

## **LEARN MORE** Proposition 65 Compliance Reminder: Bisphenol S (BPS)

- Under Prop 65, businesses using receipt paper that contains BPS must provide appropriate warnings or face potential penalties.
- Recent enforcement activity highlights warning labels must:
  - Be present
  - Be properly worded
  - Be placed where consumers are most likely to see them

### **Required Member Actions**

- Review all Prop 65 warning labels for accuracy
- Confirm proper placement of BPS warnings
- Consult legal counsel if unsure about compliance

## **LEARN MORE** SB 1053 In Effect: No More Plastic Bags

- As of January 1, 2026, California's plastic checkout bag ban is in effect.
- Key Provisions:
  - Plastic carryout bags are no longer permitted at checkout
  - Applies to supermarkets, large retailers with pharmacies, and convenience stores
  - Paper bags may be offered for a minimum 10¢ fee
  - By January 1, 2028, paper bags must contain at least 50% post-consumer recycled material

### **Required Member Actions**

- Eliminate plastic checkout bags
- Charge at least 10¢ for paper bags
- Prepare to meet recycled content requirements by 2028

## **LEARN MORE** Attention Tobacco Retailers: Unflavored Tobacco List (UTL)

- Only tobacco products listed on the UTL may be sold legally under the statewide flavor ban.
- Local Enforcement Consideration
  - The UTL applies only to the statewide ban.
  - Local jurisdictions may enforce stricter flavored tobacco bans.
  - Products allowed statewide may still be prohibited locally.

### **Required Member Actions**

- Verify tobacco products against the UTL
- Consult your Local Chapter regarding local flavor bans

## **LEARN MORE** Biodiesel B20 On-Road-In-Use Requirements No Longer In Effect

- The California Air Resource Board (CARB) has issued an executive order certifying that biodiesel in-use requirements, specifically 2293.6 (a)(2), are no longer in effect for biodiesel blends up to B20 for on-road applications, effective January 1, 2026.
- As such, pollutant control levels for biodiesel blends up to B20 are no longer in effect for on-road vehicle fleets.

### **Required Member Actions**

- Update compliance procedures for on-road biodiesel operations

## **LEARN MORE** Workplace “Know Your Rights” Model Notice Requirement

- The California Labor Commissioner has issued the official model notice required under the new Workplace Know Your Rights Act, which took effect January 1, 2026.
- Employers do not need to draft this notice themselves. The Labor Commissioner has published a model notice that may be used to comply with the law, available in English and Spanish.

### **Required Member Actions**

- Distribute the notice to all current employees by February 1, 2026
- Implement notice distribution for new hires and annual renewals
- Maintain compliance records for three years

## **LEARN MORE** Immediate Action Required For ABC Licensees: Kratom/7-OH

- ABC licensees must immediately cease sales and remove from shelves ANY products containing:
  - Kratom (*Mitragyna speciosa*)
  - 7-hydroxymitragynine (7-OH)
- Violations may result in administrative disciplinary action, including suspension or revocation of an ABC license.

### **Required Member Actions**

- Conduct an immediate inventory review
- Remove and discontinue sale of all kratom and 7-OH products
- Train staff that kratom and 7-OH products may not be sold at ABC-licensed locations

## **LEARN MORE** [Cal/OSHA Form 300A Workplace Illnesses and Injuries Annual Summary Requirement](#)

- Unless exempt, California employers must post their annual summary of work-related injuries and illnesses in a visible and easily accessible location at each worksite from February 1 through April 30, 2026.
  - Employers must use Cal/OSHA Form 300A for this posting.
- Cal/OSHA requires employers to record work-related fatalities, injuries, and illnesses. An injury or illness is recordable if it is work-related and results in any of the following:
  - Death;
  - Days away from work;
  - Restricted work or transfer to another job;
  - Medical treatment beyond first aid;
  - Loss of consciousness; or
  - A significant injury or illness diagnosed by a physician or other licensed health care professional.

### **Required Member Actions**

- Post annual summary using Cal/OSHA Form 300A from February 1-April 30, 2026.
- Certain employers must electronically submit Form 300, Form 301, and Form 300A data to OSHA by March 2, 2026.

*Instructions for submitting data electronically can be found on the federal OSHA Injury Tracking Application (ITA) website.*

## **LEARN MORE** [Important Notice to Retailers: Tianeptine Restrictions](#)

- The Los Angeles County Department of Public Health (Public Health) is advising retailers to immediately remove from their shelves and stop selling products that contain TIANEPTINE. Employers must use Cal/OSHA Form 300A for this posting.
- Tianeptine, also known as “Gas Station Heroin,” is not approved by the FDA for medical use or dietary ingredient. It has made its way to convenience stores and gas station shelves, branded as “Zaza” and “Tianna Red.”
- Public Health, Environmental Health Division will **red-tag or impound** any food and beverage product that **contains TIANEPTINE as an ingredient.**

### **Required Member Actions**

- Conduct an immediate inventory review.
- Remove any products containing TIANEPTINE from all shelves and storage areas.
- Ensure all staff understand that these products are prohibited from sale and may not be sold under any circumstances.

## **LEARN MORE** [New Form Required for Employers: Emergency Contact Form for Arrest or Detention](#)

- SB 294:
  - Requires all California employers to give employees the opportunity to designate emergency contacts
  - Allows employees to indicate whether those contacts should be notified if the employee is arrested or detained
  - Applies to arrests or detentions on the employer's worksite, or offsite if the employer learns it occurred during work hours or while performing job duties
- Do not assume the emergency contact form you already have on file is compliant.
  - To meet the legal requirement, the employer must explicitly reference arrests and detentions.
  - Standard emergency contact forms that do not include this language are not compliant with the law.

### **Required Member Actions**

- California employers must take action by March 30, 2026 to comply with new employee notice requirements related to arrests or detentions while working.
- Your Options:
  - Create a compliant form on your own, **or**
  - Use CEA's free, ready-to-use sample Emergency Contact Form, designed to meet California's requirements

## **LEARN MORE** [California Regulations That Impact AI & Privacy Policies](#)

- California regulators approved a set of regulations governing the use of automated decision-making technology (ADMT) and mandating risk assessment and cybersecurity audits for businesses subject to the California Consumer Privacy Act.
- At a high level, regulations will impose significant new obligations on businesses regarding pre-use notices, opt-out rights, annual cybersecurity audits, and detailed risk assessments.

### **Required Member Actions**

- Complete next steps for compliance with ADMTs
- Complete next steps for compliance with Risk Assessments
- Complete next steps for compliance with Cybersecurity Audits

*Instructions for completing the next steps for compliance can be found in CFCA's 'California Regulation that Impacts AI and Privacy Policies.'*