2026 State Year-End Overview

Bill + Author	What the bill does	CRA Position	Outcome	Victory – or – Loss
AB 1018 (Bauer-Kahan) Automated Decision Systems (ADS)	Mandated impractical notice & auditing requirements when using ADS and expanded employer liability.	Opposed	Dead	
AB 1234 (Ortega) Labor Commissioner: Penalties	Imposed a 30% administrative penalty on all awards, orders, or decisions issued by the Labor Commissioner regardless of the type of violation.	Opposed	Dead	
AB 1331 (Elhawary) Workplace Technology: Limitations	Prohibits the use of workplace surveillance technology tools (whether activated or not) in bathrooms with a narrow exception for managerial and safety duties. **CRA opposition removed due to narrowing amendments; bill previously applied to any "off duty" areas. **	**Neutral**	Signed	
AB 1604 (Stefani) Receipts: Misplaced Liability	Risks holding businesses liable- in addition to paper receipt producers- if banned chemicals (bisphenols) are intentionally added to receipt paper. *CRA amendments removed civil penalties, limit enforcement to administrative penalties, and require consideration of good faith compliance efforts.*	Opposed, unless amended	Signed	
AB 1605 (Ransom) Alcohol Sales: Restrictions	Required ID check for every single alcohol purchase, created a "Do Not Serve" database, and set criminal liability traps for team members. *Amendments removed $1000 fines for servers, 24 hr. Community service mandate, misdemeanor.*	Opposed, unless amended	Dead	
AB 1640 (Stefani) Reservation Anti-Piracy Act	Ends the practice of third-party platforms selling restaurant reservations without the operator's knowledge.	*(Sponsored)* Supported	Signed	

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AB 1776 (Aguiar-Curry) Cartwright Act: Antitrust	Significantly expands the state's antitrust law and employer liability. Amendments removed the Private Right of Action.	Opposed, unless amended	Signed	
AB 1793 (Ward) Penny Shortage: Rounding	Clarifies that merchants must round cash transactions up or down to the nearest amount divisible by five.	Supported	Signed	
AB 1812 (Aguiar-Curry) Compostable Food Ware	Effectively outlawed certified compostable products by eliminating the attribute of "compostable," the very criterion that "producers" (including restaurants) are investing in to redesign non-recyclable food packaging.	Opposed, unless amended	Dead	
AB 1883 (Bryan) Workplace Technology: Restrictions + Liability	Prohibits artificial intelligence-enabled "workplace surveillance" tools, including some security cameras and safety systems, and imposes a $500/employee per violation penalty. Private Right of Action removed.	Opposed	Signed	
AB 1898 (Schultz) Workplace Technology: Notices	Created litigation traps for employers using artificial intelligence tools in the workplace due to overly broad definitions, impractical notice requirements, and allowed enforcement through private rights of action.	Opposed, unless amended	Dead	
AB 1915 (Gabriel) Restaurant Permitting	Ordered the State Building Standards Commission to adopt specified standards, established a streamlined approval process for installing "like-for-like" equipment, and made positive changes to Cal-Code.	Supported	Dead	
AB 1940 (Calderon) FEHA: Protected Class + Liability	Proposed another protected class under the state's Civil Rights Act, duplicating what is already covered under FEHA and threatening employers with litigation for taking any adverse employment actions against anyone in the protected class.	Opposed	Vetoed	

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AB 2034 (Addis) Ingredients & Additives: Duplicative Regulatory Structure	Proposed a duplicative regulatory framework for ingredient review of packaged food products even though California has an existing regulatory review process.	Opposed	Dead	
AB 2315 (Arambula) Microenterprise Home Kitchen Operations (MEKHOs)	Forced local governments to allow MEKHOs, removing local discretion over whether to allow them. Notably, most local jurisdictions have not opted into the MEKHO program.	Opposed	Dead	
AB 2375 (Rubio) Alcohol Wholesalers: Electronic Payments	Ensures Electronic Fund Transfers from licensees to wholesalers occur within reasonable timeframes and protects restaurants from unexpected withdrawals.	Supported	Signed	
AB 2418 (Gonzalez, Mark) Permit Reform: Plan Checks & Tenant Improvements	Streamlines plan check processes by creating firm timelines for plan reviews and inspections and allows the use of a private plan-checker when local agencies can't meet specified deadlines.	Supported	Signed	
AB 2564 (Ward) Customized Pricing	Prohibited use of personally identifiable customer information to offer customized discounts and deals unless arbitrary compliance measures were met, undermining the value of loyalty reward and membership programs, as well as targeted discount campaigns benefiting guests.	Opposed	Dead	
AB 2663 (Rogers) Alcohol To-Go: Extension	Extends current law allowing alcoholic beverages to accompany restaurant take-away orders, otherwise set to expire on Dec. 31, 2026.	*(Sponsored)* Supported	Signed	

