

ALERT

VOLUME 42, NUMBER 30 • OCTOBER 7, 2016



Wins in Some Areas Offset by Cost Increases in Others

Impact of Carbon Emission Cuts a High Concern



For the California employer community, the 2016 legislative year will have a variety of impacts, depending on the industry and size of business.

Small businesses benefit from the disabilities access reform bill that will limit litigation, but smaller firms most likely will bear the impacts of the minimum wage increase that phases in over the next seven years. On the plus side, the Governor vetoed a bill that would have expanded the family leave mandate to small businesses.

For businesses of all sizes and industries, the most significant impacts will

come from the expansion of the state's carbon (greenhouse gas) reduction program. Although the new limit on greenhouse gases affects immediately the industries that emit carbon today, the law's implementation will expand the consequences far beyond those industries.

The new emissions limit is of high concern due to the command-and-control approach that fails to take into consideration population growth, cost, lifestyle and economic impacts. How the mandate is implemented could have serious implications for the mobility of Californians, goods and services, as well as affordable housing.

The California Chamber of Commerce advocacy team and its allies stopped dozens of harmful bills, won amendments removing the most onerous

See Employer Wins: Page 4

Just-Signed Bill Directs Development of Indoor Heat Illness Standard



Governor Edmund G. Brown Jr. has signed a bill directing Cal/OSHA to adopt a regulation to prevent heat illness for indoor workers.

SB 1167 (Mendoza; D-Artesia) directs

Cal/OSHA to adopt a standard to protect the health and safety of indoor workers from heat-related illness and injury, while further implicitly mandating a high heat provision.

Rulemaking Process

Cal/OSHA will begin the rulemaking process in 2017 to submit a proposed rule to the Cal/OSHA Standards Board by January 1, 2019.

Since 2006, outdoor workplaces have been regulated to prevent heat illness. The outdoor heat illness prevention rule requires California employers to provide water and shade, and employee training before an employee or supervisor begins outdoor work. There are additional requirements when the outdoor temperature exceeds 95 degrees.

All employees must be trained on the policies and procedures that the employer has established in order to comply with the heat illness standard. Training requirements were expanded on May 1, 2015, when the revised heat illness standard took effect.

See Just-Signed Bill: Page 3



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Cal/OSHA Corner

Latest Regulation Packages Cover Skylights, Circular Saws and More



Mel Davis
Cal/OSHA Adviser

As the owner of a small manufacturing company, I would like to know if the Occupational Safety and Health Standards Board (Board) has adopted any new regulations that will affect my company.

Since the beginning of calendar year 2016, the Board has adopted and had approved by the Office of Administrative Law five sets of regulations.

Two sets the Board staff determined

were in need of revision to make California's regulations "at least as effective as" the counterpart federal regulations; one was the result of an Appeals Board decision after reconsideration; and two were the result of petitions.

New Regulations

Agricultural Workers Transportation

One petition that affected the transportation of agricultural workers in the field—Sections 3437, 3441 and 3664(a) of the General Industry Safety Orders (GISO)—went into effect on January 1, 2016, and was discussed in the October 30, 2015 "Cal/OSHA Corner" article.

Skylights

Sections 3207 and 3212 of the GISO were the result of a petition for regulatory change. They are related to the maintenance and repair of building skylights.

The approved regulations specify the types of fall protection to be provided employees working where the hazard of falling onto and through a skylight exists. It also states the minimum downward force the fall protection device is to withstand as well as the maximum distance the device is to be below the skylight.

To address those areas where a below skylight would not be effective, the regulation also provides guidance for above the skylight guarding.

Machinery/Equipment Design

Section 3228 of the GISO was the result of an Appeals Board decision after reconsideration. The definition for "adequate design" of machinery or equipment was revised to indicate clearly what the design or engineering was to accomplish.

In addition, a statement is included that the equipment is to be operated in an environment or conditions per the manu-

facturers' recommendations.

Circular Saws

Section 4307 of the GISO resulted when the Board staff's review determined that California's portable power-driven circular hand saw regulation was not "at least as effective as" the federal regulation.

The state regulation now states that all portable, power-driven circular saws shall be equipped with guards above and below the base plate shoe.

An exception has been added regarding the upper guard and the covering of the saw teeth to exempt a minimum arc to permit the base to be tilted for bevel cuts. The lower guard is to automatically and instantly return when the saw is withdrawn from the cut.

Overhead Conveyors

Section 4412 of the GISO was the result of Board staff determining that California's pulp paper and paperboard mills regulation was not "at least as effective as" the federal regulation. Section 4412 addresses overhead conveyors that cross over a walkway or roadway in the yard.

The employer is to erect/place a sign at the affected location stating "Danger—Overhead Conveyor" or equivalent wording.

Board Website

A full copy of these revisions may be found by going to the Board website for approved standards, <https://www.dir.ca.gov/oshsb/apprvd.html>.

The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.

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Clarification

The September 23 *Labor Law Corner* article about premium pay for missed meal periods or rest breaks should have stated: "Labor Code Section 226.7 further addresses the requirement to pay a premium of one hour at the employee's regular rate for failure to provide a meal period or rest break required by the IWC orders."

As pointed out by an *Alert* reader, the distinction between the "straight time"

rate (the term originally used in the article) and "regular rate" is an important one for employees who receive compensation other than a simple hourly rate.

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Just-Signed Bill Directs Development of Indoor Heat Illness Standard

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Workplaces Not Specified

SB 1167 is not specific as to what types of workplaces—potentially all indoor workplaces, including air conditioned offices—or what provisions will be included in the new rule.

Because indoor workplaces and work activities are so diverse, it is imperative

that employers have their voice heard during the rulemaking process so that each workplace is regulated in as rational a manner as possible.

How industry segments become subject to the new rule will be guided through a participatory stakeholder-driven process in which the California Chamber of Commerce will be engaged.

Working Group

The CalChamber is urging businesses to contact Policy Advocate Marti Fisher via heatillness@calchamber.com if they are interested in being a part of the CalChamber working group that will provide comments and guidance as the new indoor heat illness regulations are developed.

CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor Law

Complying with New Federal, State and Local Overtime and Minimum Wage Rules. CalChamber. October 20, Webinar. (800) 331-8877.

HR Boot Camp. December 7, San Francisco. (800) 331-8877.

Business Resources

Air Force Small Business Industry Days. Air Force Space and Missile Systems Center. October 18–20, Los Angeles. (703) 286-0210.

Milken Institute California Summit. Milken Institute. October 25, Los Angeles. (310) 570-4600.

