

# ALERT

CALIFORNIA CHAMBER OF COMMERCE

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## Employer Communication Can Influence Special Election

In the final days before the November 8 special election, the California Chamber of Commerce is encouraging its members to communicate with their employees about the importance of the ballot initiatives for the state's business, jobs and economic future.

Based on the impact of these measures on California's economy and jobs climate, the Chamber Board of Directors overwhelmingly voted to **support Propositions 74, 75, 76, 77 and 78** and to **oppose Propositions 79 and 80**.

The significance of the election measures seems clear to Chamber members who report having communicated with employees about the ballot proposals and the Chamber's positions.

Writes Mary Bair, owner of Autocraft Services, Inc., Orangevale, "I always have election information out at the office because so much of what is voted on affects our business AND our employees personally. Education on facts of an election can only help all of us to vote with understanding and a purpose."

In the same vein, Bill Eddy, human resources director of Nor-Cal Products, Inc. of Yreka, comments, "California employers and employees need to help retain business in California — both groups will suffer if we don't join together to keep business and jobs in the state where we live, work and play."

The Chamber encourages everyone to get out to vote and be educated on the measures appearing on the November 8

special election ballot.

### Governor's Reforms

The Governor's reform package, **strongly supported** by the Chamber, includes:

- **Proposition 74**, the "Put the Kids First Act," extends the number of years a teacher must have served in order to receive tenure from two years to five years. Five years of consecutive satisfactory reviews allow principals and school districts a longer timeframe to thoroughly evaluate a teacher's performance before offering them a tenured position. This measure will also allow school districts the authority to dismiss a permanent teaching employee who receives two consecutive



unsatisfactory performance evaluations.

- **Proposition 75** protects public employees from having political contributions taken from their paychecks and used without their permission. It will require public employee unions to receive annual written consent from members before the member's dues may be used for political contributions. The proposition will not prevent unions from collecting political contributions, but any contributions made will be voluntary.

- **Proposition 76** will bring stability to California's finances. It requires an adequate budget reserve that will protect funding for necessary programs — including education, public safety, health and

*See Employer: Page 4*

## Chamber Highlights Employer/Employee Benefits of Pay Cards

Both employers and employees will benefit if California allows stored value cards as a payroll option, the California Chamber of Commerce has told an Assembly committee.

"Employers would benefit from modernizing paycheck laws because it provides a convenient, low-cost way to pay workers and lessens the likelihood of violating California's strict pay requirements," Julianne Broyles, Chamber director of employee relations and small business, testified at an informational hearing of the Assembly Banking and Finance Committee in October. "For employees, just like with direct deposit, wages are instantly accessible on payday, without fees or discounts."

Chamber-sponsored legislation to permit the use of pay cards in California, **AB 822 (Benoit; R-Palm Desert)**, was tabled this year in the Assembly Labor and Employment Committee. It is eligible for consideration when the Legislature reconvenes in January 2006.

### Easy Access to Wages

Pay cards are a distinct type of stored value card that acts like a debit card but without the need for a bank account. Pay cards allow users to access wages regardless of their physical distance from their mailbox or their employer. Using pay cards, workers can access cash at the

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### Inside

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## Labor Law Corner

# Layoff of Active-Duty Military Personnel Should Be Weighed Carefully



**Dana Leisinger**  
Labor Law Advisor

*We have an employee who is a reservist with the military and was called to serve in Iraq last April. Since then we have downsized. Can we lay him off if he's still on active duty?*

The Uniformed Services Employment and Re-employment Rights Act (USERRA)

specifically requires that employers re-employ service members after their tours of duty.

USERRA also reaffirms and clarifies that while an individual is performing military service, he or she is deemed to be on a furlough or leave of absence and is entitled to the non-seniority rights accorded other individuals on non-military leaves of absence.

### Criteria for Layoff

Therefore, you should conduct an analysis to decide if the decision to lay off that individual would have been made if he/she were currently working.

For example, in this situation, if the company has had to seriously downsize, laying off a large percentage of its employees, and the employee on military leave was least senior and least skilled, he/she would be most likely to be part of a layoff.

However, if only a few people are being laid off, and that employee was a long-term employee and very skilled, it would not be advisable to lay him/her off.

### Serious Review Recommended

Since September 11, 2001, more than 1,000 employees returning from military leave have had to fight to get their jobs back. These employees can file in federal court or with the U.S. Department of Labor. If they can prove they were intentionally targeted due to their military status, special damages apply.

## Seminars/Trade Shows

For more information on the seminars listed below, visit [www.calchamber.com/events](http://www.calchamber.com/events).

### Business Resources

**Building and Leveraging Your Business Relationship.** Wilcox Miller & Nelson/Career Partners International. November 10, Sacramento. (916) 977-3700.

### Labor Law

**Sexual Harassment Training for Supervisors.** California Chamber of Commerce. November 15, Web Seminar. (800) 331-8877.

Any decision to lay off an employee who is serving in the military should take place only after serious review.

The U.S. Department of Defense maintains a hotline through the National Committee for Employer Support of the Guard and Reserve to help the employer and the service member understand these and other related issues. The toll-free number is (800) 336-4590.

Dispute mediation is available through this hotline.

### Laws Favor Service Members

The law is very protective of people who have been called to serve their country, and it is recommended that you consult with your attorney before making any decision to lay off an employee serving on military leave. If you question your decision, any ambiguities should be resolved in favor of the employee.

