

DEPARTMENT OF INDUSTRIAL RELATIONS
COMMISSION ON HEALTH AND SAFETY AND
WORKERS' COMPENSATION

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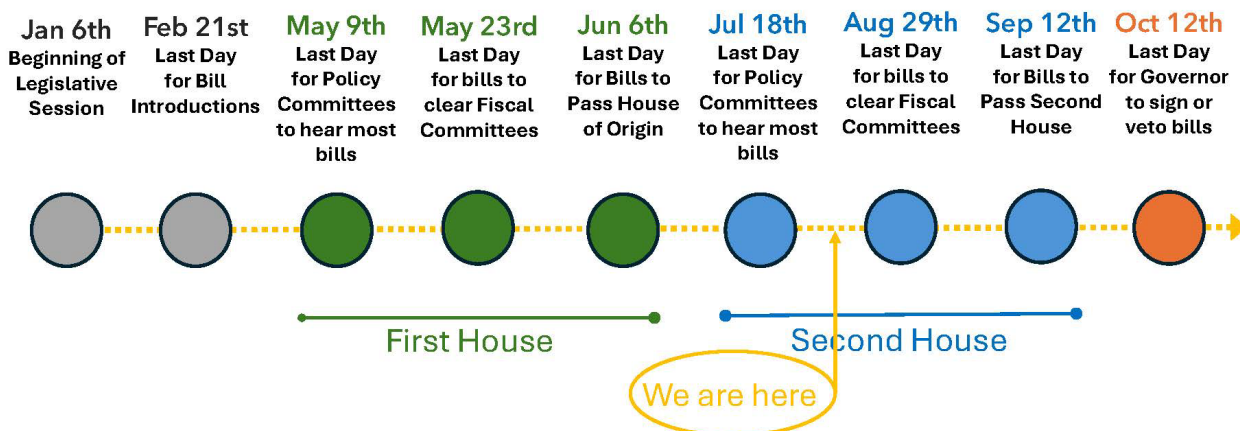
DATE: August 6, 2025

TO: CHSWC Commissioners
Mitch Steiger, 2025 Chair
Jen Hamelin
Shelley Kessler
Kristi Montoya
Chris Pedroza
Nicholas Roxborough
Meagan Subers
Sidharth Voorakkara

FROM: Melissa Flores, Executive Officer, CHSWC

SUBJECT: Legislative Update

The abbreviated legislative calendar below provides a reference to this point in time in the 2025 legislative cycle. Legislative bills are now in the second house from where they originated.



Currently, there are no pending bills with Commission on Health and Safety and Workers' Compensation (CHSWC) directly named. However, the bill below may have a

direct impact on the Commission. This will remain on our watch list:

SB 470 – Repeals the teleconferencing provisions of Bagley-Keene Open Meeting Act on January 1, 2030.

CHSWC staff have also identified pending bills that may be of interest to CHSWC as listed below. These bills are related to workers' compensation and health and safety issues including administrative actions and changes in how the regulated systems function to protect workers as well as payers.

A summary and status of each bill follows this list.

AB 694 – Requires DOSH understaffing study by LOSH and LOHP, with an advisory committee for the study.

AB 841 – Creates working group of State Fire Marshall and DOSH for PPE recommendations related to lithium-ion battery fires.

AB 845 – Requires Cal/OSHA, Agricultural Labor Relations Board and DLSE enforcement to collaborate on complaints and investigation/enforcement actions related for agricultural workers/employees.

AB 1048 – Dispute resolution process based on contracts between payers and medical providers in the WC system.

AB 1110 – DOSH notices for employees to add email address of nearest DOSH office.

AB 1125 – Adds peace officers at State Department of State Hospitals as among those employees/occupations with a rebuttable presumption for "heart trouble" as occupation- related.

AB 1163 – Requires workplace violence prevention plan for school employees to include de-escalation techniques training.

AB 1181 – Requires the Occupational Safety and Health Standards Board to consider National Fire Protection Association standards when modifying firefighter PPE.

AB 1209 – Cannabis industry and workers' compensation insurance compliance assistance (due to state/federal laws).

AB 1293 – Requires the administrative director to develop and make available a medical evaluation request form for communicating with QME evaluators in advance of an evaluation and QME report.

AB 1326 – Create a right for workers to wear PPE and a protective face mask for the purposes of public health.

AB 1329 – Clarifies and defines permanent disability measures resulting from a subsequent injury.

AB 1336 – Heat illness rebuttable presumption for farmworkers. Establishes a Farmworker Climate Change Heat Injury and Death Fund from a one-time transfer of \$5M from WCARF.

AB 1398 – Requires disclosure of financial interest in workers' compensation

medical care provider entities to third party payers.

AB 1424 – Requires Cal/OSHA to submit rulemaking proposal to OSHSB related to workers under the jurisdiction of the Department of Corrections and Rehabilitation.

AB 1498 – Establishes a state-wide medical provider network database, in which physicians are willing and able to treat injured workers in the San Joaquin Valley region.

AB 1514 – Changes the method for determining independent contractor for specific occupations, manicurist and commercial fishers.

AB 1515 – Requires DIR Director to submit its DOSH Annual Report to the Governor and on its website, in addition to the existing law requiring submission to the legislature. *(This bill was gutted and amended substantially changed and is no longer a DOSH bill.)*

SB 8 – Expands entitlement of a leave of absence in lieu of temporary disability payments to specified peace officers employed by a county of the eighth class, as defined.

SB 20 – Restricts dry methods in slab stone countertop installations; requires wet methods. Requires specific training in apprenticeship programs for slab stone fabrication activities.

