

Date of Hearing: June 25, 2025

ASSEMBLY COMMITTEE ON LABOR AND EMPLOYMENT
Liz Ortega, Chair
SB 7 (McNerney) – As Amended June 19, 2025

SENATE VOTE: 27-10

SUBJECT: Employment: automated decision systems

SUMMARY: Requires an employer to provide a written notice that an automated decision system (ADS) is in use at the workplace to all workers directly affected by the ADS; prohibits certain uses of ADS by an employer and limits other uses, as specified; requires post-use notices and provides appeal rights for certain employment-related decisions made by an ADS, as specified; prohibits retaliation by employers; and provides for enforcement and penalties for violations. Specifically, **this bill:**

Requires an employer to provide a written notice that an ADS is in use at the workplace to all workers directly affected by the ADS:

- 1) Requires an employer to provide a written notice that an ADS, for the purpose of making employment-related decisions, not including hiring, is in use at the workplace to a worker who will be directly affected by the ADS, or their authorized representative, according to the following:
 - a. At least 30 days before the deployment of the ADS.
 - b. If the employer is using an existing ADS at the time this title takes effect, no later than February 1, 2026.
 - c. To a new worker within 30 days of hiring the worker if an existing ADS is in place.
 - d. Within 30 days of any significant updates or changes to the ADS, or a significant change in how the employer is using ADS.
- 2) Requires an employer to maintain an updated list of all ADS currently in use and include that list in the notice required under (1) above.
- 3) Requires the written notice required by (1) above to be all of the following:
 - a. Written in plain language as a separate, stand-alone communication.
 - b. In the language in which routine communications and other information are provided to workers.
 - c. Provided via a simple and easy-to-use method, including, but not limited to, an email, hyperlink, or other written format.
- 4) Requires an employer to notify a job applicant upon receiving the application that the employer utilizes an ADS in hiring decisions.

- a. Authorizes notifications to be made using an automatic reply mechanism.
- 5) Requires the notice issued pursuant to (1) above to contain the following information:
- a. A plain language explanation of the nature, purpose, and scope of the decisions for which the ADS will be used, including the specific employment-related decisions potentially affected.
 - b. The specific category and sources of worker input data that the ADS will use and how that data will be collected.
 - c. Any key parameters known to disproportionately affect the output of the ADS.
 - d. The individuals, vendors, or entities that created the ADS and the individuals, vendors, and entities that will run, manage, or interpret the results of the ADS output.
 - e. For each performance metric, quota, or other related measure, a description of how the performance standard is measured, how data is collected, and any adverse consequences or incentives associated with the performance standard.
 - f. A description of the worker's right to access information about the employer's use of ADS to make an employment-related decision.
 - g. A description of the worker's rights to appeal a decision for which the ADS was used and to correct data used by the ADS.
 - h. That the employer is prohibited from retaliating against workers for exercising their rights described in (g) above.

Prohibits certain uses of ADS by an employer and limits other uses:

- 6) Prohibits an employer from using an ADS that does any of the following:
- a. Prevents compliance with or results in a violation of any federal, state, or local labor, occupational health and safety, employment, or civil rights laws or regulations.
 - b. Infers a worker's immigration status, veteran status, ancestral history, religious or political beliefs, health or reproductive status, history, or plan, emotional or psychological state, neural data, sexual or gender orientation, disability, criminal record, credit history, or statuses protected under Section 12940 of the Government Code.
 - c. Conducts predictive behavior analysis.
 - d. Identifies, profiles, predicts, or takes adverse action against a worker for exercising their legal rights, including, but not limited to, rights guaranteed by state and federal employment and labor law.
 - e. Uses or relies on individualized worker data as inputs or outputs to inform compensation, unless the employer can clearly demonstrate that any differences in compensation for substantially similar or comparable work assignments are based on

- cost differentials in performing the tasks involved, or that the data was directly related to the tasks the worker was hired to perform.
- 7) Prohibits an employer from using an ADS to collect data for a purpose that is not disclosed pursuant to the notice requirements in (1)-(5) above.
 - 8) Prohibits an employer from relying primarily on an ADS when making discipline, termination, or deactivation decisions.
 - a. Requires an employer to use a human reviewer to conduct its own investigation and compile corroborating or supporting information for the decision. This information may include, but is not limited to, any of the following:
 - i. Supervisory or managerial evaluations.
 - ii. Personnel files.
 - iii. Employee work products.
 - iv. Peer reviews.
 - 9) Prohibits an employer from using customer ratings as the only or primary input data for an ADS to make employment-related decisions.
 - 10) Requires an employer to allow a worker to access worker data collected or used by an ADS and correct errors in any input or output data used by or produced by the ADS or used as corroborating evidence by a human reviewer.
 - 11) Requires an employer to allow a worker to appeal an employment-related decision for which the ADS was used pursuant to (14)-(16) below.

