












2024 State year-end overview

Bill + Author	What the bill does	CRA position	Outcome	Victory – or – loss
AB 1757 (Asm. Kalra) ADA + website accessibility	Reduced shakedown lawsuits by creating a presumption that if business websites meet specified standards, then they are not liable for damages.	Support	Dead	
AB 2011 (Bauer-Kahan) Small Employer Mediation Program	Establishes a permanent program, enabling all family leave and bereavement claims against small employers (5-19 employees) to be sent to mediation- and sets policy precedent for expansion of the program to include larger employers.	Support	Signed by Governor	
AB 2066 (Reyes) Coffee warning labels	Required alarming and misleading chemical warning labels for decaffeinated coffee, conflicting with safety experts of the U.S. and European Union.	Oppose	Dead	
AB 2288 (Kalra) Private Attorney Generals Act (PAGA): reform	Provides the greatest PAGA reform in the law’s 20-year history by attacking the lawsuit-first approach favored by certain trial attorneys- and resolves legitimate worker claims faster while protecting businesses and non-profits that comply.	Support	Signed by Governor	
AB 2374 (Haney) Employers: joint liability	Established joint liability between employers and janitorial contract companies, holding employers responsible for actions of the contractor (even though the employer had no direct control over the contractor’s employees).	Oppose	Dead	

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<p>AB 2375 (Lowenthal)</p> <p>Drugged drinks: warning signs & drink lids</p>	<p>Required restaurants, bars and nightclubs to provide drink lids at a “reasonable” cost for all alcoholic beverages and to prominently post the following: “Don’t get roofied!”, giving guests the false impression this danger exists at all restaurants.</p> <p>**Restaurants were amended out of the bill.</p>	<p>**Neutral</p>	<p>Signed by Governor</p>	
<p>AB 2389 (Lowenthal)</p> <p>Drugged drinks: reporting and care obligation</p>	<p>Imposed misplaced care requirements for restaurant staff, requiring them to “follow any instructions” given by emergency personnel if a guest suspects drink-spiking may have occurred. Medical personnel should administer such care.</p> <p>**Restaurants were amended out of the bill.</p>	<p>**Neutral</p>	<p>Signed by Governor</p>	
<p>AB 2499 (Schiavo)</p> <p>Protected leave: expansion</p>	<p>Expands 12-week leave related to certain crimes even though 9 new leave mandates have been put upon employers in the last 4-years, with a disproportionate negative impact on smaller employers.</p>	<p>Oppose</p>	<p>Signed by Governor</p>	
<p>AB 2550 (Gabriel)</p> <p>Regulatory relief</p>	<p>Eliminated requirements for some restaurants to have drinking fountains, gender-specific restrooms- - and provided clarity for outdoor food preparation, food storage, ware washing areas, and overhead protective measures.</p>	<p>Support</p>	<p>Dead</p>	
<p>AB 2751 (Haney)</p> <p>Communication restrictions</p>	<p>Prohibited communication with employees outside of working hours, with extremely limited exception for emergencies and scheduling within 24 hrs. Vague scope and poorly defined terms would’ve invited lawsuits.</p>	<p>Oppose</p>	<p>Dead</p>	

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<p>AB 2761 (Hart)</p> <p>Food packaging: ban</p>	<p>Sidestepped the most comprehensive review and rigorous single-use packaging and plastics recycling and waste reduction requirements enacted domestically and internationally.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>AB 3143 (Lowenthal)</p> <p>Gratuities</p>	<p>Prohibited “no tipping” policies. The CRA remained concerned with the unintended consequences and its effective ban on compensation models that rely on service charges in lieu of gratuities.</p>	<p>Oppose, unless amended</p>	<p>Dead</p>	
<p>SB 92 (Umberg)</p> <p>Private Attorney Generals Act (PAGA): reform</p>	<p>Provides the greatest PAGA reform in the law’s 20-year history by attacking the lawsuit-first approach favored by certain trial attorneys- and resolves legitimate worker claims faster while protecting businesses and non-profits that comply.</p>	<p>Support</p>	<p>Signed by Governor</p>	
<p>SB 399 (Wahab)</p> <p>Employer communication: limitations & liability</p>	<p>Effectively prohibits discussions of political and policy matters within the workplace due to overly broad definitions and is enforceable by the PAGA. Invites litigation as SB 399 likely violates the First Amendment and is preempted by the National Labor Relations Act (NLRA).</p>	<p>Oppose</p>	<p>Signed by Governor</p>	
<p>SB 495 (Dodd)</p> <p>Alcohol: delivery</p>	<p>Allowed cocktails to be delivered from restaurants, eliminated the “meal” requirement, and required delivery entities to have their own responsible beverage service training.</p>	<p>Support</p>	<p>Dead</p>	

