

[auss-c_announcements] Upcoming Job Builder Change 4/15/25 - Driver's License Section

From auss-c_announcements Sympa List (request) <auss-c_announcements-request@lists.ucdavis.edu>
on behalf of
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Date Fri 4/11/2025 11:12 AM
To auss-c_announcements Sympa List <auss-c_announcements@ucdavis.edu>
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📎 1 attachment (15 KB)
DL questions.docx;

Hello,

California Senate Bill (SB) 1100 requires employers to carefully evaluate whether a driver's license is truly necessary for the performance of the job. This requires changes to how we include driver's license requirements in job postings and when making employment decisions.

Changes to Job Builder on 4/15/2025:

On 4/15/2025, Job Builder will be updated with a required driver's license section. You will need to respond to the question/s in the new section when submitting a job description. Specific questions attached.

If driving is an essential function of the job:

- Outline the specific job duties that necessitate a valid driver's license in the key responsibilities section of the job description
- Identify what types of vehicles will be used
- Indicate legal or regulatory requirements that mandate a driver's license

Moving Forward:

- If you have a pending workflow at your step when the questions go live, you will need to respond to the driver's license questions prior to submitting the workflow.
- Health L3s only – you may need to return pending workflows at your step to the L2 submitters, so the new questions can be answered appropriately.

Help and Resources:

- Please contact your assigned Compensation Analyst on the [Davis campus](#) or [UC Davis Health](#) if you have any questions or require further clarification.
- Learn more about SB100 on the [Job Builder website](#)

We recognize that this change may require updates to job descriptions and postings. However, it is critical to ensure our practices align with California law and reflect our ongoing commitment to fair hiring.

Thank you for your cooperation and commitment.

UC Davis Compensation Services