SB 230 – Expands cancer and PTSD rebuttable presumption for fire fighters from the Department of Defense installations and NASA installations to firefighters at commercial airports.

SB 234 – Requires formation of a workgroup by the Department of Forestry and Fire Protection, the Office of Emergency Services, and the Department of Toxic Substances Control on how to avoid exposure to toxic heavy metals after a wildfire, with a report due to the legislature.

SB 294 – Establishes the Workplace Know Your Rights Act which requires an annual notice to all employees of specific workers' rights, including (federal and state) Constitutional rights when interacting with law enforcement.

SB 442 – Required conditions for grocery store self-service check-out staffing, including coverage of self-service check-out in the employer's illness and injury prevention program.

SB 447 – Increases the age from 21 to 26 for survivor health benefits to minor dependents of workers' compensation covered firefighter and peace officer employees, as defined.

SB 487 – Provides firefighters and peace officers no less than 2/3 of the third-party defendant's liability insurance policy limit.

SB 578 – Establishes a California Workplace Outreach Program to promote workplace protections, utilizing qualified organizations for education and outreach services.

SB 627 – Adds law enforcement officers to the definition of a persons prohibited from wearing a facial covering while performing their duties; makes wearing a mask a crime for law enforcement.

SB 632 – Defines "injury" for hospital workers, including the Covid-19 disease, for

which a rebuttable presumption is asserted, and extends the applicable time period after a hospital employee's termination of employment.

- SB 668** – Authorizes the DWC Administrative Director to adjust the med-legal fee schedule every two years, based on specified costs; requires updates also when drugs and pharmacy services maximum fees are updated by the Administrative Director.
- SB 809** – Stipulates that mere ownership of a vehicle used by a person providing labor or services does not make that person an independent contractor.
- SB 847** – Enables the DWC Administrative Director to expand the conditions for filing a lien against the property of an uninsured employer liable for workers' compensation claims.

CHSWC Bill Tracking

8/5/2025

AB 694

(McKinnor D) Department of Industrial Relations: advisory committee: occupational safety and health.

Last Amend: 6/11/2025

Status: 7/14/2025-In committee: Referred to APPR. suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 7/14/2025-S. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law establishes the Division of Occupational Safety and Health in the Department of Industrial Relations, and charges the division with the enforcement of various laws affecting safe working conditions, including the California Occupational Safety and Health Act of 1973. Current law requires the Director of Industrial Relations to prepare and submit to the Legislature an annual report on the activities of the Division of Occupational Safety and Health, as specified. Current law establishes the University of California, under the administration of the Regents of the University of California, as one of the segments of postsecondary education in the state. Current law requires the Department of Industrial Relations to contract with the University of California, Los Angeles Labor Center, to conduct a study evaluating opportunities to improve worker safety and safeguard employment rights, as specified, and to convene an advisory committee to make recommendations regarding the scope of the study, as described. This bill would require the department, upon appropriation by the Legislature, to contract with the University of California, Berkeley Labor Occupational Health Program and the University of California, Los Angeles Labor Occupational Safety and Health Program to conduct a study to evaluate the understaffing and vacancies within the division and make recommendations to the department, the Department of Human Resources, and the Legislature on policies the state shall use to inform the consideration and establishment of career pathways to the Compliance Safety and Health Officer classification. The bill would authorize the University of California to subcontract the responsibility for conducting the study to other specified entities. The bill would require the University of California and its subcontractors, if any, to issue a report that includes certain information about the understaffing and vacancies of Compliance Safety and Health Officers within the division. The bill would further require the University of California to convene an advisory committee consisting of members from specified state agencies, worker advocacy organizations, other academic institutions, and other entities, as specified, to make recommendations regarding the scope of the above-described study, and provide specified findings and recommendations to the division, as prescribed.

AB 841

(Patel D) State Fire Marshal: personal protective equipment: battery fires.

Last Amend: 7/1/2025

Status: 7/8/2025-From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 15. Noes 0.) (July 8). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/8/2025-S. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Calendar: 8/18/2025 10 a.m. - 1021 O Street, Room 2200 SENATE APPROPRIATIONS, CABALLERO, ANNA, Chair

Summary: Would require the State Fire Marshal, in consultation with the Division of Occupational Safety and Health, to develop a working group with specified membership to make recommendations regarding personal protective equipment used in responding to lithium-ion battery fires. The bill would require, at a minimum, the working group to review, and for the purpose of making the recommendations to consider, the latest personal protective equipment to limit exposure to lithium and other heavy metals, technology to clean personal protective equipment, whether different types of personal protective equipment should be used for different types of lithium-ion battery fires, and current decontamination practices at the fire scene, as specified. The bill would require the recommendations to be submitted to the Legislature on or before September 1, 2026.

AB 845

(Arambula D) Employment: complaints: agricultural employees.

Last Amend: 4/21/2025

Status: 7/7/2025-In committee: Referred to APPR. suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 7/7/2025-S. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law requires the Agricultural Labor Relations Board to, among other things, maintain a telephone line, as specified, for the purpose of providing interested persons with information concerning their rights and responsibilities, as prescribed, or for referring persons to the appropriate agency or entity with the capacity to render advice or help in dealing with any situation arising out of agricultural labor disputes. Current law requires the Department of Industrial Relations to, among other things, perform specified functions, including fostering, promoting, and developing the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment. Current law establishes the Division of Labor Standards Enforcement, under the direction of the Labor Commissioner, within the Department of Industrial Relations and sets forth its powers and duties regarding the enforcement of labor laws. Current law also establishes the Division of Occupational Safety and Health within the Department of Industrial Relations and requires the division to enforce all occupational safety and health standards, as specified. This bill would require the Agricultural Labor Relations Board, Division of Labor Standards Enforcement, and Division of Occupational Safety and Health, upon intake of a complaint from an agricultural employee, to collaborate with each other and take all reasonable efforts to transmit the complaint to the appropriate entity for processing and investigation.