International Trade

The Canadian Opportunity: Diversity is Canada's Strength. World Affairs Council of Northern California. October 17, Sacramento. (415) 293-4600.

Taking L.A. to the World. Los Angeles Area Chamber. October 19, Los Angeles. (213) 580-7570.

Think Canada Global Business Summit.

Think Canada. October 19–20, Niagara Falls, Canada.

GetGlobal. Geoskope. October 20–21, Los Angeles.

California-China Clean Tech Trade Mission. CalAsian Chamber. October 26–November 5, Beijing, Guangzhou, Shenzhen, Nanjing, and Shanghai, China. (916) 446-7883.

Exporting Best Practices. California Centers for International Trade Development. November 8, Clovis. (559) 324-6401.

Business H2O Summit—Water Management Best Practices from the U.S. and Israel. U.S. Chamber. December 12, Las Vegas. (202) 463-5875.

CalChamber Calendar

Public Affairs Conference:
November 29–30, Huntington Beach

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Individuals*

Proposition 61
*Prescription Drug Purchases.
Pricing*

More information in the
September 23 *Alert* special report.



Employer Wins in Some Areas Offset by Cost Increases in Others

From Page 1

provisions in other proposals, and helped pass many bills that will increase certainty and reduce competitive disadvantages for California businesses.

In 2016, the CalChamber tracked 227 California bills, stopping 85 (including 20 job killer bills), securing amendments to 38 bills, and backing 29 bills that were signed into law (including four job creators).



Job Killers

CalChamber stopped 20 of 24 job killer bills identified this year. Most of the bills were stopped during the legislative

process, either in committee, killed on the floors of either house, or amended to remove the worst provisions that earned the job killer tag. Nonetheless, five job killers made it to the Governor's desk; he vetoed one.

On September 30 the Governor vetoed **SB 654 (Jackson; D-Santa Barbara)**, a CalChamber job killer bill that would have increased costs and burdens on small business employers in the state.

"We are grateful the Governor recognized that this bill would have hurt small business in California and made it even more difficult for them to manage their workforce," said CalChamber President and CEO Allan Zaremborg.

SB 654 would have created a new protected leave of absence for employers with as few as 20 employees. California already requires employers with 5 or more employees to provide up to 4 months of protected leave for an employee who suffers a medical disability because of pregnancy. SB 654 would have added another 6 weeks of leave for the same employee, totaling over 5 months of protected leave. The bill also exposed small employers to costly litigation.

Currently, California is one of the nation's most family-friendly states given the list of programs and protected leaves of absences available to employees. California provides paid sick days, school activities leave, kin care, pregnancy disability leave, protections under the California Family Rights Act, and the paid family leave program. This list is in addition to the leaves of absence required at the federal level.

Governor Brown agreed with Cal-

Chamber's concerns, writing in his veto message:

"It goes without saying that allowing new parents to bond with a child is very important and the state has a number of paid and unpaid benefit programs to provide for that leave. I am concerned, however, about the impact of this leave particularly on small businesses and the potential liability that could result."



Job Creators

The Governor signed all four job creator bills that reached his desk this year:

AB 2664 (Irwin; D-Thousand Oaks), signed into law on September 30, provides resources for Californians who are establishing a new business by providing the University of California (UC) with funds to expand its capacity and increase access to its innovation and entrepreneurship centers, which provide incubator space, legal services, entrepreneur training and more for researchers and other individuals looking to develop innovative solutions.

The previous week, the Governor approved **SB 936 (Hertzberg; D-Van Nuys)**, which encourages the creation of small businesses by expanding their access to loans, and **SB 1069 (Wieckowski; D-Fremont)**, which creates and expedites additional housing supply by streamlining the permitting process for accessory dwelling units (ADUs).

Earlier this year Governor Brown signed another job creator, **SB 269 (Roth; D-Riverside)**, which incentivizes disability access and education. The urgency measure went into effect immediately upon being signed on May 10.

Session Highlights

Following are highlights from the entire legislative session. For a list of all bills sent to the Governor this year, see the **Final Status Report on Major Business Bills, pages 7-15** of this *Alert*. **CEQA Reform**

CalChamber-supported bills to expedite the California Environmental Quality Act (CEQA) process for certain projects were enacted by the Governor (SB 734; Galgiani; D-Stockton); and SB 1008 (Lara; D-Bell Gardens).

Unfortunately, other CalChamber-

supported bills to expedite CEQA for critical infrastructure projects failed to pass the Legislature (AB 1586; Mathis; R-Visalia; AB 1749; Mathis; R-Visalia; AB 2438; Waldron; R-Escondido; AB 1589; Mathis; R-Visalia; AB 1647; Waldron; R-Escondido; SB 1415; Bates; R-Laguna Niguel).

Climate Change

The Governor signed SB 32 (Pavley; D-Agoura Hills) and AB 197 (E. Garcia; D-Coachella). Taken together, SB 32 and AB 197 impose very severe caps on emissions of greenhouse gases in California through 2030, without requiring the regulatory agencies to give any consideration to the impacts on the economy, disruptions in everyone's daily lives or the fact that California's population will grow almost 50% between 1990 and 2030.

At the very least, a market-based trading system to find the most cost effective and least impactful reductions should be amended into the law, which can be accomplished with legislation that requires only a simple majority vote.

Education

CalChamber efforts to ensure employers have access to a well-prepared workforce were boosted by the Governor signing CalChamber-supported bills increasing access to computer science (AB 2329; Bonilla; D-Concord) and improving the relevance of Career Technical Education courses (SB 66; Leyva; D-Chino).

CalChamber-opposed bills that would have jeopardized state workforce goals were stopped with the Governor vetoing a bill unnecessarily restricting the ability of the University of California to contract for competitive bids (SB 959; Lara; D-Bell Gardens), and a similar attempt to place unreasonable restrictions on the ability of the California State University to contract for services (AB 2183; Gatto; D-Glendale) failing to get out of the Legislature.

Environmental

CalChamber stopped a number of measures related to hazardous waste permitting that would have discouraged investment to upgrade and improve those facilities (AB 1205; Gomez; D-Los Angeles; and SB 654; de León; D-Los Angeles before the August 11 amendment). Also defeated were bills that would have jeopardized the production of California-based

See Employer Wins: Page 6

CalChamber Joins D.C. Forums Supporting Trans-Pacific Partnership



The California Chamber of Commerce joined trade specialists from across the nation recently at

sessions focusing on reasons to support the Trans-Pacific Partnership (TPP).

