



## ASSEMBLY COMMITTEE ON PUBLIC EMPLOYMENT AND RETIREMENT

### 2023-24 SUMMARY OF LEGISLATION

Assemblymember Tina McKinnor  
Chair

#### MEMBERS:

Assemblymember Tom Lackey, Vice Chair  
Assemblymember Dawn Addis (2023)  
Assemblymember Juan Alanis (2024)  
Assemblymember Tasha Boerner (2024)  
Assemblymember Vince Fong (2023)  
Assemblymember Matt Haney (2023)  
Assemblymember Gregg Hart (2024)  
Assemblymember Stephanie Nguyen  
Assemblymember Luz Rivas (2024)  
Assemblymember Pilar Schiavo (2023)

#### STAFF:

Michael A. Bolden, Chief Consultant  
Irene Reteguín, Committee Secretary

October 30, 2024

To all interested parties:

The following summary of legislation referred to, or reviewed by, the Assembly Committee on Public Employment and Retirement during the 2023-24 Legislative Session includes a brief description and status of legislation at the end of the legislative session. Additionally, this summary includes the Governor's veto messages for vetoed legislation.

I hope this publication will be informative and useful as a reference tool. For additional information regarding this summary, or other activities of the committee, please contact the committee staff at (916) 319-3957.

Sincerely,

A handwritten signature in black ink, appearing to read "Tina McKinnor", with a stylized flourish at the end.

Tina McKinnor,  
Chairman

## ASSEMBLY MEASURES

### **AB 1 (McKinnor) Collective bargaining: Legislature.**

Establishes the Legislature Employer-Employee Relations Act (LEERA) for the purpose of promoting full communication between employees of the Assembly and Senate, respectively, and their employers by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment through a prescribed process for representation and collective bargaining, among other provisions.

*Status:* Chapter 313, Statutes of 2023

### **AB 96 (Kalra) Public employment: local public transit agencies: autonomous transit vehicle technology.**

Requires a public transit district to provide written notice to an exclusive representative of the workforce affected by autonomous transit vehicle technology, among other provisions.

*Status:* Chapter 419, Statutes of 2023

### **AB 227 (Sanchez) State employment: social media platforms.**

Prohibits a person from installing an application for a social media platform on a state-owned or issued electronic device if certain conditions are met, among other provisions.

*Status:* Died in Assembly Committee on Privacy and Consumer Protection

### **AB 310 (Arambula) State Department of State Hospitals: civil service psychiatrists.**

Requires the Department of State Hospitals to submit a report regarding certain information to the Senate Committee on Budget and Fiscal Review and Assembly Committee on Budget on or before January 31, 2026, providing amounts expended during the 2024-25 fiscal year, pursuant to Article 10.15 of the BU 16 Memorandum of Understanding (effective July 1, 2023, through July 1, 2025).

*Status:* Chapter 231, Statutes of 2024

**AB 472 (Wicks) Classified school district and community college employees: compulsory leaves of absence: compensation.**

Requires school and community college districts to pay a classified employee upon returning to service for the district for the period of an involuntary leave of absence after the proceedings of a charge of a criminal offense, investigation, or job-related administrative determination are found in favor of the employee, among other provisions.

**Status:** Chapter 331, Statutes of 2023

**AB 504 (Reyes) State and local public employees: labor relations: strikes.**

Amends the Ralph C. Dills Act and Meyers-Milias-Brown Act, respectively, to add certain prohibitions against a public employer from taking disciplinary or other adverse action against a state or local public employee, and would void as against public policy, employer policies or a provision in a collective bargaining agreement that would limit certain prescribed rights, among other provisions.

**Status:** Vetoed by the Governor

*To the Members of the California State Assembly:*

*I am returning Assembly Bill 504 without my signature.*

*This bill would make it unlawful for public employers to take adverse action against public employees for refusing to enter the property of, or perform work for, a public employer involved in a primary strike and would void any policy or collective bargaining agreement prohibiting sympathy strikes.*

*Unfortunately, this bill is overly broad in scope and impact. The bill has the potential to seriously disrupt or even halt the delivery of critical public services, particularly in places where public services are co-located. This could have significant, negative impacts on a variety of government functions including academic operations for students, provision of services in rural communities where co-location of government agencies is common, and accessibility of a variety of safety net programs for millions of Californians.*

*For this reason, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 658 (Mike Fong) Public employment: retirement: benefits.**

Authorizes the City of San Gabriel to enter into an agreement with specified employees hired, and elected officials who first served, on or after January 1, 2023, to provide employer contributions for postretirement health care coverage to employees with at least 5 years of credited service with the City of San Gabriel, among other provisions.