[AB 1048](#) (Chen R) Workers' compensation.

Last Amend: 4/10/2025

Status: 7/9/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-S. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Calendar: 8/18/2025 10 a.m. - 1021 O Street, Room 2200 SENATE APPROPRIATIONS, CABALLERO, ANNA, Chair

Summary: The workers' compensation system provides for medical and hospital treatment, disability payments, and death benefits, as specified. Current law requires the Administrative Director of the Division of Workers' Compensation to contract with one or more independent bill review organizations to conduct reviews of medical providers in accordance with specified criteria. Current law authorizes a provider under certain circumstances, including when the amount of payment is in dispute, to request an independent bill review within a specified timeframe. Current law requires that the medical provider pay to the administrative director a fee to cover the reasonable estimated cost of the independent bill review and the administration of the independent bill review program. Current law requires the administrative director to adopt and revise periodically an official medical fee schedule establishing reasonable maximum fees paid for medical services other than physician services, drugs and pharmacy services, health care facility fees, home health care, and all other treatment, care, services, and goods. This bill would define a payment dispute to include a contract dispute involving any discount or reduction from the official medical fee schedule. The bill would also require, if the dispute only involves a percentage discount or reduction that results in the independent bill review upholding the decision, the independent review organization to provide a written decision to the medical provider and include the medical provider contract relied upon to uphold the decision.

[AB 1110](#) (Ortega D) Safety rules and regulations: notice.

Last Amend: 3/13/2025

Status: 5/23/2025-Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. on 4/3/2025) (May be acted upon Jan 2026)

Is Urgency: N

Is Fiscal: Y

Location: 5/23/2025-A. 2 YEAR

Desk	Policy	2 year	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law requires the Division of Occupational Safety and Health of the Department of Industrial Relations to prepare a notice, to be posted by employers, containing information regarding safety rules and regulations in the workplace. Current law requires the notice to contain specified items of information, including, among other things, the address and telephone number of the nearest division office. This bill would also require the notice to contain the email address of the nearest division office.

[AB 1125](#) (Nguyen D) Workers' compensation: peace officers.

Last Amend: 4/21/2025

Status: 6/27/2025-From Consent Calendar. Ordered to third reading.

Is Urgency: N

Is Fiscal: Y

Location: 6/27/2025-S. THIRD READING

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law designates various persons as peace officers, including officers of a state hospital under the jurisdiction of the State Department of State Hospitals or the State Department of Developmental Services. Existing law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries sustained in the course of their employment. Current law creates a disputable presumption, applicable to officers and employees in the Department of Corrections and Rehabilitation, that heart trouble that develops or manifests during a period when the employee is in the service of the department arose out of and in the course of employment. This bill would add to the above-described presumption a peace officer, as defined, employed by the State Department of State Hospitals.

AB 1163 (Elhawary D) Employees: workplace violence prevention plans: topics and trainings.

Last Amend: 5/5/2025

Status: 5/23/2025-Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 5/14/2025)(May be acted upon Jan 2026)

Is Urgency: N

Is Fiscal: Y

Location: 5/23/2025-A. 2 YEAR

Desk	Policy	2 year	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Would, contingent upon an appropriation for its purposes, would require the State Department of Education to, on or before January 1, 2027, develop a deescalation training and make it publicly available on its internet website. The bill would require, commencing in the 2026-27 academic year, and annually thereafter, a school district, county office of education, charter school, or community college to, for employees who regularly interact with pupils or students, require training on deescalation techniques designed to minimize the likelihood of pupils or students committing violent acts, as provided. By imposing additional duties on local educational agencies, the bill would impose a state-mandated local program.

AB 1181 (Haney D) Firefighters: personal protective equipment.

Last Amend: 6/12/2025

Status: 6/30/2025-In committee: Referred to APPR. suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 6/30/2025-S. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: The California Occupational Safety and Health Act of 1973 grants to the Occupational Safety and Health Standards Board, an independent entity within the Department of Industrial Relations, exclusive authority to adopt occupational safety and health standards within the state. Beginning July 1, 2018, and every 5 years thereafter, the act requires the Occupational Safety and Health Standards Board, in consultation with the department, to complete a comprehensive review of all revisions to National Fire Protection Association standards pertaining to certain personal protective equipment (PPE) and requires the board to consider modifying existing safety orders and to render a decision regarding the adoption of necessary changes to safety orders, or other applicable standards and regulations, no later than July 1 of the subsequent year, if the review finds that the revisions to applicable National Fire Protection Association standards provide a greater degree of personal protection than the safety orders. This bill would, in addition to the above-described requirement, require the board to modify its existing safety order regarding firefighter personal protective equipment by January 1, 2027, to address National Fire Protection Association performance standards for PPE that are not relevant or applicable to how firefighters utilize their PPE and that result in the use of perfluoroalkyl and polyfluoroalkyl substances, fluoropolymers, flame retardants, and other hazardous substances in firefighting personal protective garments and auxiliary firefighting PPE, as provided.

AB 1209 (Rodriguez, Michelle D) Workers' compensation: cannabis industry.