Susanne T. Stirling, CalChamber vice president of international affairs, was among speakers at a panel highlighting grassroots TPP activities at the September 22 Annual Trade Symposium, presented by the U.S. Chamber of Commerce and the National District Export Council (DEC). The event was held at the Vietnam House on Embassy Row in Washington, D.C. Vietnam is one of the 12 members of the pending TPP.

The symposium was opened by Christopher Wenk, executive director, international policy, U.S. Chamber, and Philip Pittsford, the outgoing chair of the National DEC.

Welcoming all 75 symposium participants was Vu Le Thai Hoang, minister counselor and chief political officer, Embassy of the Vietnam to the U.S. Hoang accompanied Ambassador Pham Quang Vinh, when he visited the CalChamber on **October 20, 2015**.

The first symposium panel presented arguments for the TPP from the perspective of different sectors: manufacturing, financial services and insurance, and agriculture.

The second symposium panel, including Stirling, focused on engaging employees, suppliers, customers and the community. Stirling gave a quick recap on CalChamber work with local chambers of commerce to encourage businesses to write letters in support of the TPP.

She reminded listeners that Pacific Rim nations aside from those in the Americas are making progress on a separate trade agreement and that the United States will be excluded from the many benefits if the other agreement is finalized before the TPP.

The keynote speaker was Drew Quinn, deputy chief negotiator for the TPP at the Office of the U.S. Trade Representative. Quinn spoke at the CalChamber International Forum focused on the TPP in May.

general of the U.S. Commercial Service, who spoke at the CalChamber in May.

Trans-Pacific Partnership

The large and growing markets of the Asia-Pacific already are key destinations for U.S. and California manufactured goods, agricultural products, and services suppliers, and the TPP will further deepen this trade and investment. U.S. goods exports to TPP nations totaled \$680.1 billion in 2015, representing 45.2% of total U.S. goods exports.

In 2015, California exports in goods with TPP members were \$68.9 billion, making California the second largest exporting state to the region. Furthermore, 41.6% of California's exports in goods went to TPP nations, supporting 1.9 million jobs in the state. Delaying congressional approval of TPP for just one year would cost the U.S. economy \$94 billion.

The TPP agreement is important as

a vehicle for trans-Pacific-wide economic integration. This regional agreement sets a high standard that will enhance the competitiveness of the countries that are part of it and help facilitate trade and promote investment between them, increasing their economic growth and development.

Action Call

The CalChamber has sent a letter to the California congressional delegation and invites readers to contact California representatives as well. See the easy-to-edit sample letter at www.calchambervotes.com.

It is hoped the TPP will be brought up for congressional approval during the November lame duck session.

Staff Contact: Susanne T. Stirling



(From left) Christopher Wenk, executive director, international policy, U.S. Chamber of Commerce; Leslie Griffin, senior vice president, international public policy, UPS; Katie Hays, manager of government relations, Caterpillar; Susanne T. Stirling, vice president of international affairs, CalChamber.

National Export Council

Stirling also joined colleagues from across the country at related meetings of the National DEC in Washington, D.C. The National DEC is made up of the 60 regional district export councils. The 1,500 DEC members around the country all are appointed by the Secretary of the U.S. Department of Commerce. Stirling serves on the Northern California DEC and on the Steering Committee of the National DEC. The mission of the DEC's is to work with the Commerce Department on export promotion and commercial diplomacy.

Welcoming members to the National DEC forum were Antwaun Griffin, deputy assistant secretary for U.S. operations at the Commerce Department; and Judy Rising Reinke, deputy director

Employer Wins in Some Areas Offset by Cost Increases in Others

From 4

fuel (AB 1759; Bonta; D-Oakland; and AB 1882; Williams; D-Carpinteria).

The CalChamber led the reform efforts to modernize surface mining and reclamation law. Both bills were passed and signed in April (AB 1142; Gray; D-Merced; and SB 209; Pavley; D-Agoura Hills).

Health Care Costs

A number of bills that would have increased health care mandates were stopped from becoming law due to CalChamber's expressed concerns about their costs and the threat to the long-term affordability of health care premiums: (AB 2209; Bonilla; D-Concord), AB 2400 (Nazarian; D-Sherman Oaks), SB 1034 (Mitchell; D-Los Angeles), AB 1763 (Gipson; D-Carson), AB 2004 (Bloom; D-Santa Monica) and AB 2764 (Bonilla; D-Concord).

With the support of the CalChamber, a special session measure (SBX2 2; E. Hernandez; D-West Covina) was enacted to preserve a crucial state-federal funding mechanism for the Medi-Cal program,

Housing

CalChamber succeeded in stopping measures that would have eroded housing affordability (AB 2162; Chu; D-San Jose; AB 2502; Mullin; D-South San Francisco; SB 1053; Leno; D-San Francisco). Enacted with CalChamber support were a bill improving the housing climate (AB 1934; Santiago; D-Los Angeles) and a bill expediting housing construction (AB 2180; Ting; D-San Francisco).

A notable disappointment was the failure of the Legislature to include in the budget the Governor's proposal to allow new market-rate housing projects to be approved. Adoption of the proposal would have incentivized and streamlined the development of certain housing developments and contributed to increased housing supply.

Labor and Employment

As usual, labor matters were among

the hardest fought issues on the CalChamber agenda. Governor Brown made an indexed minimum wage increase a top priority earlier this year, in part to short-circuit some labor-sponsored ballot initiatives. On the other hand, CalChamber enjoyed some significant successes.

We stopped a number of harmful labor-related proposals, including double-pay on Thanksgiving, mandated scheduling practices, limits on the use of arbitration agreements, and random workplace investigations. Overall, this legislative session was a mixed bag of wins and losses for both the business community and labor.

Legal Reform and Protection

CalChamber successfully protected the use of arbitration agreements, preventing several anti-arbitration bills from passing the Legislature (SB 932; E. Hernandez; D-West Covina; AB 2667; Thurmond; D-Richmond; SJR 25; Wieckowski; D-Fremont).

In addition, CalChamber-supported legislation to limit frivolous litigation was enacted (SB 269; Roth; D-Riverside; SB 2093; Steinorth; R-Rancho Cucamonga), and a measure to increase frivolous litigation was defeated (SB 899; Hueso; D-San Diego).

Privacy

CalChamber successfully protected the balance between consumer privacy and consumer demand for innovation and services, securing amendments to two bills (AB 83; Gatto; D-Glendale; and AB 2623; Gordon; D-Menlo Park), and preventing passage of a number of others (AB 2688; Gordon; D-Menlo Park; SB 868; Jackson; D-Santa Barbara; AB 2867; Gatto; D-Glendale; and SB 949; Jackson; D-Santa Barbara).

