



August 26, 2024

**Contractor Call to Action - Act Now to Protect Union Construction PAGA Reforms**

We are urging all contractors to use our [grassroots advocacy page](#) to send a preformulated email to Governor Newsom and Legislators asking that they support AB 1034, which would extend the sunset authorizing signatory construction employers and local unions to waive the application of the Private Attorney General Act (PAGA) within their CBAs.

***We need the emails sent by close of business Monday, August 26! [Send the email now!](#)***

**Summary**

**AB 1034:** We were able to secure approval to gut and amend a bill ([AB 1034](#)) and place it into print this week. The measure extends the sunset date authorizing Union Contractors and Local Unions to include within their CBAs, language that removes an employer's exposure to lawsuits originated under PAGA.

**Background:** Current state law provides an exception to PAGA for construction industry employers and employees who enter into a Collective Bargaining Agreement (CBA) that provides premium wage rates, a grievance and binding arbitration procedure to redress wage and hour issues and expressly waives the requirements of PAGA in clear and unambiguous terms.

**The Issue:** In 2028, the statutory CBA PAGA exemption language secured in 2018 is set to expire or "sunset," but the law also states that any CBAs that are entered into after January 1 of 2025 will cease to be eligible for the union construction industry carveout. The 2025 date puts many of our industry CBAs in jeopardy of losing the protection.

**The Solution:** Eliminate the confusion of the 2025 date and extend the 2028 sunset date out ten years to 2038.

[The bill will be voted on next week, ask your lawmaker to support AB 1034 today!](#)