*The Labor Law Helpline is a service to California Chamber 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 e-mail: [helpline@calchamber.com](mailto:helpline@calchamber.com).*

## Chamber Calendar

*Advocacy Council Fall Retreat:*

November 10-11, Newport Beach

*Water Committee:*

December 1, San Francisco

*Transportation Committee:*

December 1, San Francisco

*Board of Directors:*

December 1-2, San Francisco

*International Trade Breakfast:*

December 2, San Francisco

*Annual Meeting:*

December 2, San Francisco

*Tourism Committee:*

December 2, San Francisco

### California Chamber Officers

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November 18**

## Member Profile

# Core Values Drive Business Success for California Chamber Member

Service, loyalty, honesty and integrity. These core values are foundational principles that guide business at USAA, the nation's primary provider of financial services for military members and their families.

A California Chamber of Commerce member since 1987, USAA — which stands for United Services Automobile Association — was founded in 1922 when 25 Army officers, upon leaving the military, discovered that existing insurers thought they presented too much of a risk. Not willing to accept this stance, they decided to insure each other.

The member-owned company has grown considerably from those early days. Headquartered in San Antonio, Texas, USAA today employs 21,000 people in offices throughout the United States and Europe, with 900 employees in California.

### Striving for Success

Since its inception, USAA has become a *Fortune* 200 financial services company, owning and managing \$83 billion in assets as of the end of 2004, with revenues of \$11.3 billion and a net worth of \$10.1 billion. It offers its members a comprehensive range of insurance, banking and investment products, financial services and consumer discounts.

USAA continually strives to recognize and manage the changing opportunities that arise in the business world. "One big challenge for USAA management is to effectively lead employees through the continuous changes necessary to remain a world-class company," says Richard B. Fowler II, vice president/general manager working out of the company's Sacramento office, and a member of the Chamber Board of Directors.

In meeting those challenges, according to its annual report, in the last five years, USAA has increased productivity by 41 percent through improvements in processes and technology.

### Pride in Customer Service

USAA's 5.4 million-strong membership is nearly evenly divided between those who have served in the military and the children and grandchildren of military personnel, according to its annual report.

It is in service to these members that



**Richard B. Fowler, II** (center, gray jacket), vice president/general manager of USAA, and employees at the company's Sacramento office. The company's family-friendly benefits and policies have earned praise from many sources.

USAA strives for excellence.

It seeks to be the provider of choice for the military community. Its credo is "once a member, always a member," and it is passionate about being responsive to members throughout their lives, whatever their needs.

The company collaborates with customers to create products relevant to their evolving needs, and it works to build relationships with third-party providers to deliver complementary products and services.

Many of USAA's customer service representatives have military experience, and those who do not are given intensive training to understand the lives and daily conditions faced by service members. This training allows staff to be quick to respond to the occasionally urgent needs of members, who often call for assistance when they have only minutes to conduct business while in port or off duty.

For these and many other reasons, USAA customer retention rates rank among the highest in the financial services industry.

Fowler says that a real source of pride for USAA employees is "providing service to military families who have sacrificed so much for the good of our country."

### Commitment to Employees

According to Fowler, USAA meets its world-class customer service standards "through attracting and retaining world-class employees."

The company believes that fostering a

strong workforce translates directly into a stronger business. It has developed a broad array of benefits to serve employees' needs for financial, professional and personal well-being. The company recognizes that by taking care of its employees, its ethic of service will be transferred to its members.

That care is reflected in the large number of awards USAA has received. This year, it earned the California Fit Business Award for its commitment to employee health and well-being.

USAA also was named one of the 12 great places to work in Sacramento this year for its compensation and employee benefits.

Along with these accolades, USAA has received many awards from business and governmental organizations, including:

- A Number 17 ranking this year on *Computerworld* magazine's list of 100 Best Places to Work in IT.
- The highest award of the U.S. Department of Defense for supporting employees called to serve in the National Guard or Reserves.
- Being named one of "America's Most Admired Companies" by *Fortune* magazine every year since 1997.
- Recognition as one of the country's "Top 25 Most Military Friendly Employers" by *G.I. Jobs* in 2004.
- A Number 4 ranking by the federal EPA in 2004 as a "Best Workplace for Commuters."
- Continued recognition by *Working Mother* magazine as one of its "100 Best

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welfare, and transportation — when the inevitable economic downturns occur. It eliminates automatic reductions in education funding when state revenues decline. Finally, Proposition 76 guarantees that legislators can't steal for unrelated programs the transportation taxes Californians pay at the pump.

● **Proposition 77** will assign the task of drawing fair, competitive districts to a bipartisan, independent three-person panel of retired judges. That reform removes the inherent conflict of interest when politicians design their own districts, which is current law. Reform also marks a first step toward restoring competition to the

political process. Competition, in turn, will be a start toward making legislators accountable to the voters, their constituents.

### Other Ballot Measures

The Chamber also **supports Proposition 78**, establishing a discount prescription drug program for certain low- and moderate-income Californians. The program is an improved version of an Ohio program that already is providing savings.

The Chamber **opposes Proposition 79**, also known as CalRx Plus, a discount prescription drug mandate based on a failed program from Maine that never

took effect. The program will lead to litigation that will increase prescription drug costs and require a costly new government bureaucracy to administer.

The Chamber also **opposes Proposition 80**, which limits choices for electricity customers, thereby reducing competition, discouraging investment in energy facilities and promoting the market instability that led to energy shortages and blackouts just five years ago.

For more information about the Chamber's positions on ballot measures, visit [www.calchamber.com](http://www.calchamber.com).

**Staff Contact: Sara Lee**

## Chamber Highlights Employer/Employee Benefits of Pay Cards

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ATM or grocery store, place a catalog or Internet order, and avoid carrying large amounts of cash that might be targeted by thieves. Pay cards offer all of these benefits to workers regardless of their ability to obtain a bank account or credit card.