Tax

CalChamber stopped measures that would have increased commercial property taxes (SCA 5; Hancock; D-Berkeley), lowered the vote requirements for tax increases (ACA 8; Bloom; D-Santa Monica), and increased taxes targeting the

beverage, retail and restaurant industries (AB 2782; Bloom; D-Santa Monica).

Signed into law were CalChamber-supported proposals to reduce burdens on disaster victims (AB 1559; Dodd; D-Napa), maintain fairness in the computation of interest (AB 2201; Brough; R-Dana Point), and ensure timely parcel tax notices (AB 2476; Daly; D-Anaheim).

Transportation

A CalChamber-supported bill signed by the Governor will increase transportation network companies' use of electric vehicles (AB 2763; Gatto; D-Glendale). CalChamber efforts also led to the defeat of a measure that would have stifled the ridesharing economy (SB 1035; Hueso; D-San Diego).

Proposals to increase funding for critically needed transportation projects, however, did not advance because the Governor and the Legislature have so far failed to reach consensus on the appropriate mix of new tax measures and other financial improvements.

Workers' Compensation

With a goal of helping employers manage workers' compensation costs as much as possible, the CalChamber secured amendments removing the most onerous provisions of bills that would have interfered with the ability of businesses to control expenses before they were signed into law (SB 1160; Mendoza; D-Artesia; and AB 2230; Chu; D-San Jose; amended later to deal with a different subject); and backed the Governor's signing of legislation discouraging workers' compensation fraud (AB 1244; Gray; D-Merced). The CalChamber also won amendments to another bill that would have undercut cost-savings in the medical review process (SB 563; Pan; D-Sacramento), but which failed to pass the Legislature.

Once again, the Governor vetoed a CalChamber-opposed attempt to expand the scope of workers' compensation beyond work-related injuries (AB 1643; Gonzalez; D-San Diego).

Final Status Report on Major Business Bills

The following list summarizes the final status of California Chamber of Commerce priority bills that were sent to the Governor this year.

The CalChamber will publish a record

of legislators' votes on key bills affecting the California business climate on October 21. Generally, the bills selected for the vote record have appeared in one of the status reports.

Bills signed by the Governor will become law on January 1, 2017. Urgency, budget-related and tax levy measures go into effect immediately upon being signed.

Subject—CalChamber Position	Status
Agriculture, Food and Natural Resources	
Healthy Forests. AB 2029 (Dahle; R-Bieber) Reduces the risk of catastrophic forest fires damaging businesses and homes in rural areas by expediting removal of drought-stricken and disease-ridden trees. Support.	Signed—Chapter 563
Land Use. AB 2087 (Levine; D-San Rafael) Before amendments, created a new costly redundant conservation and mitigation program. Opposition removed due to 8/31/16 amendments. No Position.	Signed—Chapter 455
Banking/Finance	
Erodes Housing Availability. SB 1150 (Leno; D-San Francisco) Increases liability risk and the cost of residential loans by subjecting the violations of overly complex and burdensome requirements to a private right of action. Oppose/ Job Killer .	Signed—Chapter 838
Loan Access. SB 936 (Hertzberg; D-Van Nuys) Encourages creation of small business by increasing the funds available in the small business financial assistance act administered by the Governor's Office of Business and Economic Development (GO-Biz). Support/ Job Creator .	Signed—Chapter 713
Budget	
Increased Permit Processing Costs. SB 839 (Committee on Budget and Fiscal Review) Significantly increases the costs of permitting aerospace, recycling, oil and gas, and other critical waste facilities by eliminating permit applicants' option to be charged a predictable flat permitting fee and instead giving the Department of Toxic Substances Control carte blanche to charge whatever fee it determines, notwithstanding well-recognized and self-acknowledged deficiencies in DTSC's current permitting program that have resulted in excessive delays in permit processing. Oppose/ Job Killer .	Signed 9/13/16—Chapter 340 (Budget-Related)
Loss of Local Land Use Authority. SB 859 (Committee on Budget and Fiscal Review) Unnecessarily expands legal authorities of the State Water Board and trustees of public trust lands to enforce and abate public nuisances. Redundant of current authority of the Attorney General, district and city attorneys. Oppose.	Signed 9/14/16—Chapter 368 (Budget-Related)
California Environmental Quality Act (CEQA)	
Water Supply Assessment Overhaul. SB 1262 (Pavley; D-Agoura Hills) Before amendments, imposed new requirements on the preparation of Water Supply Assessments and incorporates such requirements into the CEQA process. Opposition removed due to 6/15/16 amendments. No Position.	Signed—Chapter 594
Expedites CEQA Review for "Leadership Projects." SB 734 (Galgiani; D-Stockton) Streamlines development by creating an expedited CEQA review process for "leadership projects," which are selected by the Governor and which meet certain criteria, including a minimum financial threshold and net zero greenhouse gas emissions. Support.	Signed 8/26/16—Chapter 210 (Urgency)