Last Amend: 4/10/2025

Status: 5/1/2025-Failed Deadline pursuant to Rule 61(a)(2). (Last location was B.&P. on 4/2/2025)(May be acted upon Jan 2026)

Is Urgency: N

Is Fiscal: Y

Location: 5/1/2025-A. 2 YEAR

Desk	2 year	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Would authorize the administrative director or their agent to require an employer that is licensed or required to be licensed under the Medicinal and Adult-Use Cannabis Regulation and Safety Act (MAUCRSA) to provide proof that it has secured payment of workers' compensation to the administrative director or their agent. The bill would authorize the Administrative Director of the Division of Workers' Compensation or their agent to establish a schedule for compliance that includes dates for when a licensee may be required to comply with these requirements. The bill would require the administrative director to provide assistance to any employer or entity that notifies the administrative director that it has been unable to obtain coverage and authorize the administrative director to extend the deadline for compliance, and would exempt any employer that secures the payment of workers' compensation pursuant to these provisions from civil or criminal liability for prior failure to secure the payment of compensation. The bill would authorize the administrative director to contract with one or more agents to assist employers in complying with these provisions, as specified. This bill contains other existing laws.

[AB 1293](#)

(Wallis R) Workers' compensation: qualified medical evaluators.

Last Amend: 4/9/2025

Status: 6/30/2025-In committee: Referred to APPR. suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 6/30/2025-S. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries arising out of and in the course of their employment. Current law establishes procedures for the resolution of disputes regarding the compensability of an injury, including the use of a qualified medical evaluator (QME) to perform a comprehensive medical-legal evaluation to address all contested medical issues arising from all injuries reported in a claim. Current law requires all communications with a panel QME before a medical evaluation to be in writing served on the opposing party 20 days in advance of the evaluation, and any subsequent communication with the QME to be in writing and served on the opposing party when the communication is sent to the QME. This bill would require the administrative director to develop and make available a medical evaluation request form for communicating with a panel qualified medical evaluator in advance of an evaluation obtained pursuant to the above provisions. The bill would require the administrative director to develop and make available a template QME report form, which will include all necessary statutory and regulatory requirements for a complete QME report that constitutes substantial evidence. The bill would require the Division of Workers' Compensation to adopt regulations to implement these provisions by January 1, 2027.

[AB 1326](#)

(Ahrens D) Masks: individual or public health.

Last Amend: 4/3/2025

Status: 7/18/2025-CORRECTED: From committee: Do pass and re-refer to Com. on JUD. (Ayes 8. Noes 0.) (June 18). Re-referred to Com. on JUD. 7/15/2025 Motion: Do Pass as Amended (PASS)

Is Urgency: N

Is Fiscal: N

Location: 6/19/2025-S. JUD.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law sets forth various provisions on the wearing of a mask for health purposes. These circumstances include, among others, a statewide stockpile of personal protective equipment (PPE) in the event of a pandemic, wildfire smoke event, or other health emergency; employer-supplied PPE to employees who provide direct patient care in a general acute care hospital; employees of commercial cannabis businesses wearing a mask for respiration; and providing peace officers with an appropriate portable manual mask and airway assembly for use when applying cardiopulmonary resuscitation to prevent the spread of communicable disease. Under this bill, an individual would have the right to wear a mask on their face in a public place for the purpose of protecting their individual health or the public health, with regard to communicable disease, air quality, or other health factors. The bill would define a mask and a public place for purposes of this provision

[AB 1329](#)

(Ortega D) Workers' Compensation: Subsequent injuries payments.

Last Amend: 4/21/2025

Status: 7/9/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 4. Noes 1.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-S. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Calendar: 8/18/2025 10 a.m. - 1021 O Street, Room 2200 SENATE APPROPRIATIONS, CABALLERO, ANNA, Chair

Summary: Current law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries sustained in the course of employment. Current law provides certain methods for determining workers' compensation benefits payable to a worker or the worker's dependents for purposes of permanent total disability or permanent partial disability that include a determination of the percentage of permanent disability incurred. Current law requires that, for injuries incurred before January 1, 2013, in determining the percentages of permanent disability, account be taken of the nature of the physical injury or disfigurement, the occupation of the injured employee, and the injured employee's age at the time of the injury, and requires that specified factors be considered in determining an employee's diminished earning capacity for these purposes. For purposes of these provisions, "nature of the physical injury or disfigurement" incorporates the descriptions and measurements of physical impairment and the corresponding percentages of impairments published in the American Medical Association (AMA) Guides to the Evaluation of Permanent Impairment (5th Edition). For injuries occurring on or after January 1, 2013, in determining the percentages of permanent disability, existing law requires the same factors be taken into account but removes from consideration the employee's diminished future earning capacity and, instead, incorporates an adjustment factor of 1.4, as specified. Current law also establishes the Subsequent Injuries Benefits Trust Fund, a continuously appropriated fund. Under existing law, if a permanently, partially disabled employee receives a subsequent compensable injury resulting in additional permanent disability, then that employee receives compensation from the Subsequent Injuries Benefits Trust Fund. Current law requires, when applicable, the additional permanent disability resulting from the subsequent injury to be equal to 35% or more of total, when considered alone and without regard to, or adjustment for, the occupation or the age of the employee. For purposes of determining permanent disability resulting from a subsequent injury, this bill would measure permanent disability, for injuries occurring on or after January 1, 2005, and prior to January 1, 2013, by the whole person impairment rating as determined in accordance with the AMA Guides to the Evaluation of Permanent Impairment (5th Edition), after adjustment for diminished future earning capacity and without regard to, or adjustment for, the occupation or age of the employee.

[AB 1336](#)

(Addis D) Farmworkers: benefits.