*Status:* Chapter 538, Statutes of 2023

**AB 730 (Lowenthal) California Public Records Act: public agency employees: notice requirements: personnel and medical information.**

Requires an agency to promptly provide a public agency employee with written notice of a request to disclose a record related to personnel, medical, or similar information of that employee, and the agency to provide no less than 21 days' written notice to the employee of its intent to disclose or make the records available before disclosing or making the records available, among other provisions.

*Status:* Died in the Assembly Committee on Judiciary

**AB 738 (Lackey) California Actuarial Advisory Panel: reports.**

Proposed to change the date in existing law from "on or before February 1 of each year" to January 31 of each year regarding the California Actuarial Advisory Panel providing Legislature, an impartial and independent information to the Legislature on pensions, other postemployment benefits, and best practices to public agencies.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 739 (Lackey) Public retirement systems: defined benefit plans: funding.**

Proposed to increase the threshold percentage (i.e., more than 120 percent) in which contributions to a public employee retirement system may be suspended, to instead be more than 130 percent.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 775 (Arambula) Personal services contracts: state employees: physician registry for state hospitals.**

Requires the Department of State Hospitals to establish a physician registry for the Patton State Hospital under a three-year pilot program by January 1, 2025, among other provisions.

*Status:* Died in the Senate Committee on Appropriations

**AB 892 (Bains) Kern County Hospital Authority.**

Requires all entities controlled, owned, administered, or funded by the Kern County Hospital Authority (KCHA) to be subject to the Meyers-Milias-Brown Act, the Ralph M. Brown Act, and the California Public Records Act (CPRA), and includes pro forma provisions relating to mandated reimbursement of costs to local agencies and school districts as determined by the Commission on State Mandates.

Subsequently, this bill was substantially amended in the Senate to, instead, subject the KCHA and the Kern Medical Center Foundation (Foundation) to certain record keeping requirements, imposes an annual audit requirement, and requires the Foundation to comply with the CPRA.

*Status:* Chapter 676, Statutes of 2024

**AB 1020 (Grayson) County Employees Retirement Law of 1937: disability retirement: medical conditions: employment-related presumption.**

Makes changes to the County Employees Retirement Law of 1937 (CERL) to expand the scope of medical conditions and presumptions relating to a service-connected disability for purposes of a disability retirement, among other provisions.

*Status:* Chapter 554, Statutes of 2023

**AB 1032 (Pacheco) Courts: court interpreters.**

Makes changes to the Trial Court Interpreter Employment and Labor Relations Act (TCIELRA), a statutory framework governing employer-employee relations between trial courts and court interpreters, as provided.

*Status:* Chapter 556, Statutes of 2023

**AB 1100 (Low) State employees: workweek.**

Requires the Government Operations Agency (GOA), in consultation with the Department of Human Resources (CalHR), to evaluate how a four-day workweek, including, but not limited to, a 32-hour work week can be implemented for state employees to improve their quality of work, health, and life, among other provisions.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 1137 (Jones-Sawyer) Excluded employees.**

Requires, as applied to state excluded employees, written notice regarding merit salary adjustments, specified compensation and holiday credit if the employee is eligible for overtime under the federal Fair Labor Standards Act, or if ineligible, specified holiday credit and informal time off.

Subsequently, this bill was amended in the Senate to, instead, require, as applied to state excluded employees, written notice regarding a denial of a merit salary adjustment ten working days before the proposed effective date of the adjustment, and the state to pay overtime pay and provide holiday credit to such employees when mandated to work on certain holidays.

*Status:* Chapter 804, Statutes of 2024

**AB 1246 (Stephanie Nguyen) Public employees' retirement: Public Employees' Retirement System optional settlements.**

Makes changes to existing law regarding optional settlements by authorizing a California Public Employees' Retirement System retiree who divorces after retirement and subsequently remarries, to designate their new spouse as a beneficiary of the retiree's post-divorce retirement settlement.

*Status:* Chapter 350, Statutes of 2024

**AB 1254 (Flora) State employees: compensation: firefighters.**

Requires comparative pay for rank-and-file state Bargaining Unit 8 firefighters employed by the California Department of Forestry and Fire Protection similar to those of other California fire departments, as specified, and among other provisions.

*Status:* Died on the Senate Floor

**AB 1273 (Bonta) Classified employees: Classified Employee Staffing Ratio Workgroup.**

Requires the convening of a Classified Employee Staffing Ratio Workgroup, as specified, to consider and make recommendations regarding certain aspects relating to this employment classification, among other provisions.