Requires post-use notice by employers for certain employment-related decisions made by an ADS:

- 12) Requires an employer that has used an ADS to make a discipline, termination, or deactivation decision to provide the affected worker with a written notice at the time the employer informs the worker of the decision. The notice shall be all of the following:
 - a. Written in plain language as a separate, stand-alone communication.
 - b. In the language in which routine communications and other information are provided to workers.
 - c. Provided via a simple and easy-to-use method, including an email, hyperlink, or other written format.
- 13) Requires a notice issued pursuant to (12) above to contain all of the following information:
 - a. The human to contact for more information, including corroborating evidence found by a human reviewer, for access to data used to make the decision, or to appeal the decision.

- b. That the employer used an ADS to make one or more discipline, termination, or deactivation decisions with respect to the worker.
- c. That the worker has the right to appeal the decision pursuant to (14)-(16) below.
- d. That the worker has the right to correct errors in any input or output data used by or produced by the ADS or used as corroborating evidence by the human reviewer.
- e. A form or a link to an electronic form for the worker to file an appeal or request more information on the data used in the decision.
- f. That the employer is prohibited from retaliating against the worker for exercising their rights under this bill.

Provides appeal rights for certain employment-related decisions made by an ADS:

- 14) Requires an employer that uses an ADS to make a discipline, termination, or deactivation decision to provide an affected worker with a form or a link to an electronic form to appeal the decision within 30 days from the date that the worker is notified pursuant to (12)-(13) above.
- 15) Requires the appeal form provided to an affected worker to include all of the following:
 - a. The option to request access to the data used as input to or as output from the ADS.
 - b. The option to request access to any corroborating or supporting evidence provided by a human reviewer to verify output from the ADS.
 - c. The worker's reason or justification for an appeal and any evidence to support the appeal.
 - d. Designation of an authorized representative that can also access the data.
- 16) Requires an employer to respond to an appeal within 14 business days.
 - a. Requires an employer, in responding to an appeal, to designate a human reviewer who is required to objectively evaluate all evidence, has sufficient authority, discretion, and resources to evaluate the decision, and has the authority to overturn the decision. Prohibits the employer from designating a person who was involved in the decision that the worker is appealing.
 - b. Requires the response provided to the worker to be a clear, written document describing the result of the appeal and the reasons for that result.
 - c. Requires, if the human reviewer determines that the decision should be overturned, the employer to rectify the decision within 21 business days.

Prohibits retaliation, and provides for enforcement and penalties for violations:

- 17) Prohibits employer retaliation, as specified.

- 18) Provides for enforcement by the Labor Commissioner (LC), as specified.
- 19) Authorizes, alternatively to LC enforcement, any worker, or their exclusive representative, who has suffered a violation of this bill to bring a civil action in a court of competent jurisdiction for damages caused by that adverse action, including punitive damages.
- 20) Authorizes the bill to alternatively be enforced by a public prosecutor.
- 21) Authorizes, in any civil action brought pursuant to paragraph (18), (19) or (20) above in superior court, as specified, the petitioner to seek appropriate temporary or preliminary injunctive relief, including punitive damages, and reasonable attorney's fees and costs as part of the costs of any such action for damages.
- 22) Subjects an employer who violates this bill to a civil penalty of \$500 per violation.
- 23) Provides that this bill does not preempt any city, county, or city and county ordinance that provides equal or greater protection to workers who are covered by this bill.
- 24) Provides that an employer who complies with the requirements related to notice and appeal under this bill is not required to comply with any substantially similar notice and appeal provisions related to ADS required under any other state law.
- 25) Provides that the provisions of this bill are severable and that, if any provision of this bill or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.