Status: 7/7/2025-In committee: Referred to APPR. suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 7/7/2025-S. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law establishes a workers' compensation system to compensate employees for injuries sustained in the course of their employment. Current law creates a disputable presumption that specified injuries sustained in the course of employment of a specified member of law enforcement or a specified first responder arose out of and in the course of employment. Current law authorizes the Department of Industrial Relations to expend moneys that have been appropriated for the administration and enforcement of laws under its jurisdiction, as well as for the maintenance of any commission or office of the department, as specified. Current law establishes the Workers' Compensation Administration Revolving Fund within the State Treasury. Current law requires the director to levy a surcharge upon employers in order to fund, among other things, the Workers' Compensation Administration Revolving Fund. Upon appropriation by the Legislature, current law authorizes funds to be expended for, among other things, the Return-to-Work Program and the enforcement of the insurance coverage program. This bill would create a disputable presumption that a heat-related injury that develops within a specified timeframe after working outdoors for an employer in the agriculture industry that fails to comply with heat illness prevention standards, as defined, arose out of and came in the course of employment. The bill would require the appeals board to find in favor of the employee if the employer fails to rebut the presumption.

[AB 1398](#)

(Valencia D) Workers' compensation.

Last Amend: 4/24/2025

Status: 7/9/2025-From committee: Do pass and re-refer to Com. on APPR. with recommendation: To Consent Calendar. (Ayes 5. Noes 0.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-S. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Calendar: 8/18/2025 10 a.m. - 1021 O Street, Room 2200 SENATE APPROPRIATIONS, CABALLERO, ANNA, Chair

Summary: Current law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee, as defined, for injuries sustained in the course of employment. Current law provides that it is unlawful for a physician to refer a person for specified medical goods or services whether for treatment or medical-legal purposes if the physician or their immediate family has a financial interest with the person or in the entity that receives the referral, except in prescribed circumstances. Current law requires all interested parties, as defined, to disclose any financial interest in any entity providing services. A violation of these provisions is a misdemeanor. This bill would require all interested parties to provide written disclosure of their financial interest, if any, to a third-party payer or other entity to whom a claim for payment is presented for services furnished pursuant to a referral.

AB 1424 **(Rodriguez, Celeste D) Corrections.**

Introduced: 2/21/2025

Last Amend: 3/24/2025

Is Urgency: N

Is Fiscal: Y

Location: 5/7/2025-A. In committee: Set, first hearing. Referred to APPR. suspense file.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Under existing law, the California Occupational Safety and Health Act of 1973, the Division of Occupational Safety and Health investigates complaints that a workplace is not safe and may issue orders necessary to ensure employee safety. Under existing law, certain violations of those provisions or a standard, order, or special order authorized by those provisions are a crime. This bill would require the division, by December 1, 2026, to submit a rulemaking proposal for the Occupational Safety and Health Standards Board's review and adoption, specifically applicable to workers in any prison or institution under the jurisdiction of the Department of Corrections and Rehabilitation, as specified. This bill contains other related provisions and other existing laws.

AB 1498 **(Soria D) Workers' compensation: medical treatment.**

Introduced: 2/21/2025

Is Urgency: N

Is Fiscal: Y

Location: 5/1/2025-A. 2 YEAR

Desk	2 year	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Existing law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee, as defined, for injuries sustained in the course of employment. Existing law requires an employer to provide medical treatment that is reasonably required to cure or relieve an employee from the effects of the injury. Existing law allows employers to create networks of medical treatment providers to send employees to for treatment. Existing law sets out criteria for these networks and exceptions for when an employee may be treated outside of the network. This bill would require the administrative director to establish a statewide medical provider network database, consisting of physicians who are willing and able to treat injured employees in the San Joaquin Valley region. The bill would require an employee to first seek treatment within their employer's or insurer's network, unless the employer's or insurer's network is unable to treat the employee within 30 days of the request for medical treatment. The bill would require physicians, in order to be included in the network, to, among other things, be in good standing with the Medical Board of California and agree to comply with the official medical fee schedule, as specified. The bill would require the administrative director to implement the network on or before January 1, 2027. This bill contains other related provisions.

AB 1514 **(Committee on Labor and Employment) Worker classification: employees and independent contractors: licensed manicurists: commercial fishers.**

Last Amend: 7/2/2025

Status: 7/9/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 5. Noes 0.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-S. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Calendar: 8/18/2025 10 a.m. - 1021 O Street, Room 2200 SENATE APPROPRIATIONS, CABALLERO, ANNA, Chair

Summary: Current law requires a 3-part test, commonly known as the "ABC" test, to determine if workers are employees or independent contractors for purposes of the Labor Code, the Unemployment Insurance Code, and the wage orders of the Industrial Welfare Commission. Current law charges the Labor Commissioner with the enforcement of labor laws, including worker classification. Current law exempts specified occupations and business relationships from the application of the ABC test described above. Current law, instead, provides that these exempt relationships are governed by the multifactor test previously adopted in the case of *S. G. Borello & Sons, Inc. v. Department of Industrial Relations* (1989) 48 Cal.3d 341. Current law includes an exemption for services provided by a licensed manicurist, subject to the manicurist meeting specified conditions, and makes this exemption for licensed manicurists inoperative on January 1, 2025. This bill would delete the January 1, 2025, inoperative date, and, instead, until January 1, 2029, reapply the above-specified exemption to certain licensed manicurists. The bill would also require the Employment Development Department and the Division of Labor Standards Enforcement to, by June 1, 2026, report to the Legislature the annual number of claims filed by licensed manicurists against business or establishment owners since January 1, 2020, for certain violations, as specified.

AB 1515

(Committee on Labor and Employment) Professional employer organizations.

