

ASSEMBLY BILL

No. 613

Introduced by Assembly Member Tran

February 21, 2007

An act to add Section 1183.5 to, and to add and repeal Section 1183.6 of, the Labor Code, relating to workplace postings.

LEGISLATIVE COUNSEL'S DIGEST

AB 613, as introduced, Tran. Workplace postings.

Existing law requires employers to post copies of certain notices, regulations, and laws in the workplace in order to notify employers and employees of their rights and responsibilities.

This bill would require that workplace postings and notices be written in plain language so that employers and employees can easily understand them.

This bill would require the Division of Labor Standards Enforcement to convene a working group, representing organized labor and employer-business organizations, to review and recommend revisions to all employment-related postings required in California workplaces and jobsites under state law to ensure that the postings are written in simple, plain language that is easily understood. The bill would require the division to transmit the working group's recommendations to the Legislature and Governor on or before December 31, 2008, and post the recommendations on the division's Web site. The bill would repeal this provision on January 1, 2010.

Vote: majority. Appropriation: no. Fiscal committee: yes.
State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 1183.5 is added to the Labor Code, to
2 read:

3 1183.5. Every regulation and notice required to be posted in
4 the workplace or at the jobsite pursuant to state law shall be written
5 in plain language so that it is easily understood by both the
6 employer and every employee.

7 SEC. 2. Section 1183.6 is added to the Labor Code, to read:

8 1183.6. (a) The Division of Labor Standards Enforcement
9 shall convene a working group of no more than 10 members,
10 comprised of an equal number of representatives from organized
11 labor and employer-business organizations. This working group
12 shall review all employment-related postings required in California
13 workplaces or jobsites pursuant to state law and shall recommend
14 to the division any revisions to ensure that the postings are written
15 in simple, plain language that is easily understood by both
16 employers and employees.

17 (b) The division shall transmit the working group’s
18 recommendations to the Legislature and the Governor on or before
19 December 31, 2008, and post the recommendations on the
20 division’s Web site.

21 (c) The division shall perform the duties required by this section
22 with existing resources.

23 (d) Any recommended revision made pursuant to this section
24 does not diminish or increase any employee right or protection, or
25 any employer liability or duty.

26 (e) This section shall remain in effect only until January 1, 2010,
27 and as of that date is repealed, unless a later enacted statute, that
28 is enacted before January 1, 2010, deletes or extends that date.

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