



Bill Analysis

Author: Lee and Hoover

Sponsor:

Bill Number: AB 1729

Related Bills: See Legislative
History

Introduced: February 5, 2026

SUBJECT

State Employment Telework Programs

SUMMARY

This bill would, under the Government Code (GOV), require state agencies, including the Franchise Tax Board (FTB), to provide a detailed, written justification to its employees and the department if it requires employees to report to a workplace.

This analysis only addresses the provisions that would impact the FTB.

RECOMMENDATION

No position—The three-member Franchise Tax Board has not formally voted or taken a position on this bill.

SUMMARY OF AMENDMENTS

Not applicable.

REASON FOR THE BILL

The reason for this bill is to update California's telework laws to ensure they support operational goals and workforce retention.

ANALYSIS

Under the GOV, this bill would require a state agency, including the FTB, to provide a detailed, written justification to the department and to the agency's employees, when the agency's unique operational needs and programmatic mission require employees to report to a workplace.

The bill excludes the Department of the California Highway Patrol, the Department of Forestry and Fire Protection, or the Department of Corrections and Rehabilitation from providing this justification.

This bill would also require the Department of General Services (DGS) to establish a telework dashboard that displays cost-effectiveness, and efficiency benefits of state telework programs. Every ten years, each state agency, including the FTB, would be required to evaluate their telework program to ensure the program meets the agency's specific operational needs and supports recruiting and retaining qualified employees.

Additionally, this bill made some technical changes, including replacing the word "telecommuting" with "telework" and removed outdated language.

Effective/Operative Date

As an urgency measure, this bill would be effective and operative immediately upon enactment.

Federal/State Law

Federal Law

No comparable provision in federal law.

State Law

Current state law required state agencies to assess their operations to identify where telecommuting was practical and beneficial, and were required to develop and implement appropriate telecommuting plans by July 1, 1995.

The Department of General Services (DGS) is responsible for overseeing state agencies telecommuting programs. Additionally, DGS is responsible for the following:

- Coordinating information sharing among state agencies,
- Establishing and leading a multiagency telecommuting advisory group,
- Developing and updating policies, procedures and guidelines for state agencies to use in planning and implementing telecommuting programs, and
- Assisting state agencies with establishing satellite work stations by tracking their needs and identifying possible locations.

Each state agency is responsible for evaluating their telecommuting program. DGS is responsible for creating the criteria for evaluating the state's telecommuting program and recommending modifications as needed.

Implementation Considerations

The FTB has identified the following considerations and is available to work with the author's office to resolve these and other considerations that may be identified.

Workplace is not defined. Agencies, such as FTB, often have employees go on site to a customer location, headquarters, district office or satellite office to perform their duties.

This bill requires each state agency to evaluate its telework programs, and to reevaluate the telework program every ten years, but does not specify when the initial evaluation needs to be completed. Given that the bill takes effect immediately, the author may wish to amend the bill to specify when state agencies need to complete the first evaluation.

Technical Considerations

For clarity, it is recommended, in Section 14201(b), replace the word "department" with "Department of General Services" to identify which department will receive a state agency's detailed, written justification. "Department" is defined in Section 14002.5(a) for purposes of Part 5, which these provisions are in, as the Department of Transportation.

Policy Considerations

None noted.

LEGISLATIVE HISTORY

No legislation similar to this bill has been identified.

PROGRAM BACKGROUND

None noted.

OTHER STATES' INFORMATION

None noted.

FISCAL IMPACT

FTB's costs to implement this bill have yet to be determined. As the bill moves through the legislative process, costs will be determined.

ECONOMIC IMPACT

Revenue Estimate

This bill, as introduced February 5, 2026, would not impact state income or franchise tax revenue.

This analysis does not account for changes in employment, personal income, or gross state product that could result from this bill or for the net final payment method of accrual.

LEGAL IMPACT

None noted.

EQUITY IMPACT

None noted.

APPOINTMENTS

None noted.

SUPPORT/OPPOSITION

To be determined.

ARGUMENTS

To be determined.

LEGISLATIVE CONTACT

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