Definitions:

- 26) Defines "artificial intelligence" to have the same meaning as in existing law (see (8) below).
- 27) Defines "authorized representative" to mean any person or organization appointed by the worker to serve as an agent of the worker but provides that authorized representative shall not include a worker's employer.
- 28) Defines "automated decision system" or "ADS" to have the same meaning as in existing law (see (8) below).
- 29) Defines "ADS output" to mean any information, data, assumptions, predictions, scoring, recommendations, decisions, or conclusions generated by an ADS.
- 30) Defines "employer" to mean any person who directly or indirectly, or through an agent or any other person, employs or exercises control over the wages, benefits, other compensation, hours, working conditions, access to work or job opportunities, or other terms or conditions of employment, of any worker. This shall include all branches of state government, or the several counties, cities and counties, and municipalities thereof, or any other political subdivision of the state, or a school district, or any special district, or any authority, commission, or board or any other agency or instrumentality thereof.
 - a. Provides that "employer" includes a labor contractor of a person defined above.

- 31) Defines “employment-related decision” to mean any decision by an employer that impacts wages, wage setting, benefits, compensation, work hours, work schedule, performance evaluation, hiring, discipline, promotion, termination, job tasks, skill requirements, work responsibilities, assignment of work, access to work and training opportunities, productivity requirements, workplace health and safety, and any other terms or conditions of employment.
- 32) Defines “individualized” to mean specific to an individual or group, band, class, or tier of individuals with particular personal characteristics, behaviors, or biometrics.
- 33) Defines “predictive behavior analysis” to mean any system or tool that predicts or infers a worker’s behavior, beliefs, intentions, personality, emotional state, or other characteristics or behavior.
- 34) Defines “worker” to mean any natural person who is an employee of, or an independent contractor providing service to, or through, a business or a state or local governmental entity in any workplace.
- 35) Defines “worker data” to mean any information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with, a worker, regardless of how the information is collected, inferred, or obtained.

EXISTING LAW:

- 1) Establishes the Division of Labor Standards Enforcement (DLSE), under the direction of the LC, within the Department of Industrial Relations (DIR) and sets forth its powers and duties regarding the enforcement of labor laws. Labor Code § 79 et seq.
- 2) Establishes the California Consumer Privacy Act (CCPA), which grants consumers certain rights with regard to their personal information, including enhanced notice, access, and disclosure; the right to deletion; the right to restrict the sale of information; and protection from discrimination for exercising these rights. It places attendant obligations on businesses to respect those rights. Civil Code § 1798.100 et seq.
- 3) Establishes the Consumer Privacy Rights Act (CPRa), which amends the CCPA and creates the California Privacy Protection Agency (PPA), which is charged with implementing these privacy laws, promulgating regulations, and carrying out enforcement actions. Civil Code § 1798.100 et seq.; Proposition 24 (2020).
- 4) Requires the PPA to adopt regulations governing access and opt-out rights with respect to businesses’ use of automated decisionmaking technology, including profiling and requiring businesses’ response to access requests to include meaningful information about the logic involved in those decisionmaking processes, as well as a description of the likely outcome of the process with respect to the consumer. Civil Code § 1798.185(a)(15) and (d).
- 5) Establishes the Fair Employment and Housing Act (FEHA). Government Code § 12900 et seq.
- 6) Makes it an unlawful employment practice, under FEHA, unless based upon a bona fide occupational qualification, for an employer to refuse to hire or employ the person or to refuse

to select the person for a training program leading to employment, or to bar or discharge the person from employment or from a training program leading to employment, or to discriminate against the person in compensation or in terms, conditions, or privileges of employment based upon specified characteristics, including race, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status. Government Code § 12940.

- 7) Requires the Department of Technology to conduct, in coordination with other interagency bodies, as it deems appropriate, a comprehensive inventory of all high-risk ADS that have been proposed for use, development, or procurement by, or are being used, developed, or procured by, any state agency. As part of this review, requires the analysis to include descriptions of any alternatives to its use, the categories of data and personal information the ADS uses to make decisions, and measures that are in place to mitigate the risks of its use, including cybersecurity risk and the risk of inaccurate, unfairly discriminatory, or biased decisions of the ADS. Government Code § 11546.45.5.
- 8) Defines the following terms:
 - a) “Artificial intelligence” means an engineered or machine-based system that varies in its level of autonomy and that can, for explicit or implicit objectives, infer from the input it receives how to generate outputs that can influence physical or virtual environments.
 - b) “Automated decision system” means a computational process derived from machine learning, statistical modeling, data analytics, or artificial intelligence that issues simplified output, including a score, classification, or recommendation, that is used to assist or replace human discretionary decisionmaking and materially impacts natural persons. “Automated decision system” does not include a spam email filter, firewall, antivirus software, identity and access management tools, calculator, database, dataset, or other compilation of data. Government Code § 11546.45.5.

