

Assembly Bill 1192

Uplifting Employers That Advance Job Quality Act

Assembly Member Ash Kalra

SUMMARY

AB 1192 establishes a data-driven program to incentivize exemplary employment practices by businesses, as well as to help develop a new social compact for California workers based on an inclusive vision in which everyone shares in economic growth.

This bill would require employers with 1,000 or more employees in California to annually report to the Labor and Workforce Development Agency (LWDA) critical data related to job quality, such as information on pay, advancement, benefits, and equity. These metrics would be made public on the LWDA's website.

BACKGROUND

In May 2019, Governor Gavin Newsom signed an executive order establishing a Future of Work Commission to “study, understand, analyze and make recommendations regarding: the kinds of jobs Californians could have in the decades to come; the impact of technology on work, workers, employers, jobs and society; methods of promoting better job quality, wages and working conditions through technology; the modernization of worker safety net protections; and the best way to preserve good jobs, ready the workforce for jobs of the future through lifelong learning, and ensure prosperity for all.”

In March 2021, the California Future of Work Commission issued its final report, unveiling a series of “moonshot goals” aimed at forging over the next decade a new social compact that creates opportunities for all. Included in the Commission's plan was the specific goal of raising “the standard and share of quality jobs” in California, along with a recommendation to advance this goal by “linking state spending to quality job creation with accountability and transparency.”

Currently, however, information about job quality is not transparent or accessible.

SOLUTION

AB 1192 would help bridge this information divide by creating a program under which larger companies would be required to report a series of fundamental worker-related metrics on pay, hours and scheduling, prospects for internal advancement, benefits, the use of contractors, workplace safety, turnover, and equity.

The data collected by the state would be made public, with the intent to use it to establish and administer a program under which qualifying “high-road employers” would be entitled to certain benefits such as procurement contracts, tax expenditures, and workforce development funding.

The aim is to reward exemplary employers that are treating their workers well, while encouraging improvement by those that are lagging behind.

This approach is closely aligned with the stated interests of major business organizations, including the Business Roundtable.

Workers have an interest in seeing how companies treat their employees according to a set of objective measures. Consumers, investors, policymakers, and the communities in which businesses operate also have an interest in accessing this data, as they make judgments about where to shop and deploy their capital. By creating a mechanism to collect and report worker-related metrics from employers, AB 1192 will create transparency and promote job quality.

SPONSOR

State Controller Betty Yee

CONTACT

Megan Lane, Chief of Staff
Megan.Lane@asm.ca.gov, 916-319-2027