YES on PROP 45

Building a More Affordable California

Prop 45 Expands Strong Labor Standards for Essential Projects

Projects Receiving Streamlining Must Adhere to Strong Worker Protections

California already has some of the nation's strongest worker protections for big infrastructure projects. **Prop 45 expands these hard-won protections to substantially more projects statewide.** Any project receiving streamlining benefits under **Prop 45** must comply with prevailing wage and skilled-and-trained workforce requirements under existing law. Further, **Prop 45 eliminates the need for project-by-project battles over baseline worker protections by embedding California's strongest prevailing wage and skilled-and-trained workforce requirements directly into state law** as mandatory conditions of streamlining.

Strong Labor Standards for Essential Housing Projects

Prop 45 requires essential housing projects comply with the same labor standards required under California's recent housing streamlining framework (AB 130), including construction labor enforcement protections that were hard-fought victories for organized labor.

Housing Above 85 Feet

- **Skilled-and-trained workforce** for covered apprenticeable occupations in the building and construction trades
- **Prevailing wage requirements**
- **Workforce documentation, certified payroll and recordkeeping requirements**
  - Contractual flow-down obligations to covered subcontractors
  - Statutory penalties for noncompliance
- **Labor Code §218.9 liability protections**
  - Extends responsibility for wage-and-hour violations to project owners and upstream construction contractors.
  - Strengthens workers' ability to hold contractors accountable for payroll fraud, wage theft, failure to provide workers' compensation coverage, and other labor violations on construction sites.

Significantly extends California's strongest skilled-and-trained workforce requirements to more essential projects statewide, including:

- K-12 schools, classrooms, and educational facilities
- Community colleges, CSU/UC campuses, and research facilities
- Hospitals, clinics, medical office buildings, and healthcare infrastructure
- Water infrastructure and groundwater recharge projects
- Clean energy generation, transmission, and storage projects
- Broadband and telecommunications infrastructure
- Transportation and transit infrastructure
- Wildfire prevention and resilience projects
- Essential public works projects

Housing Below 85 Feet

- **Prevailing wage requirements** in limited circumstances, including projects over 50 units in the City and County of San Francisco
- **Labor Code §218.9 liability protections**
  - Extends responsibility for wage-and-hour violations to project owners and upstream construction contractors.
  - Strengthens workers' ability to hold contractors accountable for payroll fraud, wage theft, failure to provide workers' compensation coverage, and other labor violations on construction sites.

Strong Labor Standards for All Other Essential Projects

- **Prop 45** expressly guarantees that all qualifying essential projects comply with ELDP-level labor standards (PRC §21183.5), including:
  - **Skilled-and-trained workforce** for covered apprenticeable occupations in the building and construction trades
  - **Prevailing wage requirements**
  - **Workforce documentation, certified payroll and recordkeeping requirements**
    - Contractual flow-down obligations to covered subcontractors
    - Statutory penalties for noncompliance

Prop 45 Permanently Preserves These Labor Standards

- **Prop 45** expressly preserves incorporated labor standards as they existed on **December 31, 2025**—ensuring these worker protections remain incorporated into the measure.
  - *"All references to state statutes or regulations codified outside of this chapter refer to those statutes and regulations as they existed on December 31, 2025, regardless of any subsequent amendment, repeal, sunset, or expiration that takes place after that date."*

Prop 45 Creates Good-Paying Union & Skilled Construction Jobs

- Today, excessive permitting delays and litigation function as a hidden tax on infrastructure projects—driving up costs through inflation, redesigns, consultant fees, legal expenses, and financing delays while preventing projects from breaking ground.
- **Prop 45** helps redirect those dollars back into actual project construction, apprenticeship programs, and skilled construction jobs instead of bureaucracy and delay.
- By accelerating essential infrastructure projects while requiring California's strongest labor protections, **Prop 45 helps create tens of thousands of good-paying union jobs** across California.

Prop 45 pairs faster project delivery with strong labor protections—ensuring California can build the essential projects communities need while protecting the skilled construction workforce that builds California.

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