FISCAL EFFECT: According to the Senate Appropriations Committee:

- The Department of Industrial Relations (DIR) indicates that it would incur annual costs in the millions of dollars, minimally, to implement the provisions of the bill (Labor Enforcement and Compliance Fund).
- This bill could result in an increased number of civil actions. Consequently, the bill could result in potentially significant cost pressures to the courts; the magnitude is unknown (Trial Court Trust Fund (TCTF)). The specific number of new actions that could be filed under the bill also is unknown; however, it generally costs about \$10,500 to operate a courtroom for an eight-hour day. Courts are not funded on the basis of workload, and increased pressure on TCTF may create a need for increased funding for courts from the General Fund. The proposed 2025-26 budget includes \$40 million in ongoing support from the General Fund to help pay for increased trial court operation costs beginning in 2025-26. The May Revision includes total funding of \$5.2 billion (\$3.2 billion General

Fund) in 2025-26 for the Judicial Branch, of which \$2.9 billion is provided to support trial court operations.

- This bill could result in increased penalty revenue to the State. The magnitude is unknown.

COMMENTS: Note: this bill is triple referred to the Assembly Privacy and Consumer Protection Committee, and the Assembly Judiciary Committee upon passage out of this Committee.

Employers are increasingly using workplace surveillance such as electronic monitoring, as well as ADS, to not only surveil and collect data on workers, but to manage, and even terminate, workers.

According to the UC Berkeley Labor Center, “Employers use electronic monitoring and automated decision systems to make a wide range of decisions about workers (including employees, independent contractors, and job applicants):

- Wages and benefits
- Hours and work schedules
- Performance evaluations
- Hiring, firing, discipline, and promotion
- Job content, tasks, and responsibilities
- Productivity requirements
- Access to training opportunities
- Workplace health and safety

Concrete examples of these decisions include terminating gig workers based on customer ratings, using wearable devices on construction sites to detect worker fatigue, setting daily productivity quotas in warehouses, and filtering out job candidates with flagged social media content.

Many workplace ADS tools make predictions about workers’ future behavior or characteristics. These computer programs identify patterns or correlations in large datasets about workers, and based on those patterns make predictions about an individual worker in a given workplace. Examples of these predictions include the probability that a worker will quit a job, struggle with performance, succeed in a promotion or work team, experience stress, join a union, pose a safety risk, or become pregnant.”¹

¹ Bernhardt, Annette and Lisa Kresge. (2025). UC Berkeley Labor Center. “Electronic Monitoring and Automated Data Systems FAQs.” <https://laborcenter.berkeley.edu/wp-content/uploads/2025/05/Electronic-Monitoring-and-Automated-Decision-Systems-FAQ.pdf>

The author provides examples of ADS use in the employment setting:

- Nurses who work through gig-nursing apps, such as ShiftKey, have had their wages and hours set by an algorithm, which has led to disparate pay between equally qualified nurses without any justification or reasoning.
- A database developed by Coworker.org identified over 550 products currently available to employers for workforce management, including products that allow them to outsource decisions about workers' working conditions, wages, and livelihoods to machines.²
- The ADS used by the employer of a California-based software developer terminated him due to an error in the system's data. The system removed the worker's access to enter the office space and his workstation, all without human intervention. The termination was ultimately resolved but not until after the worker missed three weeks of work without pay.³

According to the author:

“Businesses are increasingly using AI to boost efficiency and productivity in the workplace. But there are currently no safeguards to prevent machines from unjustly or illegally impacting workers' livelihoods and working conditions. SB 7 does not prohibit ADS in the workplace, rather it will establish guardrails to ensure that California businesses are not operated by robo bosses, because there will be a human in the loop. AI must remain a tool controlled by humans, not the other way around.”

The author adds that this bill promotes equity solutions in that “Predictive behavior analysis means any system or tool that predicts or infers a worker's behavior, beliefs, intentions, personality, emotional state, or other characteristics or behavior. Predictive behavior analysis can be used to infer a worker's immigration status, veteran status, ancestral, history, religious or political beliefs, health or reproductive status, history, or plan, emotional or psychological state, neural data, sexual or gender orientation, disability, criminal record or credit history. Predictive behavior analysis often results in discriminatory results which harms underserved and marginalized communities. SB 7 prohibits conducting predictive behavior analysis which protects our most vulnerable individuals from workplace discrimination.”

