



CITY OF LA VERNE CITY HALL

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May 5, 2025

Assembly Labor and Employment Committee
1020 N Street, Room 155
Sacramento, CA 95814

Submitted via the Legislative Position Letter Portal

RE: Opposition to AB 1371 (Sharp-Collins) – Occupational safety and health: employee refusal to perform hazardous tasks.

Dear Honorable Assembly Labor and Employment Committee Members:

On behalf of the City of La Verne, we must respectfully oppose Assembly Bill 1371, which would significantly expand an employee's right to refuse assigned work tasks based on subjective perceptions of risk, even in the absence of a confirmed safety violation. While well-intended, this bill disregards the operational realities of public service—particularly in critical public safety roles—and creates a vague and unmanageable framework for local governments to navigate.

This legislation undermines the responsibilities carried by public safety professionals, such as police officers, firefighters, and emergency responders, who inherently operate in environments that involve controlled risk. These roles are guided by specialized training, protocols, and safety procedures. Granting an overly broad, undefined right to refuse work based on “reasonable apprehension” of harm—without the presence of an actual safety violation—could directly hinder emergency operations and delay vital response services when seconds matter most.

Public safety positions are rooted in the expectation and duty to respond to emergencies and protect the public, often in unpredictable situations. This bill could inadvertently create circumstances where mission-critical duties are paused or delayed based on individual perceptions of risk—placing both coworkers and the public at greater danger.

Furthermore, the mandate to provide full wages during any refusal period, regardless of the ability to reassign or resolve the concern, imposes a substantial fiscal and staffing burden on cities like La Verne, which are already operating under tight budgets while providing full-service operations.

The City of La Verne fully supports workplace safety and complies with all applicable Cal/OSHA regulations. However, this bill lacks the clarity and balance needed to protect both employee rights and public service obligations. For these reasons, we strongly urge your **NO** vote on AB 1371.

Sincerely,

Tim Hepburn
Mayor