



2025 State Year-End Overview

Bill + Author	What the bill does	CRA Position	Outcome	Victory – or – Loss
AB 265 (Caloza) Economic recovery grants	Establishes a competitive grant program for small businesses directly impacted by declared natural disasters, with highest priority for recent wildfire victims.	Support	Vetoed	
AB 325 (Aguiar-Curry) Pricing algorithms: collusion	Presumes “price-collusion” has occurred if at least 2 competing entities use or distribute common pricing algorithms (based on non-public competitor data) to align prices or wages. Expands liability as the use of an algorithm does not inherently constitute “price fixing.”	Opposed	Signed	
AB 446 (Ward) Surveillance pricing	Prohibits the use of customer data to set customized prices and threatens the ability to use this information in offering guest discounts, loyalty programs, or memberships.	Opposed	Stopped	
AB 509 (Flora) Age verification: technology	Establishes that age verification results from technological devices can be used as evidence in any prosecution or proceedings against a licensee.	Support	Signed	
AB 592 (Gabriel) Permit reform: open kitchens, alcohol, & satellite food preparation	Repeals requirement that a permanent food facility be fully enclosed and instead creates ability to have open windows, folding doors, or nonfixed storefronts during hours of operation. Eliminates regulatory burdens for alcohol permits in expanded outdoor dining areas and for light, “satellite food service.”	Sponsor/Support	Signed	

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AB 671 (Wicks) Restaurant development: accelerated plan approval	Cuts time and costs for restaurants by allowing a qualified professional to certify building code compliance for tenant improvement projects and enacts a 20-day time limit for local agencies to act on plans.	Support	Signed	
AB 692 (Kalra) Restricting employee benefits	Bars employment contracts from offering certain benefits (i.e., hiring bonuses/tuition assistance) in exchange for employees committing to work for a given duration – and prohibits required repayment of those benefits.	Opposed	Signed	
AB 828 (Gonzalez, M.) Alcohol licenses: Los Angeles County	Allows ABC to issue up to 12 new alcohol licenses per year in wildfire-impacted areas of Los Angeles County until a total of 40 licenses have been issued.	Support	Signed	
AB 858 (Lee) Hospitality workers: right of recall	Institutes a 1-year extension of a COVID-era policy. Requires certain hotels, event centers, and airports – along with restaurants within those facilities – to rehire workers according to seniority if they were laid-off due to the COVID-19 pandemic.	Opposed	Signed	
AB 1018 (Bauer-Kahan) Automated decision systems (ADS)	Discourages the adoption of technological efficiencies in the workplace by placing impractical notice, auditing, and legal requirements on employer use of automated decision systems (ADS).	Opposed	Stopped	

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AB 1065 (Ortega) Credit card “swipe fees”	Prohibits financial institutions from imposing interchange “swipe” fees on state and local sales taxes.	Support	Stopped	
AB 1136 (Ortega) Employee leave programs: expansion	Expands California’s already generous employee leave programs by requiring employers to provide an additional 5 days of unpaid leave and restricts hiring practices by granting return rights to certain employees for up to 2 years.	Opposed	Vetoed	
AB 1221 (Bryan) Workplace surveillance	Imposes unworkable requirements on employers to provide 30-day advance notice to all employees before using any workplace surveillance tools and restricts use of such tools (inadvertently undermining workplace safety).	Opposed	Stopped	
AB 1234 (Ortega) Labor Commissioner: new penalties	Imposes a one-size-fits-all 30% administrative penalty on all awards, orders, or decisions issued by the Labor Commissioner (LC) regardless of the type of violation.	Opposed	Stopped	
AB 1293 (Wallis) Workers’ compensation	Improves quality of Qualified Medical Examiner (QMQ) reports by requiring the Division of Workers’ Compensation to develop report templates that will force the capture of all critical information, thereby reducing delays in disputes that drive up employer costs and harm injured workers.	Support	Signed	

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AB 1331 (Elhawary) Workplace surveillance	Unreasonably limits the use of “workplace surveillance tools,” putting guests and team-members at risk and undermining workplace safety.	Opposed	Stopped	
AB 1336 (Addis) Workers’ compensation presumption	Sets alarming precedent by presuming that an employer’s failure to comply with any one of the dozens of heat illness prevention standards must automatically mean a job-related heat-illness or injury occurred.	Opposed	Vetoed	
AB 1443 (Castillo) Gratuities: taxation	Excludes gratuities from state income taxation for 5 years.	Support	Stopped	
SB 14 (Blakespear) Food packaging ban	Sets aside the state’s comprehensive environmental review framework for food packaging materials in favor of legislating product-by-product bans.	Opposed	Stopped	
SB 17 (Ochoa Bogh) Gratuities: taxation	Excludes tips from taxable personal income.	Support	Stopped	

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SB 22 (Laird) Gift cards: cash redemption	Requires businesses to cash-out gift cards with balances of less than \$15, upon request. <i>*Amended to eliminate a \$25 cash out threshold, POS posting requirements, and compliance traps. Opposition removed.*</i>	*Neutral*	Signed	
SB 68 (Menjivar) Menu labelling: allergens	Requires chain restaurants subject to federal menu labeling laws to disclose existence of the top 9 allergens on a physical menu – or electronically and with additional written, non-digital disclosures. <i>*Amendments allow digital disclosure and ease compliance. Opposition removed.*</i>	*Neutral*	Signed	
SB 261 (Wahab) Labor Commissioner: penalties	Piles additional penalties onto outstanding unpaid final judgments.	Opposed	Signed	
SB 294 (Reyes) Workplace notices	Creates additional notice requirements for employers to inform employees of existing labor laws. <i>*Amendments allow digital notice and ease compliance. Opposition removed.*</i>	*Neutral*	Signed	
SB 295 (Hurtado) Algorithmic pricing	Restricts business autonomy by prohibiting the use of a pricing model that incorporates publicly available competitor data.	Opposed	Stopped	

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SB 310 (Weiner) PAGA: undermining reforms	Undermines the recent PAGA deal by creating a private right of action to seek penalties under Labor Code section 210.	Opposed	Stopped	
SB 682 (Allen) Cookware ban	Bans sale, distribution, and manufacture of non-stick cookware.	Opposed	Vetoed	

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