Last Amend: 6/23/2025

Status: 7/9/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 4. Noes 1.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-S. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Calendar: 8/18/2025 10 a.m. - 1021 O Street, Room 2200 SENATE APPROPRIATIONS, CABALLERO, ANNA, Chair

Summary: Current federal law provides for certification of a professional employer organization (PEO) by the Secretary of the Treasury and, for purposes of specified taxes and other obligations, treats a PEO as the employer of any work site employee performing services for any customer of the PEO. This bill would prohibit a person from providing, advertising, or otherwise holding oneself out as providing professional employer services, as defined, in the state unless the person is registered with the Division of Labor Standards Enforcement. The bill would require a PEO, as defined, upon registration, to pay an initial registration fee established by the division not to exceed the reasonable cost of registration.

SB 8

(Ashby D) Peace officers: injury or illness: leaves of absence.

Last Amend: 3/27/2025

Status: 7/10/2025-Read second time. Ordered to third reading.

Is Urgency: N

Is Fiscal: N

Location: 7/10/2025-A. THIRD READING

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law establishes a workers' compensation system, which generally requires employers to secure the payment of workers' compensation for injuries incurred by their employees that arise out of and in the course of their employment. Current law entitles, among others, local law enforcement and probation officers and firefighters employed on a regular full-time basis to a leave of absence without loss of salary while disabled by injury or illness arising out of and in the course of their duties. Current law provides that a leave of absence under those provisions is in lieu of temporary disability payments or maintenance allowance payments otherwise payable under the workers' compensation system. This bill would expand these provisions to entitle specified peace officers who are employed on a regular, full-time basis by a county of the eighth class, as defined, to this leave of absence.

SB 20

(Menjivar D) Occupational safety: fabrication activities on slab solid surface products.

Last Amend: 5/23/2025

Status: 7/10/2025-Coauthors revised. From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law states that the function of the Department of Industrial Relations, among other things, is to foster, promote, and develop the welfare of the wage earners of California, to improve their working conditions, and to advance their opportunities for profitable employment and vests the

department with responsibility for administering the state plan for the development and enforcement of occupational safety and health standards relating to issues covered by corresponding standards adopted pursuant to federal law. Current law establishes the Occupational Safety and Health Standards Board within the department to adopt occupational safety and health standards for the state, including standards dealing with exposure to harmful airborne contaminants. Current law requires the Division of Occupational Safety and Health within the department to enforce all occupational safety and health standards, as specified. This bill would impose restrictions on specified fabrication activities on certain slab solid surface products that are used for countertop installation or customization and surface applications. Specifically, a person or entity engaged in those fabrication activities would be prohibited from using dry methods, and would be required to use effective wet methods, as specified. The bill would make a violation of these provisions grounds for, among other disciplinary action, an immediate order by the division prohibiting continued fabrication activities on those stone slab products but would specify that violation is not a crime.

SB 230 (Laird D) Workers' compensation: firefighters.

Last Amend: 3/4/2025

Status: 7/14/2025-From consent calendar on motion of Assembly Member Aguiar-Curry. Ordered to third reading.

Is Urgency: N

Is Fiscal: N

Location: 7/14/2025-A. THIRD READING

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Under the workers' compensation system, current law creates a rebuttable presumption that specified injuries, such as cancer or post-traumatic stress disorder, developed or manifested in the course of employment of a specified member of law enforcement or a specified first responder arose out of and in the course of employment. Current law makes these provisions applicable to certain active firefighting members, including active firefighting members of a fire department that serves a United States Department of Defense installation or active firefighting members of a fire department that serves a National Aeronautics and Space Administration installation. This bill would additionally apply these provisions to active firefighting members of a fire department that provides fire protection to a commercial airport, as specified.

SB 234 (Niello R) Wildfires: workgroup: toxic heavy metals.

Last Amend: 6/27/2025

Status: 7/16/2025-July 16 set for first hearing. Placed on suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 7/16/2025-A. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Would require, upon appropriation by the Legislature, the Department of Forestry and Fire Protection, the Office of Emergency Services, and the Department of Toxic Substances Control, in consultation with specified entities, to form a workgroup related to exposure to toxic heavy metals after a wildfire. The bill would require the workgroup to do certain things, including establishing best practices and recommendations for wildfire-impacted communities, first responders, and other personnel engaged in wildfire response and cleanup to avoid exposure to heavy metals after a wildfire, including outreach. The bill would authorize the Department of Forestry and Fire Protection to contract with public universities, research institutions, and other technical experts to support the work of the workgroup. The bill would require the Department of Forestry and Fire Protection, the Office of Emergency Services, and the Department of Toxic Substances Control to report their findings to the Legislature not more than 3 years after the convening of the first meeting of the workgroup.

SB 294 (Reyes D) The Workplace Know Your Rights Act.

Last Amend: 7/1/2025

Status: 7/9/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 10. Noes 1.) (July 8). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/8/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law establishes the Division of Labor Standards Enforcement, headed by the Labor Commissioner, within the Department of Industrial Relations, for the purpose of enforcing labor laws. Current law prescribes the duties and rights of employers and employees relating to specified labor laws, including, among other things, paid sick days, workers' compensation, and notice requirements

related to inspections conducted by an immigration agency. This bill would establish the Workplace Know Your Rights Act. The bill would require an employer, within 30 days after the Labor Commissioner posts a template notice on its internet website, and annually thereafter, to provide a stand-alone written notice to each current employee of specified workers' rights, including, among other things, the categories described above, as well as constitutional rights of an employee when interacting with law enforcement at the workplace, as specified. The bill would also require the employer to provide the written notice to each new employee upon hire and to provide the written notice annually to an employee's authorized representative, if any. This bill would require the Labor Commissioner to develop a template notice and would authorize an employer to use the template notice to comply with the notice requirement described above. The bill would also require the Labor Commissioner, on or before July 1, 2026, to develop a video for employees advising them of their rights under the areas described above and to develop a video for employers advising them of their requirements under those areas.