Subject—CalChamber Position	Status
<p>Expedites and Reduces Cost for the Los Angeles Regional Interoperable Communications System. SB 1008 (Lara; D-Bell Gardens) Streamlines and reduces regulatory burdens for the construction and operation of certain structures and equipment of the Los Angeles Regional Interoperable Communications System by extending the existing exemption under the California Environmental Quality Act by an additional three years. Support.</p>	Signed—Chapter 588
<p>Climate Change</p>	
<p>Slows Economic Growth. SB 32 (Pavley; D-Agoura Hills) Increases costs for California businesses, makes them less competitive and discourages economic growth by adopting further greenhouse gas emission reductions for 2030 without regard to the impact on individuals, jobs and the economy. Oppose/2015 Job Killer.</p>	Signed—Chapter 249
<p>Expensive Regulatory Burdens. AB 197 (E. Garcia; D-Coachella) Increases costs for businesses to comply with climate change regulations by prioritizing command-and-control regulations over a market-based mechanism while at the same time ranking co-benefits ahead of cost-effectiveness. Oppose.</p>	Signed—Chapter 250
<p>Increased Regulatory Burdens. SB 1383 (Lara; D-Bell Gardens) Increases regulatory burdens and costs for businesses by requiring the California Air Resources Board to adopt and implement a new program to reduce short-lived climate pollutants. Oppose.</p>	Signed—Chapter 395
<p>AB 32 Auction Revenues. AB 1550 (Gomez; D-Los Angeles) Prematurely allocates AB 32 auction revenues for various projects in disadvantaged communities. Oppose.</p>	Signed—Chapter 369
<p>AB 32 Auction Revenues. AB 1613 (Committee on Budget) Prematurely allocates AB 32 auction revenues for various projects. Oppose.</p>	Signed 9/14/16—Chapter 370 (Budget-Related)
<p>AB 32 Auction Revenues. AB 2722 (Burke; D-Inglewood) Before amendments, would have prematurely allocated AB 32 auction revenues for the Transformative Climate Communities Program. Opposition removed due to 4/20/16 amendments. No Position.</p>	Signed—Chapter 371
<p>Education</p>	
<p>Increased Innovation and Entrepreneurship. AB 2664 (Irwin; D-Thousand Oaks) Provides resources for Californians who are establishing a new business by providing the University of California (UC) with funds to expand its capacity and increase access to its innovation and entrepreneurship centers, which provide incubator space, legal services, entrepreneur training and more for researchers and other individuals looking to develop innovative solutions. Support/Job Creator.</p>	Signed—Chapter 862
<p>Improved School Accountability. AB 2548 (Weber; D-San Diego) Will help employers, parents, educators, lawmakers, and other stakeholders hold schools accountable for student performance and improvement, and ensure students are being adequately prepared to enter the workforce or college, by requiring that the state’s new accountability system tracks sufficient information to allow for meaningful comparisons of schools and districts. Support.</p>	Vetoed
<p>Jeopardizes State Workforce Goals. SB 959 (Lara; D-Bell Gardens) Unnecessarily restricts the ability of the University of California (UC) to contract for competitive bids without compromising on the quality of the education it provides or increasing tuition for students, thus jeopardizing the state’s ability to produce enough graduates to meet workforce needs. Oppose.</p>	Vetoed
<p>Increases Access to Computer Science. AB 2329 (Bonilla; D-Concord) Ensures that future generations of California students will be better prepared to compete for high-paying, high-skilled jobs in manufacturing, health care, retail, the arts, financial services, agriculture and other sectors that increasingly require computer science skills by requiring an advisory panel to convene and guide the California Department of Education and State Board of Education to develop a coordinated strategy to make computer science curriculum available in every California school. Support.</p>	Signed—Chapter 693

Subject—CalChamber Position	Status
<p>Undermines Teacher Quality. AB 575 (O'Donnell; D-Long Beach) Before amendments, made it harder for school districts to prioritize student achievement and provide support to developing teachers by replacing the state's existing teacher evaluation framework with one that, among other things, would be entirely subject to collective bargaining and take away management's existing authority to unilaterally establish criteria for measuring student progress and teacher effectiveness. Opposition removed due to 6/20/16 amendments. No Position.</p>	Signed—Chapter 550
<p>Improves Career Technical Education. SB 66 (Leyva; D-Chino) Helps improve the relevance of Career Technical Education (CTE) courses offered by the state's community colleges by giving the colleges more information about former students to help guide future workforce development policies, and eases administrative burdens for the community colleges by streamlining their reporting and accountability metrics related to workforce and economic development. Support.</p>	Signed—Chapter 770
<p>Space Day. SB 1138 (Hueso; D-San Diego) Before amendments, this bill would have had a significant negative impact on both employees and businesses as well as health and public safety by requiring all business, residents and governmental facilities to turn all lights off during a designated hour to commemorate Space Day. Opposition removed due to 4/18/16 amendments. No Position.</p>	Signed—Chapter 196
Elections and Fair Political Practices	
<p>Campaign Finance. SB 1349 (Hertzberg; D-Van Nuys) Improves transparency of campaign financing by directing the Secretary of State to modernize Cal-Access, California's online system for campaign finance filing and disclosure. Support.</p>	Signed—Chapter 845
Energy	
<p>Jeopardizes Energy Reliability. SB 380 (Pavley; D-Agoura Hills) Jeopardizes energy resources and reliability by placing a moratorium on natural gas storage until all wells in the Aliso Canyon facility have been inspected. Oppose Unless Amended.</p>	Signed 5/10/16—Chapter 14 (Urgency)
Environmental Justice	
<p>Barrier to Development. SB 1000 (Leyva; D-Chino) Potentially creates barriers to development by requiring environmental justice elements be included in general plans. Oppose.</p>	Signed—Chapter 587
Environmental Regulation	
<p>Gas Price Increase. AB 2729 (Williams; D-Carpinteria) Before amendments, jeopardized the production of California-based fuel supply and increased costs to the industry by revising the definition of an idle well and requiring permanent closure of 25% of California's long-term idle wells each year. Opposition and job killer tag removed due to 6/1/16 amendments. Neutral/Former Job Killer.</p>	Signed—Chapter 272
<p>Increases Environmental Litigation. AB 2748 (Gatto; D-Glendale) Eliminates incentives to settle lawsuits and instead exposes businesses to multiple rounds of litigation at great expense to the parties and the courts by creating statutory prohibitions on "release" clauses in settlements pertaining to "environmental disasters." Job killer tag removed due to 6/2/16 amendments, but CalChamber remains opposed. Oppose/Former Job Killer.</p>	Vetoed
<p>Increased Civil Violations on Oil and Gas Operators. AB 2756 (Thurmond; D-Richmond) Before amendments, allowed the Oil and Gas Supervisor to impose civil penalties for violations by oil and gas operators well in excess of the current \$25,000 statutory limit for each violation. Opposition removed due to 6/1/16 amendments. No Position.</p>	Signed—Chapter 274

