

Bills With Operational Impacts – 2018

All listed bills take effect January 1, 2019, unless otherwise noted

Human Resources

Existing law prevents employers from paying people less than similarly-engaged employees unless they're doing so because of a seniority, merit, or productivity measurement system. Building on that, [AB 2282](#) (Eggman) explicitly prevents the use of an employee's prior salary as a reason to pay them less.

[AB 2455](#) (Kalra) requires the Department of Social Services to provide contact information for home care aides to unions. Note this applies only to DSS, and home care services are defined in existing statute [HSC §1796.12\(n\)](#).

[SB 63](#) (Jackson) requires employers with at least 20 employees within 75 miles to honor a request for up to 12 weeks of parental leave within the first year of a child's birth. The employer must guarantee the employee can return to the same or a similar job. Only applies to employees with >12 months tenure and >1,250 hours of work in the year prior to the request.

[SB 1343](#) (Mitchell) will require employers with five or more employees to provide sexual harassment trainings by January 1, 2020, and every two years thereafter. Previously, this was only required for supervisors at employers with ≥50 employees. This bill also requires Dep't. of Fair Employment and Housing to develop online trainings.

Client Services

[AB 2038](#) (Cooley) requires a task force consisting of representatives of DSS, DHCS, DDS, and DoE to be formed by June 1, 2019. They will then draft an MOU template related to multi-agency (foster) children for further development and ultimate implementation at the county-level. Regional centers are required to participate in the final process, including signing the MOU. There is no mechanism for non-agreement.

[SB 1187](#) (Beall) changes competency restoration processes, and for all future individuals committed for restoration purposes, lowers the maximum time period from three to two years.

Housing

[AB 2913](#) (Wood) extends the time that a building permit is valid, with no work having yet commenced, from 180 days to one year from the date the permit is issued.

Service Providers

[AB 375](#) (Dodd) requires that, starting January 1, 2020, businesses, if requested, tell a customer what information they collect about them, how they use it, share it with them if asked, and delete that information upon request. There are a number of other requirements about disclosures and business obligations related to this. Medical information is generally exempt from these requirements. Note that this only applies to:

- A business that works “for the profit or financial benefit of its shareholders or other owners” **and**
 - Either grosses over \$25M a year, **or** gets information on at least 50,000 people, households, or devices per year, **or** earns half or more of its money from selling personal information.

AB 375 also imposes civil liability for data breaches that occur “as a result of the business’s violation of the duty to implement and maintain reasonable security” standards appropriate to the information at issue.

Lastly, any business may ask the state Attorney General for guidance on how to comply with these changes.

[AB 1953](#) (Wood) requires skilled nursing facilities (licensed under [HSC §1250\(c\)](#)) to report on whether the licensee (or others) own or control five percent or more of a business that provides any service to the SNF.

[AB 3098](#) (Friedman) requires all RCFEs to enhance their emergency and disaster plans, train their staff annually, and do quarterly drills for each shift. Evacuation of residents during drills is allowed, but **not** required.