

ALERT

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Assembly OKs Bill Inflating Businesses' Liability Costs



A California Chamber of Commerce-opposed "job killer" bill that creates uncertainty, inefficiency and unpredictability for litigants passed the Assembly this week.

AB 1208 (C. Calderon; D-Montebello) further aggravates California's reputation as a bad place to do business by decentralizing control of trial court funds.

The legislation goes far beyond increasing the fiscal accountability of the judicial branch, and instead blurs the separation of powers between the legislative and judicial branches.

Harms Statewide Programs

AB 1208 will undermine uniformity of the laws and rules governing state courts and harm statewide court programs,

creating uncertainty and unpredictability for California employers and other litigants, and driving more employers from the state and harming the economy.

Other problems with AB 1208 include:

- Grants the Legislature inappropriate influence over management of the judicial branch, including prioritizing funding and making substantive decisions about how to promote efficiencies and cost-saving measures, and ensure equal access to justice.

- Allows two to three courts to override important judicial branch policies and statewide needs.

- Prevents helping courts in dire emergencies. By requiring the Judicial Council to allocate every dollar that is appropriated for trial court operations, the bill eliminates the ability of the Judicial Council to set aside money to assist courts dealing with especially difficult fiscal circumstances.

See Assembly: Page 4

California Supreme Court Backs Use of New Senate Maps for 2012 Elections



The California Supreme Court has ruled that candidates for state Senate should run this year in the new districts drawn by the Citizens Redistricting Commission.

The commission's certified state Senate map "is the alternative most consistent with the constitutional scheme and criteria embodied in the federal and state Constitutions," Chief Justice Tani Cantil-Sakauye wrote in the unanimous ruling.

The California Republican Party, the sponsor of a referendum challenge to the Senate maps, had asked the court use one of several alternatives to the commission lines for this year's elections.

See State: Page 4

Free Political Speech Protected; CalChamber-Opposed Bill Fails in Assembly



A California Chamber of Commerce-opposed bill that would have inhibited protected free speech in the political process by making significant and

OPPOSE

onerous changes to required disclosures on campaign advertisements and slate mailers failed to pass the Assembly this week.

AB 1148 (Brownley; D-Santa Monica) required a candidate or ballot measure appearing in the slate mailer to be designated by an asterisk if the slate mailer organization or committee primarily formed to support or oppose one or more ballot measures that is sending the slate mailer has received payment to include the candidate or ballot measure in the slate mailer.

The CalChamber believes AB 1148 is unnecessary and does not serve an overriding state interest, but rather is intended to have a chilling effect on businesses' and individuals' willingness to participate in the election process.

Current Law

Current law requires disclosure on campaign advertisements and slate mailers, which serves the state's interest in providing voters with information about a

See Free: Page 6

Inside

FAQ Update on Wage Notice: Page 3

Labor Law Corner

Employers Need Not Provide Work Tools to Certain Employees



Gary Hermann
HR Adviser

Must employees be paid twice the minimum wage if the employer fails to provide necessary tools?

No. The requirement in the Industrial Welfare Commission orders to pay twice the minimum wage is not a wage requirement provision. It merely creates an exception to the requirement that an employer must provide tools or equipment

either required by the employer or that are necessary for the job.

Exception

The language in Section 9 of the IWC Orders provides: "When tools or equipment are required by the employer or are necessary to the performance of a job, such tools and equipment shall be provided and maintained by the employer, except that an employee whose wages are at least two (2) times the minimum wage provided herein may be required to provide and maintain hand tools and equipment customarily required by the trade or craft."

It should be noted that the exception is quite narrow. In the statement as to the basis for the orders, it is noted that it is limited to hand (as opposed to power) tools and personal equipment, such as tool belts or tool boxes that are needed by the employee to secure those hand tools. Such hand tools and equipment must be customarily required in a recognized trade or craft.

Liability for Tool Costs

If the employee's rate is less than two times the minimum wage and the employer fails to provide the tools or equipment, the exception would not apply. However, such failure would result in the employer being liable for the cost of the tools or equipment under Labor Code Section 2802.