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<p>SB 903 (Skinner) Chemical ban: PFAS</p>	<p>Sought to ban certain chemicals- even ones approved by the Environmental Protection Agency- that remain critical for refrigerators, freezers, and air conditioning units.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 969 (Weiner) Entertainment zones & alcohol service</p>	<p>Improves restaurant competitiveness by allowing local jurisdictions to establish “entertainment zones” where restaurants can sell alcohol for public consumption within these organized events (rather than only allowing sales from large 3rd - party vendors).</p>	<p>Support</p>	<p>Signed by Governor</p>	
<p>SB 1028 (Alvarado-Gil) Alcohol license expansion</p>	<p>Allowed ABC to issue up to 10 new restaurant licenses in approximately 27 counties that have already reached their cap on new licenses.</p>	<p>Support</p>	<p>Dead</p>	
<p>SB 1116 (Portantino) Unemployment insurance: employer costs</p>	<p>Increased employer payroll taxes by expanding the state’s already debt-ridden Unemployment Insurance program to provide benefits to those that <u>choose</u> to walk off the job.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 1167 (Blakespear) Reusable food service ware: mandatory use</p>	<p>Sidestepped the state’s new robust regulatory framework for evaluating all single-use packaging- and instead prejudices that evaluation by banning single-use cups for onsite dining at larger restaurants.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 1272 (Laird) Gift cards: redemption for cash</p>	<p>Required businesses to offer cash to customers, upon request, for gift cards that have a value of \$25 or less and ties the future cash out threshold to increases with inflation.</p>	<p>Oppose</p>	<p>Dead</p>	

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<p>SB 1345 (Smallwood-Cuevas)</p> <p>Employers: hiring restrictions</p>	<p>Created risk for team-members and sensitive information by eliminating most employers' ability to perform criminal background checks or consider conviction history of an applicant, existing employee, or contractor.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 1434 (Durazo)</p> <p>Unemployment Insurance: employer tax increases</p>	<p>Adds further strain on the Unemployment Insurance (UI) fund, which is \$20+ billion in debt, by expanding benefits and increasing employer taxes.</p>	<p>Oppose</p>	<p>Dead</p>	
<p>SB 1490 (Durazo)</p> <p>Food delivery platforms</p>	<p>Requires delivery platforms to remove restaurants from platform listings within 3-days of request and expands fee transparency for both restaurants and guests.</p>	<p>Support</p>	<p>Signed by Governor</p>	
<p>SB 1524 (Dodd)</p> <p>Restaurant pricing: disclosures</p>	<p>CRA sponsored legislation. Preserves restaurant choice- and strengthens disclosure requirements to guests- as it relates to pricing models (service charges, auto-gratuities, banquet fees, etc.) that best meet the needs of operations, team-members, and guests.</p>	<p>Sponsor/Support</p>	<p>Signed by Governor</p>	
<p>SCA 7 (Umberg)</p> <p>Employment</p>	<p>Changed the State Constitution to include sweeping and broadly worded employment standards that would've negatively impacted employers, inhibited efficient government performance, encouraged lawsuits, and restricted future state and local ability to legislate for changing circumstances.</p>	<p>Oppose</p>	<p>Dead</p>	

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