

# April 2025 Legislative Update

## AB85 – Environmental Restrictions for Invertebrates

**Summary:** Expands the definition of "wildlife" to include invertebrates (e.g., insects), giving the Department of Wildlife authority to regulate habitat areas.

**Impact:** Could lead to new construction delays, environmental surveys, or land-use restrictions if protected invertebrates are identified near project sites.

## AB200 – Workers' Comp Based on Prevailing Wage for Construction Workers

**Summary:** For construction employees, compensation for workplace injuries must be calculated using either actual wages or prevailing wage—whichever is higher. Applies even if the worker wasn't on a public work project.

**Impact:** Raises insurance costs and exposure for contractors. Injury settlements and long-term disability claims could become significantly more expensive.

## AB222 – Mandatory Hiring Preferences and Expanded Reporting

**Summary:** Requires public works contractors to prioritize hiring women, veterans, formerly incarcerated individuals, rural residents, and other groups. Contractors must dedicate 3–10% of hours to these groups and submit justification if not met.

**Impact:** Adds a second layer of labor-hour mandates on top of SB82 apprentice rules. Increases administrative burden, hiring pressure, and risk of disqualification from public contracts.

## AB388 – Mandatory Paid Family Leave (50+ Employees)

**Summary:** Requires employers with 50 or more employees to provide up to 12 weeks of paid family leave. Wage replacement is tiered and state-managed.

**Impact:** Increases labor costs and HR administration. Impacts contractor scheduling and workforce availability, particularly for midsize firms.

## AB505 – Construction Defect Liability Expansion

**Summary:** Broadens homeowner's rights in defect claims and requires contractors to carry specific liability insurance. Tightens response timeframes and weakens contractor ability to dispute claims.

**Impact:** Increased litigation risk, higher insurance costs, and more disputes for builders. Particularly harmful for residential and multi-unit contractors.

## SB180 – Insurance Requirement for Heavy Vehicles

**Summary:** Raises minimum required insurance coverage to \$1.5 million for freight or equipment-hauling vehicles over 26,000 pounds.

**Impact:** Increases operating costs for contractors using their own large trucks. May also increase costs passed on through equipment haulers and rental delivery services.

## SB270 – Expanded Union Oversight on Public Works

**Summary:** Allows labor-management committees to request payroll and contract records from contractors. Grants union representatives' access to public works jobsites.

**Impact:** Raises compliance concerns and risks for non-union firms. Introduces the potential for jobsite disruptions and additional recordkeeping burdens.

## SB288 – Fire Risk Disclosure in Real Estate Transactions

**Summary:** Requires contractors and sellers to disclose if a property is in a fire-prone zone identified by the State Forester. This information must be included in permits and transaction documents.

**Impact:** Could affect the marketability of homes or commercial buildings in designated areas. Developers may face buyer hesitation or reduced land value depending on mapping criteria.