SB 442 (Smallwood-Cuevas D) Grocery retail store and retail drug establishment employees: self-service checkout.

Last Amend: 4/21/2025

Status: 7/9/2025-July 9 set for first hearing. Placed on suspense file.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-A. APPR. SUSPENSE FILE

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law imposes certain requirements on grocery employers, as defined, upon the purchase or change in control of a grocery establishment, including requiring a successor grocery employer to retain eligible grocery workers for a specified period after transfer of the grocery establishment. This bill would prohibit a grocery retail store or a retail drug establishment, as those terms are defined, from providing a self-service checkout option for customers unless specified conditions are satisfied, including having at least one manual checkout station staffed by an employee who is available to any given customer at the time that a self-service checkout option is made available to that customer. This bill would require a grocery retail store or retail drug establishment that offers self-service checkout to include self-service checkout in the employer's illness and prevention program, as required by regulations of the Division of Occupational Safety and Health.

SB 447 (Umberg D) Workers' compensation: death benefits.

Last Amend: 6/23/2025

Status: 7/16/2025-From committee: Do pass and re-refer to Com. on APPR. with recommendation: To consent calendar. (Ayes 17. Noes 0.) (July 16). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/16/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries sustained in the course of employment. Under current law, when a local employee who is a firefighter or peace officer, as specified, and that employee is killed or dies as a result of an accident or injury caused by external violence of physical force incurred in the performance of their duty, the employer is required to continue providing health benefits to the deceased employee's minor dependents under the benefits extended to the surviving spouse, or if there is no surviving spouse, until the minor dependent is 21 years of age. This bill would increase that age to 26 years of age.

SB 470 (Laird D) Bagley-Keene Open Meeting Act: teleconferencing.

Last Amend: 4/10/2025

Status: 7/10/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 17. Noes 5.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Existing law, the Bagley-Keene Open Meeting Act, requires, with specified exceptions, that all meetings of a state body be open and public and all persons be permitted to attend any meeting of a state body. The act authorizes meetings through teleconference subject to specified requirements, including, among others, that the state body post agendas at all teleconference locations, that each teleconference location be identified in the notice and agenda of the meeting or proceeding, that each teleconference location be accessible to the public, that the agenda provide an opportunity for

members of the public to address the state body directly at each teleconference location, and that at least one member of the state body be physically present at the location specified in the notice of the meeting. This bill would instead repeal these provisions on January 1, 2030.

SB 487

(Grayson D) Workers' compensation.

Last Amend: 7/8/2025

Status: 7/16/2025-Coauthors revised. From committee: Do pass and re-refer to Com. on APPR. (Ayes 16. Noes 0.) (July 16). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/16/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law requires an employer to provide all medical services reasonably required to cure or relieve the injured worker from the effects of the injury. Current law establishes a Workers' Compensation Appeals Board and sets forth various proceedings that are required to be brought forth before the board. Current law authorizes an employer who pays or becomes obligated to pay compensation, salary in lieu of compensation, or an amount to the Department of Industrial Relations to make a claim or bring an action against a third person who caused the injury or death of an employee that gave rise to the employer's obligations. Current law relieves the employer from an obligation to pay further compensation to or on behalf of the employee if the employer has paid litigation expenses, attorney's fees, and the employer's lien. Current law requires any release or settlement of a claim to include notice to both the employer and employee, as specified, and the written consent of both the employer and employee, in order for the release or settlement to be valid. Current law authorizes the appeals board to credit the employer with an amount equal to the recovery by the employee that has not been applied to certain expenses, to be applied against the employer's liability for compensation, as specified. Current law authorizes an employer to enforce payment of a lien against a third party, or against the employee, if damages have been paid to the employee, in the manner provided for enforcement of money judgments. This bill would state that when the injured employee is a peace officer, as defined, or a firefighter, they are entitled to receive no less than 2/3 of the third-party defendant's liability insurance policy limit, if the employee establishes that their total damages exceed the net recovery after satisfaction of the employer's claim and that the total liability insurance limits available are insufficient to fully compensate the employer and employee's proven damages. The bill would limit an employer's right to reimbursement, subrogation, or lien to the minimum recovery threshold, as specified.

SB 578

(Smallwood-Cuevas D) California Workplace Outreach Program.

Last Amend: 5/23/2025

Status: 7/10/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 6. Noes 0.) (July 9). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/9/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Existing law establishes the Department of Industrial Relations within the Labor and Workforce Development Agency to, among other things, foster, promote, and develop the welfare of wage earners, to improve their working conditions, and to advance their opportunities for profitable employment. This bill would, until January 1, 2031, require the department, upon appropriation of funds for this purpose, to establish and maintain the California Workplace Outreach Program to promote awareness of, and compliance with, workplace protections that affect workers. The bill would require the department to issue a competitive request for application to qualified organizations, as defined, to provide education and outreach services to workers and to assist workers to assert their workplace rights. This bill contains other related provisions.

SB 627

(Wiener D) Law enforcement: masks.

Last Amend: 7/17/2025

Status: 7/17/2025-Read second time and amended. Re-referred to Com. on APPR.

Is Urgency: Y

Is Fiscal: Y

Location: 7/16/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Current law makes it a misdemeanor to wear a mask, false whiskers, or any personal disguise, as specified, with the purpose of evading or escaping discovery, recognition, or identification while committing a public offense, or for concealment, flight, evasion, or escape from arrest or conviction for any public offense. This bill would make it a crime for a law enforcement officer to wear a facial covering in the performance of their duties, except as specified. The bill would define law enforcement officer as anyone designated by California law as a peace officer and any officer or agent of a federal law enforcement agency, or any person acting on behalf of a federal law enforcement agency. The bill would make a violation of these provisions punishable as an infraction or a misdemeanor, as specified. By creating a new crime, this bill would impose a state-mandated local program.

