are more adequately made whole following a crippling injury or illness. Other sections will target medical care, specifically to improve timeliness and compliance with existing law. Finally, the bill will seek ways to minimize frictional costs to allow a greater percentage of available resources to flow towards workers, not outside actors profiting from the system.

*Staff: Mitch Steiger*

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**SB 410 (Leyva) – No Delays for Worker Health and Safety:** All significant occupational safety and health (OSH) regulations require a Standardized Regulatory Impact Assessment (SRIA), which is a wasteful, duplicative, time consuming, and expensive bureaucratic step that adds roughly two years to the already years-long process for developing and implementing such regulations. For example, state law required Cal/OSHA to submit an indoor heat regulation to the Cal/OSHA Standards Board by January 1, 2019, but the regulation has been stuck in SRIA for much of the last two years, forcing countless workers to suffer at least two additional years of intense and harmful heat exposure. However, emergency regulations targeting wildfire smoke and COVID-19 only took about six months each, further suggesting that SRIAs add nothing of value to the process. The Federation has sponsored legislation in the past to exempt OSH regulations from the SRIA process and gotten very close to getting this bill to the Governor. The Federation will sponsor this legislation again given how the recent experiences of wildfire smoke and COVID-19 have shown that much faster rulemaking is not only possible, but necessary.

*Staff: Mitch Steiger*

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**ACA 8 (Lee) – California Tax on Extreme Wealth Act:** The exponential amount of growth in the billionaire class from March 2019 to January 2021 grew around \$250 billion, which is roughly \$54 billion larger than the *entire* state budget of the fifth wealthiest economy in the world. The Federation co-sponsors the California Tax on Extreme Wealth Act, which will impose an annual excise tax at a rate of 1% on extreme wealth in excess of \$50 million and at a rate of 1.5% on extreme wealth in excess of \$1 billion and is expected to generate \$22.3 billion in additional revenue annually.

*Staff: Janice O’Malley*

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**Organizing Rights for Tribal Casino Workers in California:** The right to organize a union for tribal casino workers in California under the tribal-state Compact is under threat. The Federation will work with our brothers and sisters on potential legislative and executive action to protect this long-established right.

*Staff: Eduardo Martinez*