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AB-912 People with disabilities: pilot civil service apprenticeship program: environmental service technicians: correctional facilities. (2025-2026)

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AMENDED IN ASSEMBLY MARCH 28, 2025

CALIFORNIA LEGISLATURE— 2025–2026 REGULAR SESSION

ASSEMBLY BILL

NO. 912

Introduced by Assembly Member Wilson

February 19, 2025

An act to ~~amend Section 6304.3 of the Labor Code,~~ *add Section 19816.22 to the Government Code,* relating to employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 912, as amended, Wilson. ~~Correctional industry safety committee.~~ *People with disabilities: pilot civil service apprenticeship program: environmental service technicians: correctional facilities.*

Existing law, the State Civil Service Act, regulates employment with the state and vests in the Department of Human Resources (CalHR) all powers, duties, and authority necessary to operate the state civil service system. Existing law also establishes the Department of Corrections and Rehabilitation within state government, with jurisdiction over the state correctional system, including persons committed to state prison.

This bill would require the CalHR, along with the Department of Corrections and Rehabilitation and other state agencies in consultation with the exclusive representative, as specified, to establish a pilot civil service apprenticeship program by July 1, 2026, for people with disabilities to become civil service environmental service technicians at correctional facilities under the jurisdiction of the Department of Corrections and Rehabilitation.

~~Existing law requires that a correctional industry safety committee be established in accordance with Department of Corrections and Rehabilitation administrative procedures at each facility maintaining a correctional industry, as defined, and requires the Division of Occupational Safety and Health to promulgate, and the Department of Corrections and Rehabilitation to implement, regulations concerning the duties and functions that govern the operation of each committee.~~

~~This bill would make nonsubstantive changes to those provisions.~~

Vote: majority Appropriation: no Fiscal Committee: ~~no~~*yes* Local Program: no

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. *The Legislature finds and declares all of the following:*

(a) The State of California is home to over 7 million residents with disabilities who represent a substantial talent pool. Nevertheless, systemic barriers impede their potential participation in the workforce, hindering economic progress and integration.

(b) As of 2023, the unemployment rate for individuals with disabilities in the United States was 7.2%, in contrast to 3.5% for those without disabilities. This disparity underscores persistent obstacles that require dismantling to ensure equal employment opportunities.

(c) Americans with disabilities of working age encounter accessibility challenges and employer prejudices. Eliminating these barriers is crucial to leverage their potential and increase economic contributions through enhanced workforce involvement.

(d) Implementing a successful pilot program to transition workers with disabilities into state civil service roles will broaden opportunities and support the state in meeting its hiring objectives for persons with disabilities.

SEC. 2. *Section 19816.22 is added to the Government Code, immediately following Section 19816.21, to read:*

***19816.22.** By July 1, 2026, the California Department of Human Resources, along with the Department of Corrections and Rehabilitation, the Department of Rehabilitation, the Department of Industrial Relations, the Prison Industry Authority, and the Department of General Services, in consultation with the exclusive representative shall establish a pilot civil service apprenticeship program for people with disabilities to become civil service environmental service technicians at correctional facilities under the jurisdiction of the Department of Corrections and Rehabilitation.*

~~SECTION 1. Section 6304.3 of the Labor Code is amended to read:~~

~~6304.3.(a) A Correctional Industry Safety Committee shall be established in accordance with Department of Corrections and Rehabilitation administrative procedures at each facility maintaining a correctional industry, as defined by the Department of Corrections and Rehabilitation. The Division of Occupational Safety and Health shall promulgate, and the Department of Corrections and Rehabilitation shall implement, regulations concerning the duties and functions that shall govern the operation of each such committee.~~

~~(b)(1) All complaints alleging unsafe or unhealthy working conditions in a correctional industry shall initially be directed to the Correctional Industry Safety Committee of the facility prison. The committee shall attempt to resolve all complaints.~~

~~(2) If a complaint is not resolved by the committee within 15 calendar days, the complaint shall be referred by the committee to the division where it shall be reviewed. When the division receives a complaint that, in its determination, constitutes a bona fide allegation of a safety or health violation, the division shall summarily investigate the same as soon as possible, but not later than three working days after receipt of a complaint charging a serious violation, as defined in Section 6309, and not later than 14 calendar days after receipt of a complaint charging a nonserious violation.~~

~~(c) Except as provided in subdivision (b) and in Section 6313, the inspection or investigation of a facility maintaining a correctional industry, as defined by the Department of Corrections and Rehabilitation, shall be discretionary with the division.~~

~~(d) Notwithstanding Section 6321, the division may give advance notice of an inspection or investigation and may postpone the same if such action is necessary for the maintenance of security at the facility where the inspection or investigation is to be held, or for insuring the safety and health of the division's representative who will be conducting such inspection or investigation.~~