

From: 'Avc-hr Departmental' via hr-bulletin-board@lists.berkeley.edu <hr-bulletin-board@lists.berkeley.edu>
Date: Tue, Feb 11, 2025 at 6:14 PM
Subject: Guidance for Staff Implementation of SB 1100 Discrimination: Drivers' License
To: Avc-hr Departmental <avc-hr@berkeley.edu>

Who's this for?	<i>HR Network</i>
What's it about?	<i>Guidance for Staff Implementation of SB 1100 Discrimination: Drivers' License</i>
What should I do?	<i>Review and share as appropriate</i>
Due date	<i>n/a</i>

Dear Colleagues,

A new bill, [SB 1100 Discrimination: Drivers' License](#), has been signed into California state law, effective January 1, 2025, prohibiting employers from including a driver's license requirement in job advertisements and other materials unless the employer reasonably:

1. Expects driving to be one of the essential job functions for the position; and
2. Believes that satisfying the job function using an "alternative form of transportation" would not be comparable in travel time or cost to the employer.

The University will implement this law effective January 1, 2025:

1. Hiring managers must evaluate the need for a driver's license to verify this requirement for each new job recruitment.
2. Human Resources are responsible for ensuring that job postings requiring a driver's license comply with this law and include approved job posting language.

Please [review this guidance for implementing this new law](#).

Thanks,
Eugene

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