California law only allows three types of payment for employment: cash, check and direct deposit. Several states already have established specific statutes permitting the use of pay cards, including Oregon, Maryland, Virginia, Maine and Minnesota.

### Benefits for Employees

The Chamber noted that pay cards include these benefits for employees:

- Immediate access to funds the morning of payday.
- No bank account or credit approval required.
- Ability to pay bills and make purchases online.
- Access to funds 24 hours a day, seven days a week, even in the event of dislocation during emergencies or disasters.
- Funds security process is the same for credit or ATM cards. Employee suffers no loss if the pay card is lost or stolen.

### Benefits for Employers

- Benefits for employers include:
- Reduction of exposures to check

loss and fraud.

- Elimination of the need for local checking accounts for payroll-related transactions.
- Elimination of the exposure to external check fraud.
- Increase in staff productivity by reducing check administrative tasks.
- Helps boost employee productivity by eliminating long waits on check-cashing lines each payday.

The Chamber believes that the state Labor Code should be changed to allow California businesses to take advantage of new technologies that make new pay systems available.

**Staff Contact: Julianne Broyles**

## Core Values Drive Business Success for California Chamber Member

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Companies for Working Mothers.”

● Continued recognition by *Latina Style* magazine as one of the best employers for Hispanic women.

### Singular Effectiveness

Even as it crafts internal excellence, USAA recognizes the necessity of sustaining a strong external business climate, and California's climate is no exception.

According to Fowler, “In the last few

years, the importance of a thriving business community has been made clearer to all Californians. Policymakers need to curb excessive laws, regulations, taxes, fees and litigation that make it more difficult for employers to create jobs and fuel the state's economic engine.”

Fowler says that California must do a better job capitalizing on the skills, diversity and natural resources it possesses.

The Chamber helps with this process. Not only does the Chamber offer day-to-

day tools — from the *Labor Law Digest* to election information — for helping businesses optimize their efforts; it also offers a strong voice on the larger issues facing businesses in the state.

According to Fowler, the Chamber has helped USAA, “by leading the efforts to prevent damaging laws and by encouraging responsible governance. The Chamber is the single most effective advocate the business community has.”

# California Chamber Vote Record on Major Business Legislation for 2005

This report for the first year of the 2005-06 legislative session focuses on California legislators' floor votes on bills of priority to the California Chamber of Commerce.

This is the 30th vote record the Chamber has compiled. The Chamber publishes this report in response to numerous requests by member firms and local chambers of commerce that would like a gauge by which to measure their legislator's performance.

To help readers assess legislators' vote records, this year's charts group together bills in six main issue areas: education, excessive litigation, health insurance, labor, resource regulation and tax/fee increases.

## Partial Picture

No vote record can tell the entire story of a legislator's attitude and actions on issues important to business. Each year, legislators cast thousands of votes on thousands of proposed laws. To fully evaluate your legislative representative, consult the legislative journals and examine your legislator's votes in committee and on floor issues. You can view these on the legislative counsel's website at [www.leginfo.ca.gov](http://www.leginfo.ca.gov).

A number of anti-business bills were rejected by legislators in policy committees, thus stopping the proposals before they reached the floor for a vote. The vote record does not capture these votes.

All six bills sponsored by the Chamber to improve state labor laws failed to pass the first policy committee to review them; four were voted down, while two were held without a vote. Those committee votes appear on Page 11.

Most bills in this report cover major business issues that are of great concern to both small and large companies.

**The Chamber recognizes that there are many bills supported or opposed by business that are not included in this vote record and analysis.**

## Factors Considered

The Chamber considered the follow-

ing factors in selecting bills for the vote record:

- The bills and votes reflect legislators' attitudes toward private enterprise, fiscal responsibility and the business climate.
- Each bill was a priority for the Chamber in a particular field. Priority bills have appeared in the "Status Report" sections of *Alert*.
- The bills were voted upon on the floor of either the Senate or the Assem-



bly. This year the vote record covers 15 votes in the Senate and 12 votes in the Assembly.

- Unless otherwise noted, final floor votes are shown. Concurrence votes and conference report votes are considered final votes.

## When 'Not Voting' Helps

Sometimes a legislator is unwilling to vote against a colleague, but is willing to support the Chamber's opposition to a bill. In such cases, a legislator may abstain from voting, which will hinder passage of a bill, just as a "no" vote does. To recognize that not voting can aid the Chamber's opposition to a bill, the vote record includes the number of times legislators did not vote "aye" on a

Chamber-opposed bill in the total for the column listing actions "in accord with" the Chamber's position, if the legislator was not absent for the day.

## Priority Bills

### Education

● **AB 1609 (Liu; D-La Cañada Flintridge) - Vocational Education Requirements.** Promotes workplace readiness by informing the public of how many career technical classes are offered, the industries involved in the program, the number of students enrolled in these courses, and the graduation rates of students. Passed Senate September 6, 38-0. Assembly concurred in Senate amendments September 7, 79-0. Signed by Governor - Chapter 354, Statutes of 2005. Chamber supported.

● **SB 665 (Migden; D-San Francisco) - California Career Resource Network.** Promotes workplace readiness by providing students with valuable information about career paths and opportunities by creating the California Career Resources Network. Passed Senate, May 9, 38-0. Passed Assembly, August 18, 72-0. Signed by Governor - Chapter 208, Statutes of 2005. Chamber supported.

