SENATE BILL SB-36

Introduced by Senator Maria Elena Durazo (D-26)

An act relating to Worker Rights Resources Act .

LEGISLATIVE COUNSEL'S DIGEST

SB-36, Maria Elena Durazo (D-26). Worker Rights Resources Act .

Existing California law requires employers to provide employees with notices regarding their employment and workplace rights. State labor agencies also provide information regarding wages working conditions and workplace protections as well as procedures for complaints.

Existing law provides workers with protections regarding wages working conditions as well as other employment matters. But employees may not always know which agency is responsible for a particular workplace issue or how to access the resources they have.

This bill would require employers to provide employees with a standardized worker rights resource sheet at the time they are hired and annually after.

It would require the labor Commissioner's Office to create and maintain the worker rights resource sheet. The resource sheet would include information regarding workplace rights, wage claims, reporting workplace violations and labor enforcement resources.

The bill would require the source sheet to be made available in several languages and a format that employees can easily understand.

The bill would not appropriate state funds or establish a state funded assistance program.

Vote: Majority. **Appropriations/fiscal:** no. **Local program:** no.

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

Section 1: The legislature finds and declares all of the following

A. workers should have access to clear information about their rights and available workforce protections
B. employees may experience difficulty identifying correct or understanding the process for reporting workplace violations
C. the purpose of this act is to ensure that employees receive clear information about their rights and labor enforcement resources.

Section 2:

the existing law governing employee notices will be amended to include the following:
~~{ existing stationery language requiring employers to provide employees with written employment notices}~~

at the time employees are hired and annually after an employer will provide each employee with written information containing the notices required by law and the worker rights resource sheet created by the labor Commissioner's

Office.

SECTION 3:

A. The labor Commissioner's Office shall create and maintain a standardized worker rights resource Sheet
B. the resource sheet will include information regarding
1. Basic workplace rights and protections
2. wage and hour rights
3. procedures for filing wage claims or complaints
4. protections against retaliation for exercising their rights
5. contact information and resources for state labor agencies
C. the labor Commissioner's Office will update the resource sheet as necessary to maintain up to date and accurate information

Section 4.
A. The resource sheet will be printed or provided electronically
B. the resource sheet will be available in languages commonly used by California workers as determined by the labor Commissioner's Office
C. the labor Commissioner's Office will be responsible for implementing and maintaining the worker rights resource sheet as established in this act.

Section 5. No funds are appropriated for this act the requirements of this act will be implemented using existing resources.