*Status:* Chapter 364, Statutes of 2023

**AB 1405 (Flora) Department of Forestry and Fire Protection: workweek hours.**

Proposed to require the California Department of Forestry and Fire Protection to implement a 56-hours maximum workweek for firefighters in State Bargaining Unit 8 who are employed by the department in order to recruit and retain the highest qualified and skilled firefighters, among other provisions.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 1484 (Zbur) Temporary public employees.**

Amends the Meyers-Milias-Brown Act to require inclusion of temporary employees, as defined, in the same bargaining unit as permanent employees, among other provisions.

*Status:* Chapter 691, Statutes of 2023

**AB 1493 (Wendy Carrillo) Civil service: Career Development Apprenticeship Program.**

Establishes the Career Development Apprenticeship Program, administered and overseen by the California Department of Human Resources, to provide an alternative to the traditional civil service examination appointment process, among other provisions.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 1530 (Ortega) Public employment: communication with exclusive representatives.**

Amends the Public Employees Communication Chapter to require public employers to ensure that recognized exclusive representatives have safe or trusted email sender access, and prohibits public employers from using blocks, filters, or other automated systems that interfere with or prevent such communications, among other provisions.

*Status:* Died in the Assembly Committee on Public Employment and Retirement



**AB 1571 (Santiago) State civil service: voiding illegal appointments.**

Amends existing law to authorize the State Personnel Board, in accordance with its duties, to declare a civil service appointment void from the beginning whenever the appointment of an employee has been made and accepted in the absence of good faith.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 1599 (Santiago) State civil service: limited-term appointments.**

Makes changes to existing law to authorize limited-term appointments to be made only for temporary staffing needs, not to individually or consecutively exceed 24 months, among other provisions.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 1672 (Haney) In-Home Supportive Services Employer-Employee Relations Act.**

Establishes the In-Home Supportive Services Employer-Employee Relations Act as a method for resolving disputes regarding wages, benefits, and other and terms and conditions of employment between the state and recognized employee organizations representing independent In-Home Support Services providers, among other provisions.

*Status:* Died in the Senate Committee on Labor, Public Employment and Retirement

**AB 1677 (McKinnor) Public employment: salary classification: state scientist.**

Requires the University of California at Berkeley Labor Center to undertake a study of the existing salary structure and provide recommendations for alternative models, if applicable, as applied to rank-and-file scientists in State Bargaining Unit 10, among other provisions.

*Status:* Vetoed by the Governor

*I am returning Assembly Bill AB 1677 without my signature.*

*This bill requires the University of California, Berkeley, Labor Center to study the salary structure of state scientists represented by State Bargaining Unit 10 and requires the state to implement any increase in compensation resulting from the study.*

*This bill's requirement to implement any increase in compensation resulting from the study effectively circumvents the collective bargaining process and limits the state's ability to consider various economic factors that impact the state or Bargaining Unit 10 members when proposing compensation packages during negotiations.*

*For this reason, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 1693 (Bauer-Kahan) Civil service: minimum requirements: education.**

Eliminates a college degree as a minimum qualification in the state civil service for positions that do not require an associated required accreditation, unless the state agency can justify the need for the degree, among other provisions.

**Status:** Died in the Assembly Committee on Appropriations

**AB 1699 (McCarty) K–14 classified employees: part-time or full-time vacancies: public postings.**

Requires vacancies for part-time or full-time classified service positions of an education employer to be open only to current regular and hourly employees before the vacancy may be publicly posted for the general public to apply, among other provisions.

Subsequently, this bill was amended in the Senate to provide current nonprobationary school and community college classified employees the right of first refusal for any new classified position at their education employer, among other provisions.

**Status:** Vetoed by the Governor

*To the Members of the California State Assembly:*

*I am returning Assembly Bill 1699 without my signature.*

*This bill provides current non-probationary classified TK-12 and community college classified staff the right of first refusal for certain new classified positions at their education employer. The bill requires an educational employer to provide its classified employees and their union at least 10 business days' notice of a job vacancy before the general public is authorized to apply for the position. This bill only authorizes the employer to offer the new position to an external applicant if no qualified, internal candidate applies for or accepts the new position within the employer notice period.*

*While I support the author's goal of seeking to provide opportunities for current classified staff to apply for other open positions, this bill may have unintended consequences that are not in the best*

*interest of students. Educational employers and classified staff already have the ability to bargain this issue, and many already have agreements that meet the goals of this bill. Unfortunately, this bill also prohibits future bargaining agreements from implementing their own locally determined process.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 1725 (McCarty) Law enforcement settlements and judgments: reporting.**

As introduced, this bill proposed to address matters relating to the State Board. However, it was subsequently amended to address an unrelated subject not within the subject matter jurisdiction of the Assembly Committee on Public Employment Retirement.

