

## WHAT IS SB 1203

SB 1203 seeks to raise wages for private security personnel and outsource training to external parties lacking expertise, as well as adding training hours to California's already nation-leading requirements. This bill will cost an estimated \$2 billion and is a job killer that hurts the very workers it claims to help.

## ISSUES

### 1 **Outsource Training to Non-Existent Entities**

SB1203 will force licensed firms to use outside training programs that don't exist at a large scale, creating a training bottleneck that will stall hiring.

### 2 **18 Additional Hours of Unfunded Training**

Adds 18 hours on top of CA's nation-leading 40-hour requirement with no demonstrated benefit. This is estimated to cost \$350 million.

### 3 **Revives the Industrial Welfare Commission**

Reconstitutes the IWC to raise wages, opening the door for escalating private security costs across sectors. As seen with the fast-food wage increase: prices rise, staffing drops, and automation replaces workers.

### 4 **Job Killer**

Increased labor costs may incentivize the use of unlicensed personnel and technology, weakening oversight and putting public safety at risk.

## ESTIMATED COST

# \$2 BILLION

The bill will cost over \$2 billion annually due to training mandates and wage impacts. These costs will trickle down to businesses and public agencies using private security, ultimately leading to higher costs for goods and services.

**INCREASED COSTS**



**JOB LOSS**

## PRIVATE SECURITY PROTECTS:



Hospitals & healthcare facilities



State local government offices



Schools & universities



Sports, entertainment, and special events



Retail centers & commercial properties



## REPEATS FAST FOOD FALLOUT

A UC Santa Cruz study found that the fast food minimum wage law resulted in fewer jobs and increased use of technology to replace workers.

SB 1203's mandated minimum wage hike for private security could have the same impact for an industry employing 350,000 Californians.



## BOTTLENECKS AND REDUCED EFFICIENCY

Bill would go into effect right when tens of thousands more certified officers will be needed to keep the LA Olympics safe. We don't need a hiring and training bottleneck that undermines public safety.