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AB 2729 (Bonta) Large Employers: Medi-Cal Taxes + Penalties	Required employers with team-members on Medi-Cal to pay a per employee penalty and/or tax to offset federal cuts to Medi-Cal.	Opposed	Dead	
SB 84 (Niello) Americans with Disabilities Act (ADA): Right to Cure	Created a 120-day "right-to-cure" for alleged ADA construction-related noncompliance issues for businesses with 50 or fewer employees.	Supported	Dead	
SB 295 (Hurtado) Algorithmic Pricing	Restricted business autonomy by prohibiting the use of a pricing model that incorporates publicly available competitor data.	Opposed	Dead	
SB 310 (Weiner) Undermining PAGA Reforms	Would've undermined the recent PAGA deal by creating a private right of action to seek penalties under Labor Code Section 210.	Opposed	Dead	
SB 555 (Caballero) Workers Compensation: Permanent Disability Benefits	Increases permanent disability benefits without corresponding reforms to offset the resulting cost increase, improve system efficiency, or address current cost drivers.	Opposed	Dead	
SB 690 (Caballero) Legal Reform: Cal. Invasion of Privacy Act (CIPA)	Seeks to stop abusive lawsuits under the California Invasion of Privacy Act (CIPA) by eliminating the Private Right of Action for standard online business activities.	Supported	Signed	

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SB 869 (Weber Pierson) Chain Restaurants: "Added Sugars" Disclosure	Requires chain restaurants to label drive through menu boards with "added sugar" information for certain beverages. **CRA opposition removed due to amendments eliminating all other physical ON-Menu labeling requirements, exempting limited time offers, significantly reducing the number of drinks subject to the new law, and delaying implementation until 2029. **	**Neutral**	Signed	
SB 918 (Seyarto) Drive Throughs: Modernization	Regulatory reform to allow drive-through restaurants to use full-size "cockpit doors" or hybrid doors as approved service openings, improving worker safety, operational efficiency, and maintaining food-safety.	Supported	Signed	
SB 947 (McNerney) Automated Decision Systems	Broadly targets employers across every industry and regulates even low-risk applications of automated decision systems (ADS).	Opposed	Signed	
SB 951 (Reyes) Employment: Technology Displacement Notices	Expands Cal/WARN Act notice requirements whenever a mass layoff, relocation, or termination is "caused in whole or in part" by an artificial intelligence system or other automated technology. Broad definitions, duplicative reporting mandates, and new liability exposure create substantial uncertainty for employers.	Opposed	Signed	
SB 977 (Weber Pierson) Chain Restaurants: Kid's Meals	Requires chain restaurants that sell children's meals to meet specified nutritional standards. **CRA opposition removed due to amendments eliminating the physical ON-Menu labeling mandates. **	**Neutral**	Signed	
SB 984 (Ochoa Bogh) Tax Relief: Gratuities	Would have allowed a maximum of $25,000 earned from tips to be deducted from state taxes until Jan 1, 2029.	Supported	Dead	

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SB 1031 (Blakespear) Compostable Products	Failed to solve the imminent ban on certified compostable products caused by previous reliance on an ill-fitting federal framework.	Opposed, unless amended	Dead	
SB 1130 (Reyes) Wearable Communication Devices	Effectively prohibited use of essential communication devices with recording capabilities used in the workplace to communicate with employees and guests. **CRA opposition removed due to amendments to exempt devices such as kitchen expediter headsets and two-way radios.**	**Neutral**	Vetoed	
SB 1180 (Allen) Extended Producer Responsibility	Further complicated the state's extended producer responsibility program and would've authorized 45% of all funds paid by producers to be spent without oversight.	Opposed	Vetoed	
SB 1359 (Stern) Natural Gas Ratepayers	Requires gas companies to submit reports on the cost of gas infrastructure replacement and upgrade projects. *CRA opposition removed due to amendments eliminating state approval for construction or replacement of gas lines that cost $5 million or more.*	**Neutral**	Signed	

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