**Status:** Jurisdiction changed with January 3, 2024 amendments

**AB 1905 (Addis) Public postsecondary education: employment: settlements, informal resolutions, and retreat rights.**

Establishes certain prohibitions and requirements relating to public postsecondary institution employees, employers, and sexual harassment complaints, among other provisions.

**Status:** Chapter 813, Statutes of 2024

**AB 1941 (Quirk-Silva) Local public employee organizations.**

Makes changes to existing law relating to local public employee organizations and conscientious objectors.

**Status:** Chapter 57, Statutes of 2024

**AB 1997 (McKinnor) Teachers' Retirement Law.**

Makes changes to the Teachers' Retirement Law, administered by the California State Teachers' Retirement System (CalSTRS), relating to creditable compensation, creditable service, and the reporting of compensation to the system by CalSTRS employers for purposes of retirement, among other provisions.

**Status:** Chapter 690, Statutes of 2024

**AB 2088 (McCarty) K–14 classified employees: part-time or full-time vacancies: public postings.**

Establishes a statutory right of first refusal to current regular nonprobationary classified employees of school and community districts relating to part-time and full-time vacant positions, and requires educational employers to adhere to certain prescribed requirements, among other provisions.

**Status:** Vetoed by the Governor

*To the Members of the California State Assembly:*

*I am returning Assembly Bill 2088 without my signature.*

*This bill requires school and community college employers, in both merit and non-merit districts, to offer part-time and full-time classified positions to current regular non-probationary classified employees a first refusal over all applicants, with specified exceptions, during a 10-day notice period. This bill allows the employer to advertise the position, but prohibits them from offering it to an external applicant until the 10-day notice period expires and no eligible employee candidate has applied.*

*This bill is significantly similar to Assembly Bill 1699 of 2023, which I vetoed, and several of the same concerns remain. In particular, like Assembly Bill 1699, this bill may have unintended consequences that are not in the best interest of students. As noted previously, this issue is already bargainable and several local bargaining agreements have such provisions in place. Placing specific requirements in statute - as this bill does - may make it more difficult for local processes to develop an alternative that best meets the needs of the district, employees, and students.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 2134 (Muratsuchi) School employees: transfer of leave of absence for illness or injury.**

Makes changes to existing law relating to the transfer of accumulated leave of absence for illness or injury by certificated and classified employees between their local public education employers, among other provisions.

**Status:** Chapter 381, Statutes of 2024

**AB 2284 (Grayson) County employees' retirement: compensation.**

Makes changes to the County Employees' Retirement Law (CERL) by authorizing a CERL retirement system to define "grade," as specified, for purposes of compensation and retirement.

*Status:* Chapter 824, Statutes of 2024

**AB 2301 (Stephanie Nguyen) Sacramento Area Sewer District Pension Protection Act of 2024.**

Enacts the Sacramento Area Sewer District Pension Protection Act of 2014 that authorizes the Sacramento Area Sewer District (SASD) to assume all rights, obligations, liabilities, and status previously occupied by the County of Sacramento (county) relating to the portion of the county safety defined benefit pension plan attributed to SASD employees who are retirement system members and their beneficiaries, among other provisions.

*Status:* Chapter 64, Statutes of 2024

**AB 2328 (Mike Fong) Classified employees: school and community college districts: merit system: disciplinary action.**

Amends existing law relating to discipline of classified employees of school and community college districts that have adopted the merit system.

*Status:* Died in the Assembly Committee on Higher Education

**AB 2335 (McKinnor) Public employment: compensation and classification.**

Makes changes to various existing laws relating to the state civil service, and the Commission on the Status of Women and Girls, for purposes of pay equity, among other provisions.

This bill subsequently was amended in the Senate to, instead, make changes to various existing laws relating to the compensation relationship between state civil service positions with comparable duties and responsibilities for purposes of pay equity, among other provisions.

*Status:* Vetoed by the Governor

*To the Members of the California State Assembly:*

*I am returning Assembly Bill (AB) 2335 without my signature.*

*This bill would create new requirements for the California Department of Human*

*Resources (CalHR) when evaluating compensation and base salary ranges on prescribed factors, and the prevailing rates for comparable service between classifications, occupational groups, or other bargaining units.*

*AB 2335 would circumvent CalHR's salary-setting authority and the collective bargaining process and significantly change the way state civil service employee salary adjustments or increases are negotiated.*

*The state has a robust process for analyzing compensation practices and addresses those items through the collective bargaining process.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 2362 (Lackey) County Fire Service Retirement Law: report.**

Proposed to change existing law to require the County Foresters, Firewardens, and County Fire Protection District Firemen's Retirement Board to report to the board of supervisors on or before February 1 each year, instead of annually in January.