### Excessive Litigation

● **SB 109 (Ortiz; D-Sacramento) - Excessive Litigation.** Increases litigation costs and potential lawsuits by allowing for both civil and criminal penalties for specified air quality violations. Passed Senate, May 31, 21-18. Failed passage in Assembly September 7, 32-39. Chamber opposed/job killer.

● **SB 174 (Dunn; D-Garden Grove) - New "Sue Your Boss" Lawsuits.** Increases employer liability by providing new incentives for plaintiffs and their attorneys to file lawsuits by establishing new types of "sue your boss" lawsuits. Passed Senate June 1, 23-14. Passed Assembly August 31, 42-35. Vetoed. Chamber opposed/job killer.

● **SB 833 (Bowen; D-Redondo Beach) - Onerous Fax Communication Restrictions.** Increases costs by placing onerous administrative and economic bur-

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dens on businesses by in effect requiring written consent from their own customers and clients prior to sending certain fax communications. Passed Assembly, September 6, 47-32. Senate concurred in Assembly amendments, September 8, 34-1. Signed by Governor - Chapter 667, Statutes of 2005. Chamber opposed/job killer.

### **Health Insurance**

● **SB 399 (Escutia; D-Norwalk)**

- **Health Care Cost Increase.** Increases litigation costs on insurers and the self-insured by requiring medical payments in excess of Medi-Cal reimbursement rates and increasing non-economic damage awards. Passed Assembly, September 7, 43-34. Senate concurred in Assembly amendments, September 8, 21-12. Vetoed. Chamber opposed/job killer.

● **SB 840 (Kuehl; D-Santa Monica) - Government-Run Health Care.**

Imposes a government-run health care system on all Californians. Passed Senate, May 31, 25-15. In Assembly Rules Committee. Chamber opposed/job killer.

### **Labor**

● **AB 391 (Koretz; D-West Hollywood)**

- **Unemployment Insurance Benefit Expansion.** Increases the cost of doing business in California by forcing California employers to subsidize a strike against their own company by providing unemployment insurance benefits to workers unemployed due to a strike. Passed Assembly, June 1, 45-33. Passed Senate, August 31, 22-13. Vetoed. Chamber opposed/job killer.

● **AB 875 (Koretz; D-West Hollywood) - Government Agency Potential Harassment of Employers.** Opens the door to potential harassment by government labor and taxing agencies by requiring the referral of an unspecified labor violation to taxing agencies for a tax audit, exposing employers to an expensive, time-consuming fishing expedition for possible employer tax code violations. Passed Senate, September 1, 21-12. Assembly concurred in Senate amendments, September 6, 46-32. Vetoed. Chamber opposed/job killer.

● **AB 1310 (Nuñez; D-Los Angeles) - Severance Offers; Increased Litigation.**

Establishes new reasons to sue certain private sector employers by setting in statute a very detailed notice process that an employer must follow exactly in order to be able to utilize any severance agreement. Passed Senate, September 6, 21-15. Assembly concurred in Senate amendments, September 8, 43-34. Vetoed. Chamber opposed/job killer.

### **Resource Regulation**

● **AB 1101 (Oropeza; D-Long Beach) - Ports: Regulatory Complexity.** Hampers operations at ports, rail yards, distribution centers and airports by shifting regulatory authority over mobile emissions from state to local entities, creating a patchwork of potentially inconsistent regulations statewide, creating conflicts with federal law. Failed passage in Assembly June 2, 31-33. Placed on Assembly inactive file on motion of author. Chamber opposed/job killer.

● **SB 757 (Kehoe; D-San Diego) - Gas Reduction Mandate.**

Introduces a new mandate to reduce gasoline use without taking population growth into consideration, which would likely lead to a massive gas tax causing

higher gasoline prices, increased costs for consumer goods and thousands of lost jobs for California. Passed Senate, May 31, 21-15. Failed passage in Assembly Transportation Committee June 27, 6-5. Chamber opposed/job killer.

● **SB 764 (Lowenthal; D-Long Beach) - Ports: Goods Movement Cost Increase.** Increases the costs of goods movement and drives business and jobs from California ports by requiring the City of Los Angeles and the City of Long Beach to prohibit any growth at their respective ports unless that growth can be accomplished with no air pollution increases. Passed Senate, June 1, 22-15. In Assembly Transportation Committee. Chamber opposed/job killer.

● **SB 820 (Kuehl; D-Santa Monica) - New Groundwater Use Reporting Requirements.** Burdens landowners by imposing new groundwater use reporting requirements; levies penalties for failure

## Key to Using This Section

- Y means voted for bill.
- N means voted against bill.
- means not voting "aye" on a California Chamber-opposed bill.
- means not voting or absent.

**Boldface type indicates votes in accord with Chamber position.**

The last three columns are a tabulation of votes in accord with the Chamber position, not in accord with the Chamber and not voting or absent.



to report water usage; and requires small water districts to develop ag management plans. Passed Assembly, September 7, 49-27. Senate concurred in Assembly amendments, September 8, 21-16. Vetoed. Chamber opposed.

### **Tax/Fee Increases**

● **AB 6 (Chan; D-Oakland) - Personal Income Tax Increase.** Increases the tax burden on small business by increasing personal income tax rate to 10 and 11 percent and the alternative tax rate to 8.5 percent. Failed passage in Assembly; urgency clause refused adoption June 15, 46-32. Chamber opposed/job killer.

● **SB 760 (Lowenthal; D-Long Beach) - Ports: Goods Movement Cost Increase.** Increases the cost of goods movement in California by assessing a \$30 fee per twenty-foot equivalent unit on containers processed through the Los Angeles and Long Beach ports. Passed Senate, May 31, 22-15. Assembly Appropriations Committee hearing cancelled at request of author. Chamber opposed/job killer.

