

California Attorney General Announces New Investigative Sweep Targeting CCPA Compliance for “Large California Employers”

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On July 14, 2023, the California Attorney General announced an investigative sweep targeting CCPA compliance efforts by “large California employers.” The Attorney General’s Office stated that it sent inquiry letters to large California employers “requesting information on the companies’ compliance with the California Consumer Privacy Act (CCPA) with respect to the personal information of employees and job applicants.” The California Attorney General’s announcement is a reminder that all aspects of the CCPA are now applicable to employee, applicant, and other HR data.

Before January 1, 2023, the CCPA only required covered employers to (a) safeguard HR data, and (b) provide a notice to employees, job applicants, owners, directors, officers, medical staff members, and contractors describing the categories of data collected in those contexts, and how that data would be used. However, California voters approved the California Privacy Rights Act (the “CPRA”) on November 3, 2020, which amended the CCPA and eliminated the exemption for data in the HR context.

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