Subject—CalChamber Position	Status
<p>Unnecessary Recycling Program. AB 2153 (C. Garcia; D-Bell Gardens) Before amendments, disrupted the nearly 100 percent success rate of a well-established and proven lead acid battery recycling program in California by overhauling the current system and creating a new and unnecessary recycling program governed by a nonprofit agency. Opposition removed due to 6/1/16 amendments. No Position.</p>	<p>Signed 9/26/16—Chapter 666 (Urgency)</p>
<p>Creates Infeasible Motor Oil Mandate. SB 778 (B. Allen; D-Santa Monica) Before amendments, created an upheaval in the California motor oil marketplace, limiting consumer choice and forcing California motorists to spend more of their disposable income on motor oil by greatly constraining the range of motor oil products currently available for gasoline and diesel engines used in passenger cars and light duty trucks. Opposition removed due to amendments. No Position.</p>	<p>Vetoed</p>
<h2>Health</h2>	
<p>Well-Crafted Managed Care Organization (MCO) Proposal. SBX2 2 (E. Hernandez; D-West Covina) Preserves critical funding for the state’s Medi-Cal program, which is critical for the health care delivery system, without undermining the affordability of commercial health care purchased by employers, families, and individuals. Support.</p>	<p>Signed—Chapter 2, Second Extraordinary Session</p>
<p>Drives Up Health Insurance Premiums. AB 1763 (Gipson; D-Carson) Increases health care costs by prohibiting cost-sharing, co-payments or coinsurance for non-preventative screening and treatment for colorectal cancer. Oppose.</p>	<p>Vetoed</p>
<p>Reduces Employer Costs. SB 482 (Lara; D-Bell Gardens) Helps lower workers’ compensation costs and general health care costs for employers, and helps injured employees get back to work faster by mandating that physicians and other prescribers check the state’s Controlled Substance Utilization Review and Evaluation System (CURES) database before prescribing a Schedule II, III or IV controlled substance to a patient for the first time, and at least every 4 months thereafter if the patient remains on the medication. Support.</p>	<p>Signed—Chapter 708</p>
<p>Increases Prescription Drug Spending. AB 1977 (Wood; D-Healdsburg) Before amendments, would have driven up health care spending by mandating that health care plans and insurers cover expensive new forms of opioid pain medications despite the lack of evidence that these new formulations will lower the incidence of opioid abuse or related hospitalizations and deaths. Opposition removed due to 4/13/16 amendments. Gutted and amended 8/9/16 to a different subject. No Position.</p>	<p>Signed 9/12/16—Chapter 296 (Urgency)</p>
<h2>Housing and Land Use</h2>	
<p>Increases Housing Supply. SB 1069 (Wieckowski; D-Fremont) Creates and expedites additional housing supply by streamlining the permitting process for Accessory Dwelling Units through reduced parking requirements, expedited procedural processes, and allowing ADUs to be constructed within existing structures. Support/Job Creator.</p>	<p>Signed—Chapter 720</p>
<p>Improves Housing Climate. AB 1934 (Santiago; D-Los Angeles) Makes housing more affordable by allowing local governments to grant a density bonus to commercial developers who partner with affordable housing developers to construct mixed-use projects. Support.</p>	<p>Signed—Chapter 747</p>
<p>Expedites Housing Construction. AB 2180 (Ting; D-San Francisco) Expedites the permit approval process for housing projects by reducing the time for local agencies to approve a proposed project from 180 days to 120 days. Support.</p>	<p>Signed—Chapter 566</p>
<h2>Industrial Safety and Health</h2>	
<p>Indoor Heat Illness Regulation. (SB 1167 Mendoza; D-Artesia) Directs Cal/OSHA to adopt an unnecessary and overly broad one-size-fits-all standard that duplicates existing regulations, in regards to the protection of indoor workers from heat-related illness and injury. Oppose.</p>	<p>Signed—Chapter 839</p>

Subject—CalChamber Position	Status
<p>Cal/OSHA Elevator Safety Variances. AB 1050 (Low; D-Campbell) Creates uncertainty and potential delays for employers seeking variances from conveyance safety standards by creating expansive new notification requirements from employers to individuals who are not employees of the employer and who may not be known to the employer, in order to solve a narrow concern with variance applications for elevators. Oppose Unless Amended.</p>	Vetoed
<p>International Relations/Trade</p>	
<p>Calexico Port of Entry Funding. SJR 22 (Hueso; D-San Diego) Seeks to facilitate the ongoing movement of goods and people between the United States and Mexico by urging Congress to appropriate \$248 million in funding as proposed by the President’s Fiscal Year 2017 Budget to complete Phase II of the Calexico West Land Port of Entry Reconfiguration and Expansion project. Support.</p>	Resolution Chapter 102
<p>Labor and Employment</p>	
<p>Imposes New Maternity and Paternity Leave Mandate. SB 654 (Jackson; D-Santa Barbara) Unduly burdens and increases costs of small employers with as few as 20 employees by requiring 6 weeks of protected employee leave for child bonding and exposes them to the threat of costly litigation. Oppose/Job Killer.</p>	Vetoed
<p>Increased Costs on Agricultural Employers. AB 1066 (Gonzalez; D-San Diego) Drives up costs of commodities to consumers by incrementally removing the existing overtime exemption allowed for agricultural employers. Oppose.</p>	Signed—Chapter 313
<p>Frivolous Litigation. AB 1676 (Campos; D-San Jose) Before amendments, threatened employers with civil litigation for seeking an applicant’s prior salary and benefit information even though the applicant suffered no harm in compensation from the inquiry. Opposition removed due to 6/15/16 amendments. No Position.</p>	Signed—Chapter 856
<p>Underground Economy. AB 1978 (Gonzalez; D-San Diego) Before amendments, imposed overly broad and punitive requirements on the janitorial industry to address concerns of wage theft and illegal behavior, which would have negatively impacted those employers who are actually compliant. Opposition removed due to 8/19/16 amendments. No Position.</p>	Signed—Chapter 373
<p>Automatic Minimum Wage Increase. SB 3 (Leno; D-San Francisco) Unfairly imposes a potential 50% increase in the minimum wage by 2022 (actually an 87% increase over an 8-year period when combined with the last increase just implemented in January 2016), and automatically adjusts minimum wage beyond 2018 according to national inflation, with no “offramps” to suspend the indexing if employers are struggling with other economic factors or costs. Oppose/2015 Job Killer.</p>	Signed—Chapter 4
<p>Itemized Wage Statements. AB 2535 (Ridley-Thomas; D-Los Angeles) Clarifies existing law that only nonexempt employees and others who are paid according to hours worked are required to have their hours tracked and logged on an itemized wage statement to preclude frivolous and costly litigation with regard to hours worked by exempt employees. Support.</p>	Signed—Chapter 77
<p>Expansion and Equal Pay. SB 1063 (Hall; D-Los Angeles) Increases concern and confusion amongst employers with regard to the newly amended equal pay law for women by seeking to expand the equal pay law that was just amended and implemented this year, through the addition of two new classifications. Oppose.</p>	Signed—Chapter 866
<p>Juvenile Criminal Records. AB 1843 (M. Stone; D-Scotts Valley) Limits an employer’s ability to maintain a safe work environment for employees and consumers by precluding employers from inquiring into an applicant’s juvenile convictions for serious crimes. Oppose.</p>	Signed—Chapter 686