● **SB 762 (Lowenthal; D-Long Beach) - Ports: Cost Increase.** Makes California ports less competitive by assessing a fee on motor carriers and creating a government-run bureaucracy to regulate truck movement in and out of the state's major ports. Passed Senate, June 1, 25-14. Assembly Transportation hearing cancelled at request of author. Chamber opposed/job killer.

# 2005 Senate Vote Record

	<b>Education</b>		<b>Excessive Litigation</b>		<b>Health Insurance</b>		<b>Labor</b>			<b>Resource Regulation</b>			<b>Tax/Fee Increases</b>			<b>Total in Accord with Chamber</b>	<b>Not in Accord with Chamber</b>	<b>Not Voting or Absent</b>					
	AB 1609 - Vocational Education	SB 665 - Career Resources	SB 109 - Excessive Litigation	SB 174 - New 'Sue Your Boss'	SB 833 - Fax Communications	SB 399 - Cost Increase	SB 840 - Government-Run Care	AB 391 - UI Benefit Expansion	AB 875 - Potential Harassment	AB 1310 - Severance Offers	AB 1101 - Regulatory Complexity	SB 757 - Gas Reduction Mandate	SB 764 - Ports: Cost Increase	SB 820 - Groundwater Reporting	AB 6 - Personal Income Tax	SB 760 - Container Fee	SB 762 - Motor Carriers						
Aanestad, S. (R)	Y	Y	N	N	Y	Y	N	N	N	N	Failed passage in Assembly.	N	N	N	Failed passage in Assembly.	N	N	13	2	0			
Ackerman, D. (R)	Y	Y	N	N	Y	●	N	N	N	N		N	N	N		N	N	N	14	1	0		
Alarcón, R. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y	2	13	0		
Alquist, E. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y	2	13	0		
Ashburn, R. (R)	Y	Y	N	N	Y	N	N	N	N	N		N	N	N		N	N	N	14	1	0		
Battin, J. (R)	Y	Y	N	N	Y	N	N	●	●	N		Failed passage in Assembly.	N	N		N	Failed passage in Assembly.	N	N	14	1	0	
Bowen, D. (D)	Y	Y	●	Y	Y	Y	Y	Y	Y	Y			Y	Y		Y		Y	Y	Y	3	12	0
Campbell, J. (R)	Y	Y	N	N	Y	N	N	N	N	N			N	N		N		N	●	N	14	1	0
Cedillo, G. (D)	Y	Y	Y	Y	Y	Y	Y	●	●	Y			Y	Y		Y		Y	Y	Y	4	11	0
Chesbro, W. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y		Y		Y	Y	Y	2	13	0
Cox, D. (R)	Y	Y	N	N	Y	N	N	N	N	N	Failed passage in Assembly.		N	N	N	Failed passage in Assembly.		N	N	14	1	0	
Denham, J. (R)	Y	Y	N	N	Y	N	N	N	N	●			N	N	N			N	N	N	14	1	0
Ducheny, D. (D)	Y	Y	N	●	Y	Y	Y	Y	●	●			N	N	N			Y	Y	Y	9	6	0
Dunn, J. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y			Y	Y	Y	2	13	0
Dutton, B. (R)	Y	Y	N	N	●	N	N	N	N	N			N	N	N			N	N	N	15	0	0
Escutia, M. (D)	—	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y		Y	Y	1	13	1		
Figueroa, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	●		Y	Y	Y	●		Y	Y	4	11	0		
Florez, D. (D)	Y	Y	N	Y	Y	Y	Y	Y	Y	Y		●	●	N	Y		Y	Y	6	9	0		
Hollingsworth, D. (R)	Y	Y	N	N	N	N	N	N	N	N		N	N	N	N		N	N	15	0	0		
Kehoe, C. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y		Y	Y	2	13	0		
Kuehl, S. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	13	0				
Lowenthal, A. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	13	0				
Machado, M. (D)	Y	Y	N	Y	Y	●	Y	Y	●	N	●	●	Y	●	Y	Y	9	6	0				
Maldonado, A. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	14	1	0				
Margett, B. (R)	Y	—	N	N	Y	N	N	N	N	N	N	N	Y	N	N	N	12	2	1				
McClintock, T. (R)	Y	Y	N	N	●	N	N	N	N	N	N	N	N	N	N	N	15	0	0				
Migden, C. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	13	0				
Morrow, B. (R)	Y	Y	N	N	Y	●	N	N	●	N	N	●	N	N	N	N	14	1	0				
Murray, K. (D)	—	Y	Y	Y	●	●	Y	—	●	—	Y	Y	●	Y	Y	Y	5	7	3				
Ortiz, D. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	3	12	0				
Perata, D. (D)	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	3	12	0				
Poochigian, C. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	14	1	0				
Romero, G. (D)	Y	—	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	13	1				
Runner, G. (R)	Y	Y	N	●	●	N	N	●	●	N	●	N	N	N	N	N	15	0	0				
Scott, J. (D)	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	4	11	0				
Simitian, J. (D)	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	3	12	0				
Soto, N. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	13	0				
Speier, J. (D)	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	4	11	0				
Torlakson, T. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	13	0				
Vincent, E. (D)	Y	Y	Y	Y	—	—	Y	Y	Y	Y	Y	Y	—	Y	Y	Y	2	10	3				

