

# AB1221 • California

## Workplace surveillance tools.

In Committee

Risk: Medium

Comprehensive

Last Action (Feb 02, 2026): From committee: Filed with the Chief Clerk pursuant to Joint Rule 56.

## Summary

AB1221 proposes adding Part 5.7 to the Labor Code concerning workplace surveillance tools in California. This analysis is speculative without the full bill text.

## Business Impact

If you use workplace surveillance tools, stay informed on potential new regulations in California.

## Compliance Checklist

- Provide written notice to affected workers about surveillance tools | Who: Employers | Penalty: \$500 per violation
- Maintain an updated list of all workplace surveillance tools | Who: Employers | Penalty: \$500 per violation

## Industries Affected

Technology

All Industries

Public Sector

Employment

Law  
Enforcement

Human  
Resources

## Topics

AI in Employment

AI in Law Enforcement

## Bill Sponsors

Name	Party	Role
Cooley		Author
Mathis		Author
Reyes		Author
Friedman		Coauthor
Gonzalez Fletcher		Author
Campbell		Author
Montanez		Principal Coauthor
Chan		Coauthor
Lieber		Coauthor
Alejo		Author
Rod Pacheco		Author
Beth Gaines		Coauthor

## Roll Call Votes

Date	Description	Yea	Nay	Result
2025-05-01	Do pass as amended and be re-referred to the Commi	10	1	Passed
2025-04-02	Do pass and be re-referred to the Committee on [Pr	5	0	Passed

## Official Source

[https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill\\_id=202520260AB1221](https://leginfo.legislature.ca.gov/faces/billStatusClient.xhtml?bill_id=202520260AB1221)

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