Subject—CalChamber Position	Status
Legal Reform and Protection	
Incentivizing Disability Access and Education. SB 269 (Roth; D-Riverside) Seeks to limit frivolous litigation and claims regarding construction-related accessibility violations by providing businesses that have proactively sought to become Americans with Disabilities Act (ADA) compliant with an opportunity to resolve any identified violations. Support/ Job Creator .	Signed 5/10/16—Chapter 13 (Urgency)
Interference with Enforcement of Contracts. SB 1241 (Wieckowski; D-Fremont) Before amendments, undermined judicial discretion and the intent of the parties who negotiated the contract by rendering any contract that contains a choice of forum or choice of law provision that designates another state other than California as voidable. Opposition removed due to 8/29/16 amendments. No Position.	Signed—Chapter 632
ADA Reform. AB 2093 (Steinorth; R-Rancho Cucamonga) Makes sure owners and tenants are aware of any construction-related access violations and therefore have the opportunity to resolve any violation before a lawsuit is filed by requiring clarity in commercial property leases regarding whether the property has been inspected by a Certified Access Specialist (CASp) and any CASp reports. Support.	Signed 9/16/16—Chapter 379 (Urgency)
Medical Marijuana	
Tax Amnesty for Unemployment Insurance Taxes. AB 567 (Gipson; D-Carson) Before amendments, facilitated more businesses paying their fair share of unemployment insurance taxes, thereby increasing the level of revenue into the Unemployment Insurance Trust Fund by creating a one-time unemployment insurance amnesty program for medical cannabis-related businesses. Opposition to 2015 bill dealing with another subject. Changed when bill was amended in 2016. Support position removed due to 8/5/16 amendments. No Position.	Vetoed
Privacy and Confidentiality	
Duplicative Privacy Policy Requirements. AB 2623 (Gordon; D-Menlo Park) Before amendments, created duplicative and unnecessary requirements for privacy policies, thereby exposing businesses to increased litigation without providing additional information or protections to consumers. Opposition removed due to 4/28/16 amendments. No Position.	Signed—Chapter 389
Creates Unnecessary and Burdensome Mandates on Business. AB 1993 (Irwin; D-Thousand Oaks) Unnecessarily interferes with current processes designed to efficiently respond to information requests by mandating that each business designate a single individual to respond to every law enforcement information request and provide status updates. Oppose.	Signed—Chapter 514
Stifles Drone Innovation. AB 2724 (Gatto; D-Glendale) Before amendments, interfered with drone innovation and use by creating overly burdensome mandates, including premature insurance requirements and the use of specific technology. Opposition removed due to 6/1/16 amendments. No Position.	Vetoed
Drone Flight Guidelines. AB 2148 (Holden; D-Pasadena) Before amendments, required Department of Fish and Wildlife to develop guidelines for drone use over public lands managed by the department. Opposition removed due to 5/12/16 amendments. No Position.	Vetoed
Increases Government Efficiency. AB 2296 (Low; D-Campbell) Creates more efficient interactions between agencies and businesses by allowing California public agencies to accept digital signatures. Support.	Signed—Chapter 144
Stymies Autonomous Vehicle Innovation. AB 1592 (Bonilla; D-Concord) Before amendments, dissuaded businesses from participating in an autonomous vehicle pilot project, by inappropriately prohibiting legitimate uses of data collected from the project and creating litigation exposure. Opposition removed due to 8/19/16 amendments. Neutral.	Signed—Chapter 814

Subject—CalChamber Position	Status
Drone Accident Reporting. AB 1662 (Chau; D-Monterey Park) Before amendments required drone operators to report accidents resulting in injuries to persons or property. Opposition removed due to 8/29/16 amendments. Neutral.	Vetoed
Overly Broad Restrictions. AB 1671 (Gomez; D-Los Angeles) Before amendments, created unnecessary and unconstitutional restrictions on the media and broadcast industry by criminalizing the production and distribution of certain content. Opposition removed due to 8/30/16 amendments. Neutral.	Signed—Chapter 855
Criminalizes Ransomware. SB 1137 (Hertzberg; D-Van Nuys) Creates a new crime for placing a contaminant into a computer system that restricts access to information and demanding a ransom to remove the restriction. Support.	Signed—Chapter 725
Protects Online Accounts and Reduces Disputes. AB 691 (Calderon; D-Whittier) Creates clear privacy and disclosure probate rules for online providers regarding personal account content after user dies. Support.	Signed—Chapter 551
Recycling	
Burdensome Reporting Requirement. AB 2530 (Gordon; D-Menlo Park) Burdens beverage manufacturers by requiring specific reporting requirements indicating the percentage of postconsumer recycled content beverage containers. Oppose.	Signed—Chapter 861
Provides Businesses Certainty. SB 423 (Bates; R-Laguna Niguel) Provides certainty and reduces unnecessary costs for businesses by requiring the Department of Toxic Substances Control to provide consensus recommendations for the management of surplus household consumer products in order to reduce the number of products unnecessarily treated as hazardous waste. Support.	Signed—Chapter 771
Retirement Systems	
State-Run Retirement Program for Private Sector Employees. SB 1234 (de León; D-Los Angeles) Before amendments, potentially created liabilities, costs and administrative burdens for employers by creating a mandated state-run retirement savings program for private sector employees without sufficiently addressing liability and costs. Opposition removed due to 8/15/16 amendments. No Position.	Signed—Chapter 804
Surface Mining and Reclamation Act	
Modernizes Operation of Surface Mines. AB 1142 (Gray; D-Merced) Strengthens the Surface Mining and Reclamation Act to promote better communication between government agencies and operators, ensure that mines are inspected by qualified professionals, and clarify due dates for various compliance requirements. Support.	Signed—Chapter 7
Modernizes Operation of Surface Mines. SB 209 (Pavley; D-Agoura Hills) Strengthens the Surface Mining and Reclamation Act by, among other things, permitting the use of corporate financial tests to serve as a financial assurance mechanism under the Surface Mining and Reclamation Act. Support.	Signed—Chapter 8
Taxation	
Expansion of Tax Authority to Local Entities. ABX2 10 (Bloom; D-Santa Monica) Reduces sales of one particular industry and therefore the anticipated revenue those local entities will receive by authorizing cities and counties to impose another targeted tax on such products. Oppose.	Vetoed