# 2005 Assembly Vote Record

	<b>Education</b>		<b>Excessive Litigation</b>			<b>Health Insurance</b>		<b>Labor</b>			<b>Resource Regulation</b>		<b>Tax/Fee Increases</b>		<b>Total in Accord with Chamber</b>	<b>Not in Accord with Chamber</b>	<b>Not Voting or Absent</b>			
	AB 1609 - Vocational Education	SB 665 - Career Resources	SB 109 - Excessive Litigation	SB 174 - New 'Sue Your Boss'	SB 833 - Fax Communications	SB 399 - Cost Increase	SB 840 - Government-Run Care	AB 391 - UI Benefit Expansion	AB 875 - Potential Harassment	AB 1310 - Severance Offers	AB 1101 - Regulatory Complexity	SB 757 - Gas Reduction Mandate	SB 764 - Ports: Cost Increase	SB 820 - Groundwater Reporting	AB 6 - Personal Income Tax	SB 760 - Container Fee	SB 762 - Motor Carriers			
Aghazarian, G. (R)	Y	Y	N	N	N	N	In Assembly Rules.	N	N	N	N				N			12	0	0
Arambula, J. (D)	Y	Y	Y	Y	N	Y									Y			7	5	0
Baca, J. (D)	Y	Y	N	Y	N	Y		Y	Y	Y	N				Y			5	7	0
Bass, K. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Benoit, J. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Berg, P. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Bermúdez, R. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Blakeslee, S. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Bogh, R. (R)	Y	Y	N	N	Y	N		N	N	N	N				N			11	1	0
Calderon, R. (D)	Y	Y	N	N	Y	N		Y	Y	Y					Y			6	6	0
Canciamilla, J. (D)	Y	Y	N	N	Y	N		Y	Y	Y					Y			6	6	0
Chan, W. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y					Y			2	10	0
Chavez, E. (D)	Y	Y	N	Y	N	Y		Y	Y	Y					Y			5	7	0
Chu, J. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y					Y			2	10	0
Cogdill, D. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Cohn, R. (D)	Y	Y		Y	Y	Y		Y	Y	Y					Y			4	8	0
Coto, J. (D)	Y	Y	N	Y	Y	Y		Y	Y	Y					Y			4	8	0
Daucher, L. (R)	Y	Y	N	N	N	N		N	N	N	N				Y			11	1	0
De La Torre, H. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
DeVore, C. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Dymally, M. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Emmerson, B. (R)	Y	Y	N	N	N	N		N	N	N	N				Y			11	1	0
Evans, N. (D)	Y	—	Y	Y	Y	Y		Y	Y	Y	Y				Y			1	10	1
Frommer, D. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y					Y			3	9	0
Garcia, B. (R)	Y	Y	N	N	Y	N		N	N	N					N			11	1	0
Goldberg, J. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Gordon, M. (D)	**	**	**	**	**	**		**	**	**	**				**		**	**	**	**
Hancock, L. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Harman, T. (R)	Y	—	N	N	N	N		N	N	N	N				Y			10	1	1
Haynes, R. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Horton, J. (D)	Y	Y		Y	Y	Y		Y	Y	Y					Y			4	8	0
Horton, S. (R)	Y	—	N	N	Y	N		N	N	N					Y			9	2	1
Houston, G. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Huff, B. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0
Jones, D. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Karnette, B. (D)	Y	Y		Y	Y	Y		Y	Y	Y	Y				Y			3	9	0
Keene, R. (R)	Y	Y	N	N	Y	N		N	N	N	N				N			11	1	0
Klehs, J. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
Koretz, P. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y				Y			2	10	0
La Malfa, D. (R)	Y	Y	N	N	N	N		N	N	N	N				N			12	0	0

\*\*Assemblyman Mike Gordon (D) passed away on June 25, 2005. His successor, Assemblyman Ted Lieu (D), was sworn into office on September 21, 2005, after the Legislature adjourned for its interim recess.

# 2005 Assembly Vote Record

	<b>Education</b>		<b>Excessive Litigation</b>			<b>Health Insurance</b>		<b>Labor</b>			<b>Resource Regulation</b>		<b>Tax/Fee Increases</b>			<b>Total in Accord with Chamber</b>	<b>Not in Accord with Chamber</b>	<b>Not Voting or Absent</b>		
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La Suer, J. (R)	Y	—	N	N	N	N	In Assembly Rules.	N	N	N	N	Y	Y	Y	N	N	N	10	1	1
Laird, J. (D)	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10
Leno, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Leslie, T. (R)	Y	Y	N	N	N	N	N	N	N	●	N	N	N	N	N	N	N	12	0	0
Levine, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	3	9	0
Lieber, S. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Liu, C. (D)	Y	Y	Y	●	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	4	8	0
Matthews, B. (D)	Y	Y	N	N	N	Y	Y	N	Y	Y	N	N	N	Y	Y	Y	Y	8	4	0
Maze, B. (R)	Y	Y	N	N	N	●	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
McCarthy, K. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Montañez, C. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Mountjoy, D. (R)	Y	Y	N	N	N	N	Y	N	N	N	Y	Y	Y	Y	Y	Y	Y	12	0	0
Mullin, G. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Nakanishi, A. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	Y	Y	Y	Y	Y	Y	12	0	0
Nation, J. (D)	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	3	9	0
Nava, P. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	3	9	0
Negrete McLeod, G. (D)	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	4	8	0
Niello, R. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Núñez, F. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Oropeza, J. (D)	Y	Y	●	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	4	8	0
Parra, N. (D)	Y	Y	N	Y	Y	N	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	7	5	0
Pavley, F. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Plescia, G. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Richman, K. (R)	Y	Y	●	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Ridley-Thomas, M. (D)	Y	—	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	10	1
Runner, S. (R)	Y	—	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	11	0	1
Ruskin, I. (D)	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	3	9	0
Saldaña, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	2	10	0
Salinas, S. (D)	Y	—	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	2	9	1
Spitzer, T. (R)	Y	Y	●	N	N	N	Y	N	N	N	●	Y	Y	N	N	N	N	11	1	0
Strickland, A. (R)	Y	Y	N	N	Y	N	Y	N	N	N	N	N	N	N	N	N	N	11	1	0
Torrico, A. (D)	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	4	8	0
Tran, V. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	Y	Y	N	N	N	N	11	1	0
Umberg, T. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	●	Y	Y	Y	4	8	0
Vargas, J. (D)	Y	Y	●	Y	Y	●	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	5	7	0
Villines, M. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Walters, M. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Wolk, L. (D)	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	3	9	0
Wyland, M. (R)	Y	Y	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	12	0	0
Yee, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	3	9	0