Arguments in Support

A coalition of labor unions and workers' rights organizations, including the California Federation of Labor Unions, state in support that “one report from a national survey in 2024 found that 40 percent of workers experience some form of automated task management. However, Black and Latino workers report higher rates of automated management technologies in their workplace, with 63 percent of Black and 52 percent of Latino workers versus only 35 percent of White workers subject to automated management. The pursuit of efficiency by a machine can do serious harm to workers. Eliminating routine tasks and increasing work speeds

² Coworker.org. (2021). “Bossware and Employment Tech Database” <https://home.coworker.org/worktech>

³ Wakefield, Jane. (2018). “The man who was fired by a machine.” BBC. <https://www.bbc.com/news/technology-44561838>

can lead to fatigue, burn-out, excessive injuries, and other harm, as seen in Amazon warehouses.”

Arguments in Opposition

A coalition of business organizations, including the California Chamber of Commerce, are in opposition and state that “while we appreciate concerns over employees being disciplined or terminated solely based on automated tools, SB 7 is not tailored to those scenarios and does not consider the benefits of ADS technology. Unfortunately, even with recent amendments, we believe SB 7 will have an undesired chilling effect on the technology and make it that much harder to develop the very tools that can help combat bias in decision making.”

Prior and Related Legislation

AB 1018 (Bauer-Kahan) of 2025 would create a comprehensive regime designed to ensure human oversight over ADS that are used in "consequential decisions" – those that materially impact an individual's rights, opportunities, or access to critical resources or services – in order to mitigate bias and unreliability in these systems. This bill is pending in the Senate Judiciary Committee.

AB 1331 (Elhawary) of 2025 would prohibit an employer from using a workplace surveillance tool to monitor workers in off-duty areas, including their personal residence and vehicle, with an exception for worker safety purposes, and provides a civil penalty for each employee per violation. This bill is pending in the Senate Labor, Public Employment and Retirement Committee.

SB 420 (Padilla) of 2025 would regulate the use of “high-risk ADS.” This includes requirements on developers and deployers to perform impact assessments on their systems. The bill would establish the right of individuals to know when an ADS has been used, details about the systems, and an opportunity to appeal ADS decisions, where technically feasible. SB 420 is pending in the Assembly Privacy and Consumer Protection Committee.

AB 1221 (Bryan) of 2025 would have required an employer, at least 30 days before introducing a workplace surveillance tool, as defined, to provide a worker who will be affected a written notice that includes specified disclosures; created certain prohibitions and requirements related to the use of worker data, as defined; prohibits employers from using workplace surveillance tools in specified ways; and provided for enforcement by the LC, employees and representatives, and public prosecutors, and subjected employers in violation to a civil penalty. Held in the Assembly Appropriations Committee.

SB 468 (Becker) of 2025 would have imposed a duty on a business that deploys a high-risk artificial intelligence system, or high-risk ADS, that processes personal information to protect that information and required such a deployer to maintain a comprehensive information security program that meets specified requirements. Held in the Senate Appropriations Committee.

AB 2885 (Bauer-Kahan & Umberg), Chapter 843, Statutes of 2024, established a uniform definition for “artificial intelligence” in California’s code.

AB 2930 (Bauer-Kahan) of 2024 would have regulated the use of ADS in order to prevent “algorithmic discrimination,” as specified. Died in the Senate inactive file.

SB 892 (Padilla) of 2024 would have required CDT to develop and adopt regulations to create an ADS procurement standard, as specified, and prohibited a state agency from procuring ADS, entering into a contract for ADS, or any service that utilizes ADS, until CDT has adopted regulations creating an ADS procurement standard, as specified. Vetoed by Governor Newsom.

AB 302 (Ward), Chapter 800, Statutes of 2023 required CDT, on or before September 1, 2024, to conduct a comprehensive inventory of all high-risk ADS that have been proposed for use, development, or procurement by, or are being used, developed, or procured by, any state agency.

AB 331 (Bauer-Kahan) of 2023 would have prohibited “algorithmic discrimination,” that is, use of an automated decision tool to contribute to unjustified differential treatment or outcomes that may have a significant effect on a person’s life. Died in the Assembly Appropriations Committee.