**Status:** Died in the Assembly Committee on Public Employment and Retirement

**AB 2404 (Lee) State and local public employees: labor relations: strikes.**

Establishes public employees' right to demonstrate solidarity with other public employees by honoring a picket line, strike, and refusing to enter upon the premises or perform work for a public employer engaged in a primary strike, among other provisions.

**Status:** Died in the Assembly Committee on Appropriations

**AB 2421 (Low) Employer-employee relations: confidential communications.**

Makes changes to existing law relating to public employer prohibited activity or conduct and public employer-employee relations.

**Status:** Died in the Senate Committee on Appropriations

**AB 2455 (Gabriel) Whistleblower protection: state and local government procedures.**

Expands and modernizes the State's whistleblower protection laws and identifies certain provisions therein as the Whistleblower Enhancement Act.

**Status:** Chapter 568, Statutes of 2024

**AB 2474 (Lackey) Retirement: County Employees Retirement Law of 1937: benefit payments and overpayments.**

Makes various changes to the County Employees' Retirement Law relating to benefit payments and overpayments.

**Status:** Chapter 108, Statutes of 2024

**AB 2489 (Ward) Local agencies: contracts for special services and temporary help.**

Makes changes to existing law relating to contracts by local governments (i.e., counties, cities, local public agencies, and municipal corporations) for certain services by requiring the local governing body, as prescribed, to provide written notice to the exclusive representative of the workforce affected by the contract, among other provisions.

**Status:** Died in the Assembly Committee on Appropriations

**AB 2538 (Grayson) Department of Forestry and Fire Protection: seasonal firefighters.**

Requires actions by various executive state entities relating to the employment of seasonal firefighters at the California Department of Forestry and Fire Protection, among other provisions.

**Status:** Vetoed by the Governor

*To the Members of the California State Assembly:*

*I am returning Assembly Bill 2538 without my signature.*

*The bill would, among other things, require the Department of Forestry and Fire Protection (CAL FIRE) to employ seasonal firefighters (FFI) through the use of an employment list. This bill would also require the Department of Human Resources to coordinate with the State Personnel Board, and any other relevant State agency, to take the necessary actions to allow CAL FIRE to employ seasonal firefighters for longer than 9 months in a consecutive 12-month period.*

*Increasing CAL FIRE's capacity is an important objective, and with the introduction of the 66-hour work week for firefighters, my Administration will need to hire more than 2,000 new year-round firefighters, significantly increasing the department's capacity in the off-season. This bill is therefore unnecessary.*

*Additionally, this bill raises challenging questions about its compatibility with Article VII, Section 5 of the California Constitution, which provides generally that a temporary appointment may be made in the absence of an employment list, and no person may serve in one or more positions under a temporary appointment for longer than 9 months in a consecutive 12-month period. The seasonal firefighters that are the subject of this bill are hired into the Firefighter I classification, which is a temporary appointment.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 2557 (Ortega) Local agencies: contracts for special services and temporary help: performance reports.**

Makes changes to existing law relating to contracts by local governments (i.e., counties, cities, local public agencies, and municipal corporations) for certain services by requiring such contracts to include specific standards and requirements, among other provisions.

**Status:** Died in the Senate Committee on Appropriations

**AB 2561 (McKinnor) Local public employees: vacant positions.**

Requires a local public agency to take prescribed actions relating to vacant positions, among other provisions.

This bill subsequently was amended in the Senate to, instead, require certain actions by local public agencies and provides certain entitlements to recognized employee organizations relating to employment vacancies, recruitment, and retention efforts, among other provisions.

**Status:** Chapter 409, Statutes of 2024

**AB 2573 (Mike Fong) Policy fellows: status of services: associations.**

Amends the Legislative Code of Ethics to include the services of a policy fellow provided by the Asian Pacific Islander Capitol Association (APICA).



This bill subsequently was amended in the Senate to, instead, remove applicability of its provisions solely to the APICA by defining "association" for similar aforementioned purposes, among other provisions.

*Status:* Chapter 238, Statutes of 2024

**AB 2770 (Assembly Committee on Public Employment and Retirement) Public employees' retirement.**

Makes various technical, clarifying, or noncontroversial changes to the Teachers' Retirement Law, administered by the California State Teachers' Retirement System; Public Employees' Retirement Law, administered by the California Public Employees' Retirement System; and, County Employees' Retirement Law, administered by the 20 county employee retirement associations, for purposes of continued efficient and effective administration.

*Status:* Chapter 117, Statutes of 2024

**AB 2798 (Robert Rivas) Collective bargaining: Legislature.**

Makes changes to the Legislature Employer-Employee Relations Act to exclude the design, construction, and location of legislative facilities from the scope of representation, and requires a petition for extraordinary relief from a decision or order of the Public Employment Relations Board to be filed in a specified court, among other provisions.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

**AB 2819 (Bains) In-home supportive services: collective bargaining penalty.**

Proposed to change the amount of the 1991 Realignment funding withholding to an unspecified percentage.

