



## Major Employment Legislation Signed into Law in 2022

**SB 1162 (Limón) - Pay Data Reporting and Pay Scales.** This bill has two primary requirements:

- 1) builds upon SB 973 of 2020 to require staffing companies to report pay data for their workers and requires employers with 100 or more contracted workers to report pay data for those same workers.
- 2) requires employers to provide pay scales on job postings among other related requirements.

**AB 152 (Budget Committee) - COVID-19 Paid Supplemental Sick Leave Extension.** The existing COVID-19 Paid Supplemental Sick Leave Program was set to expire on September 30, so the Legislature adopted another extension until the end of the year. AB 152 does not create a new bucket of leave for employees to take, but rather extends the date that employees can use the existing bucket of leave until December 31. The bill also creates a grant program for small employers to offset the cost of providing paid COVID-19 sick leave and allows employers to request a second COVID-19 test to verify an employee is still testing positive.

**AB 1041 (Wicks) - CFRA Leave for Designated Person.** This bill adds a “designated person” to the list of people an employee can take CA Family Rights Act (CFRA) leave for. The bill limits employees to only designating one person per year. The intent of the bill is to allow employees to designate someone in their life that does not fall under the definition of family member but is still a close loved one that needs care.

**AB 1751 (Daly) - COVID-19 Workers’ Comp Presumption Extension.** This bill builds off SB 1159 (Hill) of 2020 by extending the sunset date for the COVID-19 workers’ compensation presumption until January 1, 2024.

**AB 1949 (Low) - Bereavement Leave.** AB 1949 requires employers with five or more employees to provide up to five days of unpaid bereavement leave if they experience the death of a family member.

**AB 2188 (Quirk) - Employee Cannabis Testing.** This bill, beginning January 1, 2024, makes it illegal to make an employment decision based on a drug test that detects non-psychoactive cannabis metabolites (urine and other similar drug tests that could detect cannabis use from weeks ago that could have been off the job).

**AB 2693 (Reyes) - COVID-19 Reporting Extension.** AB 2693 builds off AB 685 (Reyes) of 2020 and AB 654 (Reyes) of 2021, which established COVID-19 case reporting requirements on employers. AB 2693 extends the sunset of the requirements until January 1, 2024.

**SB 1044 (Durazo) - Emergency Conditions in the Workplace.** This bill prevents employers from 1) taking adverse action against employees who leave or refuse to report to work during emergency conditions and 2) prohibiting employees from using their cell phones during emergencies.

Provided courtesy of the California Staffing Professionals (CSP) - the largest California association advocating on behalf of staffing and recruiting professionals.

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