# California Chamber Best Business Votes

Legislators are listed in descending order according to how often they voted in accord with the California Chamber of Commerce position (first number) versus how often their votes were not in accord with the Chamber's position (second number) in 2005. Total votes may not match the vote record because the tally for not voting or absent is not included in this list.

80% or more with Chamber	60%-79% with Chamber	40%-59% with Chamber	Less than 40% with Chamber
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## Senate

Dutton, Bob (R)	15-0
Hollingsworth, Dennis (R)	15-0
McClintock, Tom (R)	15-0
Runner, George (R)	15-0
Ackerman, Dick (R)	14-1
Ashburn, Roy (R)	14-1
Battin, Jim (R)	14-1
Campbell, John (R)	14-1
Cox, Dave (R)	14-1
Denham, Jeff (R)	14-1
Maldonado, Abel (R)	14-1
Morrow, Bill (R)	14-1
Poochigian, Charles (R)	14-1
Aanestad, Samuel (R)	13-2
Margett, Bob (R)	12-2
Ducheny, Denise Moreno (D)	9-6
Machado, Mike (D)	9-6
Florez, Dean (D)	6-9
Murray, Kevin (D)	5-7
Cedillo, Gilbert (D)	4-11
Figueroa, Liz (D)	4-11
Scott, Jack (D)	4-11
Speier, Jackie (D)	4-11
Bowen, Debra (D)	3-12
Ortiz, Deborah (D)	3-12
Perata, Don (D)	3-12
Simitian, Joe (D)	3-12
Vincent, Edward (D)	2-10
Alarcón, Richard (D)	2-13
Alquist, Elaine (D)	2-13
Chesbro, Wes (D)	2-13
Dunn, Joe (D)	2-13
Kehoe, Christine (D)	2-13
Kuehl, Sheila James (D)	2-13
Lowenthal, Alan (D)	2-13
Migden, Carole (D)	2-13
Soto, Nell (D)	2-13
Torlakson, Tom (D)	2-13
Escutia, Martha (D)	1-13
Romero, Gloria (D)	1-13

## Assembly

Aghazarian, Greg (R)	12-0
Benoit, John J. (R)	12-0
Blakeslee, Sam (R)	12-0
Cogdill, Dave (R)	12-0
DeVore, Chuck (R)	12-0
Haynes, Ray (R)	12-0
Houston, Guy (R)	12-0
Huff, Bob (R)	12-0
La Malfa, Doug (R)	12-0
Leslie, Tim (R)	12-0
Maze, Bill (R)	12-0
McCarthy, Kevin (R)	12-0
Mountjoy, Dennis (R)	12-0
Nakanishi, Alan (R)	12-0
Niello, Roger (R)	12-0
Plescia, George (R)	12-0
Richman, Keith (R)	12-0
Villines, Michael (R)	12-0
Walters, Mimi (R)	12-0
Wyland, Mark (R)	12-0
Runner, Sharon (R)	11-0
Bogh, Russ (R)	11-1
Daucher, Lynn (R)	11-1
Emmerson, Bill (R)	11-1
Garcia, Bonnie (R)	11-1
Keene, Rick (R)	11-1
Spitzer, Todd (R)	11-1
Strickland, Audra (R)	11-1
Tran, Van (R)	11-1
Harman, Tom (R)	10-1
La Suer, Jay (R)	10-1
Horton, Shirley (R)	9-2
Matthews, Barbara (D)	8-4
Arambula, Juan (D)	7-5
Parra, Nicole (D)	7-5
Calderon, Ron (D)	6-6
Canciamilla, Joseph (D)	6-6
Baca, Joe (D)	5-7
Chavez, Ed (D)	5-7
Vargas, Juan (D)	5-7

Cohn, Rebecca (D)	4-8
Coto, Joe (D)	4-8
Horton, Jerome (D)	4-8
Liu, Carol (D)	4-8
Negrete McLeod, Gloria (D)	4-8
Oropeza, Jenny (D)	4-8
Torrico, Alberto (D)	4-8
Umberg, Thomas (D)	4-8
Frommer, Dario (D)	3-9
Karnette, Betty (D)	3-9
Levine, Lloyd (D)	3-9
Nation, Joe (D)	3-9
Nava, Pedro (D)	3-9
Ruskin, Ira (D)	3-9
Wolk, Lois (D)	3-9
Yee, Leland (D)	3-9
Salinas, Simon (D)	2-9
Bass, Karen (D)	2-10
Berg, Patty (D)	2-10
Bermúdez, Rudy (D)	2-10
Chan, Wilma (D)	2-10
Chu, Judy (D)	2-10
De La Torre, Hector (D)	2-10
Dymally, Mervyn (D)	2-10
Goldberg, Jackie (D)	2-10
Hancock, Loni (D)	2-10
Jones, Dave (D)	2-10
Klehs, Johan (D)	2-10
Koretz, Paul (D)	2-10
Laird, John (D)	2-10
Leno, Mark (D)	2-10
Lieber, Sally (D)	2-10
Montañez, Cindy (D)	2-10
Mullin, Gene (D)	2-10
Núñez, Fabian (D)	2-10
Pavley, Fran (D)	2-10
Saldaña, Lori (D)	2-10
Evans, Noreen (D)	1-10
Ridley-Thomas, Mark (D)	1-10

\*\*Assemblyman Mike Gordon (D) - Deceased June 25, 2005.