*Status:* Died in the Assembly Committee on Human Services

**AB 2872 (Calderon) Department of Insurance: sworn members: compensation.**

Requires that sworn members of the California Department of Insurance who are rank-and-file members of State Bargaining Unit 7 to be paid the same compensation as rank-and-file sworn peace officer employees of the California Department of Justice.

**Status:** Vetoed by the Governor

*To the Members of the California State Assembly:*

*I am returning Assembly Bill 2872 without my signature.*

*This bill requires the state to pay sworn members of the California Department of Insurance who are rank-and-file members of State Bargaining Unit 7 the same compensation paid to corresponding rank-and-file sworn peace officers of the Department of Justice.*

*While I appreciate the author's intent, this bill effectively circumvents the collective bargaining process and the California Department of Human Resources' salary-setting authority. By setting a salary for one state department's employees, in statute, the bill limits the state's ability to consider factors that impact the state or other state employee bargaining units when proposing compensation packages through collective bargaining.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**AB 2889 (Zbur) Local public employee relations: the City of Los Angeles Employee Relations Board and the Los Angeles County Employee Relations Commission.**

Makes changes to existing law regarding the authority of the City of Los Angeles Employee Relations Board, the Los Angeles County Employee Relations Commission, and the Public Employment Relations Board, respectively.

**Status:** Chapter 315, Statutes of 2024

**AB 2931 (Mike Fong) Community colleges: classified employees: merit system: part-time student-tutors.**

Makes changes to existing law relating to merit system community college employees who are exempt from the classified service, among nonsubstantive technical changes.

**Status:** Chapter 422, Statutes of 2024

**AB 2971 (Maienschein) Classified Employee Staffing Ratio Workgroup: community college districts.**

Makes changes to existing law relating to the Classified Employee Staffing Ratio Workgroup.

*Status:* Chapter 425, Statutes of 2024

**AB 3025 (Valencia) County employees' retirement: disallowed compensation: benefit adjustments.**

Establishes certain processes and procedures in the County Employees' Retirement Law, administered by County Employee Retirement Associations (or systems) as applicable, relating to compensation earnable, disallowed compensation, and the recovery of overpayments, among other provisions.

*Status:* Chapter 427, Statutes of 2024

**AB 3041 (Wendy Carrillo) Civil service: Career Development Apprenticeship Program.**

To address persistently high vacancy rates in certain designated classifications within the state civil service and provide broader access to civil service careers by eliminating barriers to employment, this bill establishes the Career Development Apprenticeship Program (CDAP) to be administered and overseen by the California Department of Human Resources by providing an alternative to the traditional civil service examination appointment process, and requires the Division of Apprenticeship Standards within the Department of Industrial Relations to issue rules and regulations pursuant to, and consistent with, provisions governing the CDAP, among other provisions.

*Status:* Died in the Assembly Committee on Labor and Employment

**AJR 11 (Davies) Public social services: Medicare and social security.**

Opposes cuts and measures to privatize social security and Medicare; calls on California's congressional representatives to vote against such proposals that would do so; support legislation to improve and expand these systems to strengthen their protections; calls on the United States (U.S.) President to not cut these programs, veto legislation that does so, and to work with Congress to expand and improve these programs.

*Status:* Died on the Assembly Floor

## SENATE BILLS

### **SB 252 (Gonzalez) Public retirement systems: fossil fuels: divestment.**

Restricts investments of the California Public Employees' Retirement System and the California State Teachers' Retirement System by requiring each to divest their investment holdings in fossil fuel companies, as defined and specified.

*Status:* Died in the Assembly Committee on Public Employment and Retirement

### **SB 327 (Laird) State teachers' retirement: disability allowances and benefits.**

Reduces, effective on a date no later than January 1, 2026, determined by the California State Teachers' Retirement System (CalSTRS), the timeframe that a member of the may backdate their service retirement or service retirement during evaluation of a disability application from as early as January 1, 2012, or June 1, 2014, respectively, to up to 270 calendar days prior to when CalSTRS receives their application.

*Status:* Chapter 708, Statutes of 2023

### **SB 432 (Cortese) Teachers' retirement.**

Makes changes to existing law relating to retirement benefit overpayments to members of the California State Teachers' Retirement System.

*Status:* Chapter 215, Statutes of 2023

### **SB 433 (Cortese) Classified school and community college employees: disciplinary hearings: appeals: impartial third-party hearing officers.**

Requires an impartial hearing officer to determine, on appeal, if a classified school district employee or community college district employee should be subject to disciplinary action, among other provisions.

