

Policy	SB 442	Collective Bargaining Agreements	Long Beach Ordinance	Costa Mesa Ordinance	Proposed Amendments
<b>Requires self-checkout be staffed</b>	Yes- No other duties allowed	Yes- Other duties allowed	Yes- No other duties allowed	Yes-No other duties allowed	Yes-No other duties allowed
<b>Staffing ratio</b>	No	No (1 per bank)	Yes 1:3	Yes 1:3	Yes 1:3
<b>Requires staffed station always be open</b>	Yes	Yes from 8:00am to 7:00pm	Yes	Yes	Yes
<b>Limits self-checkout to 15 items or less</b>	Yes	Yes	Yes	Yes	Yes-*
<b>Signage/notification required</b>	Informing customers of item limit	Informing customers of item limit	Notifying customers of ordinance w/ link to city website for more info and enforcement options	Notifying customers of ordinance w/ link to city website for more info and enforcement options  Local store contact for violations	Informing customers of item limit  Public signage with w/ link to city website/ordinance  Local store contact for violations
<b>Requires a workforce policy limiting self-checkout to 15 items or less</b>	yes	No	Yes	Yes	No
<b>Items requiring ID</b>	Prohibited from self-checkout	Unknown	Prohibited from self-checkout	Prohibited from self-checkout	Prohibited from self-checkout

Locked Items	Allowed in self-checkout	Unknown	Prohibited from self-checkout	Prohibited from self-checkout	Prohibited from self-checkout
<b>Enforcement &amp; Penalties</b>	<p>-\$1,000 per day by Division of Labor Standards Enforcement (max \$200,000)</p> <p>-Employers not subject to penalties for the 15 items limit so long as signage and policy are in place</p>	Unknown (Grievance or Labor Commission/Agency?)	<p>Private right of action by Employees or Customers</p> <p>\$100 per day (max 1,000)</p> <p>Attorney's fees and costs</p>	<p>Private right of action by Employees or Customers</p> <p>\$100 per day (max 1,000)</p> <p>Attorney's fees and costs</p> <p>7 days to cure</p>	<p>Private right of action by Employees or Customers</p> <p>\$100 per day (max 1,000)</p> <p>Attorney's fees and costs</p> <p>15 days to cure</p>
<b>Effective Date</b>	Jan. 1, 2027, if passed and signed	As of 2025	31 days after passage	30 days after passage	60 days after passage