AB 701 (Gonzalez), Chapter 197, Statutes of 2021, requires specified employers of 100 or more nonexempt employees at a single warehouse distribution center or 1000 or more nonexempt employees at one or more warehouse distribution centers in the state to provide each employee with a written description of each quota they are subject to within a defined time period and any potential adverse action that could result from a failure to meet the quota.

REGISTERED SUPPORT / OPPOSITION:

*Note: support and opposition lists were updated June 24, 2025 at 11:20 a.m. to reflect timely submitted letters

Support

AFCSME California
California Alliance for Retired Americans (CARA)
California Coalition for Worker Power
California Conference Board of the Amalgamated Transit Union
California Conference of Machinists
California Employment Lawyers Association
California Federation of Labor Unions, AFL-CIO
California Federation of Teachers
California Immigrant Policy Center
California Nurses Association
California Professional Firefighters
California School Employees Association
California State Legislative Board of the Sheet Metal, Air, Rail and Transportation Workers -
Transportation Division (SMART-TD)
California State Legislative Board of the Smart - Transportation Division
California State University Employees Union (CSUEU)
California State University Employees Union, SEIU Local 2579
California Teamsters Public Affairs Council
Center for Democracy and Technology

Center for Inclusive Change
Center on Policy Initiatives
CFT- a Union of Educators & Classified Professionals, AFT, AFL-CIO
Coalition for Humane Immigrant Rights (CHIRLA)
Coalition of Black Trade Unionists, San Diego County Chapter
Communications Workers of America, District 9
Community Agency for Resources, Advocacy and Services
Consumer Attorneys of California
Consumer Federation of California
Culver City Democratic Club
Engineers and Scientists of California, IFPTE Local 20, AFL-CIO
International Cinematographers Guild Local 600
International Lawyers Assisting Workers (ILAW) Network
Laane
Los Angeles Alliance for a New Economy (LAANE)
Los Angeles County Democratic Party
National Employment Law Project
National Union of Healthcare Workers (NUHW)
Northern California District Council of the International Longshore and Warehouse Union (ILWU)
Pillars of the Community
Powerswitch Action
Rise Economy
San Diego Black Workers Center
Santa Monica Democratic Club
Seiu California State Council
Surveillance Resistance Lab
Teamsters California
Tech Equity
Techequity Action
The Workers Lab
Unite Here International Union, AFL-CIO
Unite Here, Local 11
United Food and Commercial Workers Union, Western States Council
Utility Workers Union of America
Warehouse Worker Resource Center
Workers' Algorithm Observatory
Working Partnerships USA
Worksafe

Oppose

Acclamation Insurance Management Services
Allied Managed Care
American Staffing Association
Associated General Contractors
Associated General Contractors of California
Associated General Contractors San Diego

Association of California Healthcare Districts
Brea Chamber of Commerce
Cal Asian Chamber of Commerce
California Apartment Association
California Association of Winegrape Growers
California Chamber of Commerce
California Credit Union League
California Grocers Association
California Hospital Association
California League of Food Producers
California Manufacturers & Technology Association
California Retailers Association
California Special Districts Association
California State Association of Counties
Carlsbad Chamber of Commerce
Chamber of Progress
Coalition of Small and Disabled Veteran Businesses
Corona Chamber of Commerce
Flasher Barricade Association
Gilroy Chamber of Commerce
Greater Coachella Valley Chamber of Commerce
Greater Conejo Valley Chamber of Commerce
Greater High Desert Chamber of Commerce
Greater Riverside Chambers of Commerce
Greater San Fernando Valley Chamber of Commerce
Insights Association
Lake Elsinore Valley Chamber of Commerce
Long Beach Area Chamber of Commerce
Los Angeles County Business Federation (BIZFED) (UNREG)
Mission Viejo Chamber of Commerce
Murrieta Wildomar Chamber of Commerce
Oceanside Chamber of Commerce
Orange County Business Council
Public Risk Innovation, Solutions, and Management (PRISM)
Rancho Cucamonga Chamber of Commerce
Rancho Mirage Chamber of Commerce
Roseville Area Chamber of Commerce
Rural County Representatives of California
San Diego Regional Chamber of Commerce
Santa Clarita Valley Chamber of Commerce
Santee Chamber of Commerce
Security Industry Association
Southwest California Legislative Council
Technet
Torrance Area Chamber of Commerce
Tri County Chamber Alliance
Urban Counties of California
Valley Industry and Commerce Association
Western Car Wash Association

Analysis Prepared by: Erin Hickey / L. & E. /