*Status:* Vetoed by the Governor

*To the Members of the California State Senate:*

*I am returning Senate Bill 433 without my signature.*

*This bill requires an impartial third-party hearing officer to hear disciplinary appeals of permanent classified personnel at school or community college nonmerit districts. This bill also requires the district to pay for the third-party hearing officer, and for the third-party hearing officer to be jointly selected by the district and the classified employee from a list of arbitrators, unless the parties agree otherwise.*

*Under the status quo for certificated employees, the district absorbs the full cost of appeals hearings if the employee prevails. If it is determined that the certificated employee should be dismissed or suspended, the cost is shared equally with the State and the district. This bill for classified employees requires districts to bear the full costs of a disciplinary hearing before an arbitrator, no matter the outcome. This could increase the number of appeals and would create significant costs for the State and must be considered in the annual budget in the context of all state funding priorities.*

*In partnership with the Legislature, we enacted a budget that closed a shortfall of more than \$30 billion through balanced solutions that avoided deep program cuts and protected education, health care, climate, public safety, and social service programs that are relied on by millions of Californians. This year, however, the Legislature sent me bills outside of this budget process that, if all enacted, would add nearly \$19 billion of unaccounted costs in the budget, of which \$11 billion would be ongoing.*

*With our state facing continuing economic risk and revenue uncertainty, it is important to remain disciplined when considering bills with significant fiscal implications, such as this measure.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**SB 461 (Wahab) Days and hours of work: religious or cultural observance.**

Authorizes a state employee to choose to receive eight hours of holiday credit specifically for observance of a holiday or ceremony of the employee's religion, culture, or heritage in lieu of receiving eight hours of a general personal holiday credit.

**Status:** Chapter 398, Statutes of 2023

**SB 510 (Laird) State civil service: probationary periods.**

Recasts by specifying provisions in existing law relating to probationary periods in the state civil service.

**Status:** Chapter 74, Statutes of 2023

**SB 548 (Niello) Public employees' retirement: joint county and trial court contracts.**

Authorizes a county and trial court that have a joint contract with the California Public Employees' Retirement System for the administration and provision of retirement for their employees to voluntarily separate the contract into separate and individual contracts, among other provisions.

**Status:** Chapter 307, Statutes of 2023

**SB 698 (Wilk) California Council on Science and Technology Policy Fellows: status of services.**

Clarifies several code of ethics and California Political Reform Act of 1974 laws relating to the services of a California Science and Technology Policy Fellow provided by the California Council on Science and Technology.

**Status:** Chapter 112, Statutes of 2023

**SB 716 (Alvarado-Gil) Excluded employees: binding arbitration.**

Establishes the Excluded Employee Arbitration Act to provide state excluded employees, such as managers and supervisors, the option of requesting binding arbitration as a method for resolving disputes with their employers after first exhausting the current grievance resolution procedures and, among other things, includes a sunset date of January 1, 2029.

**Status:** Vetoed by the Governor

*To Members of the California State Senate:*

*I am returning Senate Bill 716 without my signature.*

*This bill would enact the Excluded Employee Arbitration Act to provide state excluded employees the option to request binding arbitration as part of the grievance process.*

*Current law allows managers and supervisors to pursue resolution of disagreements through a four-step grievance process and challenge grievance decisions in court. This bill would add a costly step to this process by permitting excluded employees to arbitrate the Department of Human Resources' (CalHR) authorizing statutes, regulations, policies, and practices before non-governmental entities. This could lead to conflicts with the statutory authority delegated to CalHR. These are the same concerns I had with previous, nearly identical bills, AB 1714 (2022), SB 76 (2021), and SB 179 (2019), which I also vetoed.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**SB 765 (Portantino) Teachers: retired teachers: compensation limitation.**

Amends the Teachers' Retirement Law to temporarily increase the postretirement compensation earning limit; authorizes temporary use of an alternative framework for educational employers to hire retired members of the California State Teachers' Retirement System (CalSTRS); requires CalSTRS to submit a report to specific legislative committees; and, makes these provisions operative commencing July 1, 2024, with a sunset on July 1, 2026, among other provisions.

**Status:** Chapter 885, Statutes of 2023

**SB 803 (Becker) Heal Our Heroes Act.**

Makes changes to existing law relating to personal services contracts and the state civil service.

**Status:** Died in Assembly Committee on Health

**SB 885 (Senate Committee on Labor, Public Employment and Retirement) Public employees' retirement.**

Makes technical, conforming, clarifying, and noncontroversial changes to various sections of the Education Code, known as the Teachers' Retirement Law administered by the California State Teachers' Retirement System; and, various sections of the Government Code, known as the Public Employees' Retirement Law administered by the California Public Employees' Retirement System, and County Employees Retirement Law administered by the various County Employees Retirement Associations.