\*\*Assemblyman Ted Lieu (D) - Sworn into office September 21, 2005.

## Policy Committee Majorities Block Chamber-Sponsored Labor Law Bills

On this page are the policy committee votes that prevented action this year on California Chamber of Commerce-sponsored bills to improve state labor laws.

The Chamber-sponsored bills and their status at the end of the legislative year are as follows. Two bills were not voted upon by policy committees this year. All bills may be considered again next year.

● **AB 20 (Leslie; R-Tahoe City)**  
**- Stops Predatory ADA Lawsuits.** Helps stop predatory Americans with Disabilities Act (ADA) litigation by establishing much-needed definitions of what constitutes an ADA access barrier and to whom it constitutes a barrier, among other provisions. In Assembly Judiciary Committee.

● **AB 640 (Tran; R-Garden Grove)**

**- Flexible Work Hours.** Helps employees achieve greater flexibility in work schedules by allowing individual workers to request and their employers to mutually agree to a four-day workweek. Failed to pass Assembly Labor and Employment Committee, April 20, 2-6. Reconsideration granted.

● **AB 793 (Benoit; R-Riverside)**  
**- Employment Tax Amnesty.** Increases revenue level of nearly insolvent Unemployment Insurance Trust Fund by creating a one-time unemployment insurance tax amnesty program. Failed to pass Assembly Insurance Committee, April 20, 4-6. Reconsideration granted.

● **AB 822 (Benoit; R-Riverside)**  
**- Paycheck Cards.** Expands employer's options for compensating employees to

include electronic paycheck cards. In Assembly Labor and Employment.

● **AB 1709 (Wyland; R-Del Mar) - Workplace Postings.** Reduces confusion and increases understanding of workplace rights and responsibilities by requiring all workplace posters to be written simply and in plain language. Failed to pass Assembly Labor and Employment on April 20, 2-5. Reconsideration granted.

● **SB 855 (Poochigian; R-Fresno)**  
**- Stops Predatory ADA Lawsuits.** Helps stop predatory shakedown ADA lawsuits by requiring a specific notice of intent to sue and brief period of time where a business can repair an ADA access problem. Failed to pass Senate Judiciary Committee, May 3, 2-3. Reconsideration granted.

### Assembly Labor and Employment Committee

#### Vote on AB 640

*Ayes*

**Houston (R-Livermore)**  
**Nakanishi (R-Lodi)**

*Noes*

Chan (D-Oakland)  
 Chu (D-Monterey Park)  
 Klehs (D-Castro Valley)  
 Koretz (D-West Hollywood)  
 Laird (D-Santa Cruz)  
 Leno (D-San Francisco)

#### Vote on AB 1709

*Ayes*

**Houston (R-Livermore)**  
**Nakanishi (R-Lodi)**

*Noes*

Chan (D-Oakland)  
 Chu (D-Monterey Park)  
 Klehs (D-Castro Valley)  
 Koretz (D-West Hollywood)  
 Laird (D-Santa Cruz)

*Absent/abstaining/not voting*  
 Leno (D-San Francisco)

### Assembly Insurance Committee

#### Vote on AB 793

*Ayes*

**Benoit (R-Riverside)**  
**Bogh (R-Beaumont)**  
**Mountjoy (R-Monrovia)**  
**Umberg (D-Santa Ana)**

*Noes*

Calderon (D-Montebello)  
 Frommer (D-Glendale)  
 Karnette (D-Long Beach)  
 Lieber (D-Mountain View)  
 Nava (D-Santa Barbara)  
 Vargas (D-San Diego)

### Senate Judiciary Committee

#### Vote on SB 855

*Ayes*

**Ackerman (R-Tustin)**  
**Morrow (R-Oceanside)**

*Noes*

Cedillo (D-Los Angeles)  
 Figueroa (D-Fremont)  
 Kuehl (D-Santa Monica)

*Absent/abstaining/not voting*  
 Dunn (D-Garden Grove)  
 Escutia (D-Norwalk)

## Deadline Approaching Quickly to Complete Sexual Harassment Training

California law, AB 1825, mandates two hours of sexual harassment training for supervisors before January 1, 2006 for employers of 50 or more. We offer two easy, cost-effective ways to train your supervisors and protect your company.

*Preventing Harassment in the Workplace* online training helps you meet the mandatory requirements the easy way:

- Significant savings over in-person training
- Supervisors can train at their own pace
- Questions go directly to the course instructor, a legal expert
- Record-keeping tools track who has taken the course and automatically e-mail reminders to those who haven't completed it

In addition to our online training, we also offer **two live web seminar courses for supervisors.**

Register each of your supervisors now for one or both of these valuable one-hour interactive web seminars. This interactive forum has all the benefits of a live presentation — including answers to questions — without the cost of an on-site expert.

**Intro SH Supervisors Web Seminar - 11/15/05**

**Advanced SH Supervisors Web Seminar - 12/1/05**



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