Subject—CalChamber Position	Status
<p>Extension to File and Pay Taxes to Board of Equalization. AB 1559 (Dodd; D-Napa) Seeks to reduce the burden on a taxpayer who has been a victim of a disaster by providing the Board of Equalization with authority to grant a three-month extension for such a taxpayer to file a return or remit a tax payment. Support.</p>	<p>Signed 9/9/16—Chapter 257 (Urgency)</p>
<p>Tax Administration. AB 2201 (Brough; R-Dana Point) Proposes to maintain fairness with regard to the computation of interest on a late electronic payment to the Board of Equalization by reinstating the authority of the BOE to compute interest on a daily basis instead of a monthly basis if listed circumstances are satisfied. Support.</p>	<p>Signed—Chapter 264</p>
<p>Parcel Tax Notice. AB 2476 (Daly; D-Anaheim) Ensures that a property owner has sufficient time to potentially challenge the parcel tax if necessary by providing notice and information of a local agency or legislative body’s vote to place a parcel tax on the ballot to a property owner, who does not reside within the jurisdiction of the agency or legislative body. Support.</p>	<p>Signed—Chapter 269</p>
<p>Liability for the Collection of Local Taxes. SB 1422 (Glazer; D-Contra Costa) Avoids unnecessary and costly litigation against those entities that hold such a franchise by clarifying existing law that a holder of a state franchise for the provision of a video service that is required to collect a mandated tax cannot be held liable for collecting that tax. Support.</p>	<p>Signed—Chapter 156</p>
<p>Tax Conformity. AB 1775 (Obernolte; R-Big Bear Lake) Eases burden of taxpayers by conforming state filing dates for tax returns with federal dates. Support.</p>	<p>Signed—Chapter 348</p>
<p>Tourism</p>	
<p>California Travel and Tourism Month. ACR 166 (Chu; D-San Jose) Proclaims every May as California Travel and Tourism Month to celebrate the industry and its significant contribution to the California economy. Support.</p>	<p>Resolution Chapter 58</p>
<p>Transportation and Infrastructure</p>	
<p>Increases Transportation Network Company Use of Electric Vehicles. AB 2763 (Gatto; D-Glen-dale) Incentivizes transportation network company use of electric vehicles by allowing drivers to use leased or rented electric vehicles when providing rides. Support.</p>	<p>Signed—Chapter 766</p>
<p>Discriminates Against Specific Technology. AB 1785 (Quirk; D-Hayward) Creates additional distracted driving laws that unnecessarily target specific technological devices rather than penalizing behavior, thereby discriminating against certain products and industries. Oppose.</p>	<p>Signed—Chapter 660</p>
<p>Water Supply and Quality</p>	
<p>Delays New Housing. SB 1263 (Wieckowski; D-Fremont) Before amendments, delayed new housing by imposing ambiguous standards for permitting new water districts and also allowed the State Water Board to deny the permit even if all conditions are met. Opposition removed due to 6/29/16 amendments. Neutral.</p>	<p>Signed—Chapter 843</p>
<p>Stifles New Housing. AB 2616 (Burke; D-Inglewood) Before amendments, authorized the Coastal Commission to impose conflicting housing requirements from local governments in the coastal zone, resulting in barriers to new housing and limitations to the rental market. Opposition removed due to 5/31/16 amendments. Neutral.</p>	<p>Signed—Chapter 578</p>

Subject—CalChamber Position	Status
Workers' Compensation	
Increases Workers' Compensation Costs. SB 1160 (Mendoza; D-Artesia) Before amendments, increased workers' compensation costs on employers by significantly raising reporting penalties, removing statutory treatment caps, adding unnecessary utilization review requirements and undercutting the use of evidence-based medicine. Opposition removed due to 8/18/16 amendments. No Position.	Signed—Chapter 868
Increased Workers' Compensation Costs. AB 2230 (Chu; D-San Jose) Before amendments, unnecessarily barred employers from choosing interpreter vendors, thereby eliminating the ability to negotiate lower rates and increasing system costs. Opposition removed due to 5/5/16 amendments. No Position.	Signed—Chapter 314
Increased Workers' Compensation Costs. AB 1643 (Gonzalez; D-San Diego) Significantly expands scope of workers' compensation system and increases costs by forcing employers to provide disability benefits for nonindustrial injuries. Oppose.	Vetoed
Simplifies Workers' Compensation Policy Negotiations. AB 1922 (Daly; D-Anaheim) Reduces unnecessary delays and disruptions in negotiations between large, sophisticated insurance purchasers and insurers by limiting the number of documents related to the workers' compensation policies that must be filed with the Department of Insurance for employers who meet certain thresholds. Support.	Vetoed
Discourages Workers' Compensation Fraud. AB 1244 (Gray; D-Merced) Decreases medical provider fraud in the workers' compensation system by barring physicians who have been convicted of fraud or abuse in the Medicare, Medicaid or Medi-Cal programs from treating injured workers. Support.	Signed—Chapter 852

Cumulative Job Killer Vetoes

- **2016: 24 job killer bills identified**, 5 sent to Governor Edmund G. Brown Jr., 1 vetoed;
- **2015: 19 job killer bills identified**, 3 sent to Governor Brown, 2 vetoed;
- **2014: 27 job killer bills identified**, 2 sent to Governor Brown, 2 signed;
- **2013: 38 job killer bills identified**, 1 sent to Governor Brown, 1 signed;
- **2012: 32 job killer bills identified**, 6 sent to Governor Brown, 2 vetoed;
- **2011: 30 job killer bills identified**, 5 sent to Governor Brown, 4 vetoed;
- **2010: 43 job killer bills identified**, 12 sent to Governor Arnold Schwarzenegger, 10 vetoed;
- **2009: 33 job killer bills identified**, 6 sent to Governor Schwarzenegger, 6 vetoed;
- **2008: 39 job killer bills identified**, 10 sent to Governor Schwarzenegger, 9 vetoed;
- **2007: 30 job killer bills identified**, 12 sent to Governor Schwarzenegger, 12 vetoed;
- **2006: 40 job killer bills identified**, 11 sent to Governor Schwarzenegger, 9 vetoed;
- **2005: 45 job killer bills identified**, 8 sent to Governor Schwarzenegger, 7 vetoed;
- **2004: 23 job killer bills identified**, 10 sent to Governor Schwarzenegger, 10 vetoed;
- **2003: 53 job killer bills identified**, 13 sent to Governor Gray Davis, 2 vetoed;
- **2002: 35 job killer bills identified**, 17 sent to Governor Davis, 5 vetoed;
- **2001: 12 job killer bills identified**, 5 sent to Governor Davis, 2 vetoed;
- **2000: No job killers identified.** Of 4 bad bills identified at end of session, Governor Davis signs 2 and vetoes 2;
- **1999: 30 job killer bills identified**, 9 sent to Governor Davis, 3 vetoed;
- **1998: 64 job killer bills identified**, 11 sent to Governor Pete Wilson, 11 vetoed;
- **1997: 57 job killer bills identified**, 9 sent to Governor Wilson, 9 vetoed.

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(916) 444-6670 FACSIMILE (916) 444-6685
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Complying with New Federal, State and Local Overtime and Minimum Wage Rules

Until recently, most California employers only needed to adjust their payroll systems and overtime rates when California's minimum wage rates increased.

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