SB 632

(Arreguín D) Workers' compensation: hospital employees.

Last Amend: 4/10/2025

Status: 7/17/2025-Failed Deadline pursuant to Rule 61(a)(10). (Last location was INS. on 6/16/2025) (May be acted upon Jan 2026)

Is Urgency: N

Is Fiscal: Y

Location: 7/17/2025-A. 2 YEAR

Desk	Policy	Fiscal	Floor	Desk	2 year	Fiscal	Floor	Conf. Conc.	Enrolled	Vetoed	Chaptered
1st House				2nd House							

Summary: Existing law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries sustained in the course of employment. Existing law creates a rebuttable presumption that specified injuries sustained in the course of employment of a specified member of law enforcement or a specified first responder arose out of and in the course of employment. Prior existing law, until January 1, 2024, created a rebuttable presumption of injury for various employees, including an employee who works at a health facility, as defined, that included an illness or death resulting from COVID-19, if specified circumstances applied. This bill would define "injury," for a hospital employee who provides direct patient care in an acute care hospital, to include infectious diseases, cancer, musculoskeletal injuries, post-traumatic stress disorder, and respiratory diseases. The bill would include the 2019 novel coronavirus disease (COVID-19) from SARS-CoV-2 and its variants, among other conditions, in the definitions of infectious and respiratory diseases. The bill would create rebuttable presumptions that these injuries that develop or manifest in a hospital employee who provides direct patient care in an acute care hospital arose out of and in the course of the employment. The bill would extend these presumptions for specified time periods after the hospital employee's termination of employment.

SB 668

(Hurtado D) Workers' compensation: medical-legal expenses: fee schedule.

Last Amend: 4/24/2025

Status: 5/23/2025-Failed Deadline pursuant to Rule 61(a)(5). (Last location was APPR. SUSPENSE FILE on 5/5/2025)(May be acted upon Jan 2026)

Is Urgency: N

Is Fiscal: Y

Location: 5/23/2025-S. 2 YEAR

Desk	Policy	2 year	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law establishes a workers' compensation system, which provides for comprehensive medical-legal evaluations to assist in the resolution of contested claims. Under current law, fees for medical-legal evaluations are charged at a rate not to exceed a physician's regular fee, or the fee schedule set by the Administrative Director of the Division of Workers' Compensation, whichever is lower. Current law requires that the schedule set fees for procedures according to relative values and a conversion factor, allowing for modifiers, as specified. Current law requires the medical-legal fee schedule to be revised at the same time the fee schedule for medical treatment is revised. This bill would authorize the administrative director to adjust the fee schedule every 2 years based on an evaluation of certain medical practice costs, including increases in the conversion factor and the per-page cost of reviewing records, as specified.

SB 809

(Durazo D) Employees and independent contractors: construction trucking.

Last Amend: 7/10/2025

Status: 7/16/2025-From committee: Do pass and re-refer to Com. on APPR. (Ayes 9. Noes 3.) (July 15). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/15/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law, established in the case of *Dynamex Operations W. v. Superior Court* (2018) 4 Cal.5th 903 (*Dynamex*), creates a presumption that a worker who performs services for a hirer is an employee for purposes of claims for wages and benefits arising under wage orders issued by the Industrial Welfare Commission. Current law requires a 3-part test, commonly known as the "ABC" test, to determine if workers are employees or independent contractors for those purposes. Current law establishes that, for purposes of the Labor Code, the Unemployment Insurance Code, and the wage orders of the Industrial Welfare Commission, a person providing labor or services for remuneration is considered an employee rather than an independent contractor unless the hiring entity demonstrates that the person is free from the control and direction of the hiring entity in connection with the performance of the work, the person performs work that is outside the usual course of the hiring entity's business, and the person is customarily engaged in an independently established trade, occupation, or business. This test is commonly known as the "ABC" test, as described above. Current law charges the Labor Commissioner with the enforcement of labor laws, including worker classification. This bill would provide that mere ownership of a vehicle, including a personal vehicle or a commercial vehicle, used by a person in providing labor or services for remuneration does not make that person an independent contractor.

SB 847

(Reyes D) Workers' compensation: uninsured employer: transfer of real property.

Status: 7/16/2025-From committee: Do pass and re-refer to Com. on APPR. with recommendation: To consent calendar. (Ayes 17. Noes 0.) (July 16). Re-referred to Com. on APPR.

Is Urgency: N

Is Fiscal: Y

Location: 7/16/2025-A. APPR.

Desk	Policy	Fiscal	Floor	Desk	Policy	Fiscal	Floor	Conf.	Enrolled	Vetoed	Chaptered
1st House				2nd House				Conc.			

Summary: Current law establishes a workers' compensation system, administered by the Administrative Director of the Division of Workers' Compensation, to compensate an employee for injuries sustained in the course of employment. Under current law, an employer is required to provide for the payment of workers' compensation and if the employer has not secured the payment of compensation or is illegally uninsured, a lien may be filed against the employer's property or the property of any person found to be parents or substantial shareholders of the employer. This bill would authorize the director to determine whether a conveyance of real property by an uninsured employer or a substantial shareholder after a date of injury in a claim and prior to the recording of a certificate of lien was intended to retain a beneficial interest in that real property for the uninsured employer or substantial shareholder, resulting in a trust for the benefit of the uninsured employer. The bill would authorize the director to make a prima facie finding that the transaction resulted in a beneficial trust for the uninsured employer when specified circumstances are present, such as the deed indicates that the transfer was made as a gift or that no transfer tax to the county was paid, among others.