**Status:** Chapter 159, Statutes of 2023

**SB 962 (Padilla) San Diego Unified Port District: public employee pension benefits.**

Makes uncoded legislative findings and declarations relating to the approval of a specified benefit formula applicable to employees of the San Diego Unified Port District, among other provisions.

**Status:** Chapter 126, Statutes of 2024

**SB 1070 (Padilla) State civil service: temporary assignments or loans.**

Makes changes to existing law relating to the temporary assignment or loan of employees within an agency or between agencies for a specified period, among other provisions.

This bill subsequently was amended in the Assembly to address an unrelated subject (i.e., Health care district: County of Imperial).

*Status:* Chapter 1013, Statutes of 2024

**SB 1189 (Limón) County Employees Retirement Law of 1937: county board of retirement.**

Authorizes the Ventura County Employees' Retirement Association to add a Chief Technology Officer among the positions currently exempt from the county civil service system that it may appoint.

*Status:* Chapter 131, Statutes of 2024

**SB 1202 (Newman) Department of Corrections and Rehabilitation: reports: assaults.**

Requires the California Department of Corrections and Rehabilitation (CDCR) to submit a report to the Legislature regarding assaults against CDCR employees, as prescribed.

*Status:* Died in Assembly Committee on Appropriations

**SB 1220 (Limón) Public benefits contracts: phone operator jobs.**

Prohibits the use of Artificial Intelligence or Automated Decision Systems by a state agency authorized to provide or enter into contracts relating to public benefit programs, as defined, or a local agency funded in any part by state funding to provide call center services related to public benefits or services, among other provisions.

This bill subsequently was amended in the Assembly to limit its scope of applicability, among other amendments.

*Status:* Vetoed by the Governor

*To the Members of the California State Senate:*

*I am returning Senate Bill 1220 without my signature.*



*This bill prohibits state and local agencies from using public benefit-related call center services that use artificial intelligence (AI) or automated decision-making systems (ADS) that eliminate or automate the core job function of a worker. This bill also extends to local governments an existing state requirement that public benefit-related call center services be performed solely by workers employed in California.*

*Technology can and should enhance the experience of the workforce - by making work more efficient and pushing us to attain new heights of achievement and innovation. At the same time, we must consider appropriate guardrails and control the risks posed by this technology.*

*On September 6, 2023, I signed Executive Order (EO) N-12-23 to underscore our commitment to developing a responsible process for the evaluation and deployment of AI within state government. Through the implementation of this EO, the state will soon issue criteria to evaluate the impact of AI on the state workforce, as well as guidelines on how state agencies and departments can support their employees.*

*Further, thanks to legislation enacted last year, my Administration is developing a comprehensive inventory of high-risk ADS that assist or replace human decision-making and significantly impact individuals. Analyzing these systems will help guide future actions and policies regarding the use of AI across the state, including in call centers for public benefit programs.*

*Given that my Administration is actively undergoing efforts to identify, inventory, and analyze these systems, in addition to the efforts underway in my EO, imposing a prohibition on AI or ADS at this stage would be premature.*

*For these reasons, I cannot sign this bill.*

*Sincerely,  
Gavin Newsom*

**SB 1240 (Alvarado-Gil) Public Employees' Retirement System: contracting agencies: consolidation.**

Authorizes a successor agency for the El Dorado Fire Protection District and the Diamond Springs-El Dorado Fire Protection District to provide employees the defined benefit plan or formula that those employees received from their respective employer prior to the annexations, and includes legislative findings and declarations as to the necessity of a special statute for the County of El Dorado as well as an urgency clause for the statute to take immediate effect.

**Status:** Chapter 888, Statutes of 2024

**SB 1379 (Dodd) Public Employees' Retirement Law: reinstatement: County of Solano.**

For a limited period of time, creates an exception to certain post-employment retirement provisions established pursuant to the Public Employees' Pension Reform Act of 2013 for appointments by the Solano County Sheriff's Department to perform certain functions due to the understaffing of the City of Vallejo Police Department, among other provisions.

*Status:* Chapter 992, Statutes of 2024

**SJR 1 (Cortese) Social Security Act: repeal of benefit reductions.**

Petitions the United States (U.S.) Congress to enact, and the U.S. President to sign, legislation to repeal the Government Pension Offset and Windfall Elimination Provision from the Social Security Act, and instructs the Secretary of the Senate to transmit copies of this resolution to members of Congress.

*Status:* Resolution Chapter 84, Statutes of 2023