That section provides that an employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in the direct consequence of the performance of his/her duties, or in his/her obedience to the directions of the employer.

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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Home page: www.calchamber.com.*

CalChamber-Sponsored Seminars/Trade Shows

More information at
www.calchamber.com/events.

Business Resources

Farm-to-Table Tour in California.

Culinary One Investments Group.
February 12–18. (916) 799-8345.

REACH Workshop. Tetra Tech. March 27, Los Angeles. (734) 213-5057.

International Trade

Basics of Exporting—Webinars. U.S. Department of Commerce. February 8: Selecting a Freight Forwarder; February 22: Export Documentation; February 23: Colombia and Panama Free Trade Agreements, Market Briefing; March 7: Introduction to Foreign Trade Regulations; March 21: Understanding Free Trade Agreements. (800) 872-8723.

Export Training Assistance Program (ETAP). Riverside County Economic Development Agency. February 8, 22; March 7, 21; April 4. (714) 564-5414.

World Ag Expo. California State Trade and Export Promotion (STEP). February 14–16, Tulare.

(209) 384-5892.

Visit California Outlook Forum. Tourism Board of California. February 21–23, Sacramento. (916) 319-5422.

CeBIT. California STEP. March 6–10, Hannover, Germany.

International Environment Expo. California STEP. March 7–9, Shanghai, China. (310) 973-3161.

See CalChamber-Sponsored: Next Page

CalChamber Calendar

Environmental Committee:

March 8, La Jolla

Water Committee

March 8, La Jolla

Board of Directors:

March 8–9, La Jolla

International Trade Breakfast:

March 9, La Jolla

CalChamber Fundraising Committee:

March 9, La Jolla

Taking Your Chamber's PAC to the Next

Level: March 16, Sacramento



Labor Commissioner Updates FAQ Guidance on New Wage Notice

The California Labor Commissioner has updated the online guidelines and frequently asked questions (FAQs) about the law that took effect January 1 requiring employers to provide nonexempt employees with a notice at the time of hire containing specified wage information.

The notice requirement was put in place by AB 469 (Swanson; D-Alameda), the Wage Theft Protection Act of 2011. AB 469 amended the Labor Code to add Section 2810.5, which requires employers to provide a written notice to nonexempt employees at the time of hire. This law also increases penalties for wage violations.

A new form prepared by the Labor Commissioner contains all required information for the notice. The new notice is available for download from *HRCalifornia*.

Guidance for Employers

In addition to specifying information to include in the notice, the legislation authorized the Labor Commissioner to include other information the Labor Commissioner deemed “material and necessary.”

Using this provision, the Labor Commissioner placed additional

requirements on the form that caused concern for employers.

For instance, the form requires the employer to identify “any other business or entity” that the company uses to “hire employees or administer wages or benefits,” such as a professional staffing agency.

The form also requires the employer to check a box indicating whether there is an oral or written agreement with the employee. These requirements were not in the original legislation, but apparently were deemed “material and necessary” by the Labor Commissioner.

Questions

Employers sought guidance from the Labor Commissioner regarding how to implement the new notice requirement. For instance, employers sought guidance regarding:

- When does a “hire” occur for purposes of providing the required notice? According to the FAQs, the employer must provide the notice to new hires “reasonably close in time to the inception of the employment relationship,” whether that relationship is created by acceptance of an offer or only by commencing employment.
- What should an employer do if the employee has multiple hourly pay rates or

piece rates? If an employee has multiple pay rates, according to the FAQs, “all applicable rates must be provided in the notice (or may be attached as a separate sheet to the notice with a clear reference in the notice to the attachment. . .).”

While attempting to address many questions from the employer community, the revised FAQ has also caused some additional confusion.

For instance, in FAQ number 2, the Labor Commissioner recommends providing the new notice to current employees, citing this as a “best practice.” However, the statute specifically states that the notice must be provided only at the time of hire.

Many in the business community are urging clarification from the Labor Commissioner and potential revisions to the form.

The California Chamber of Commerce will continue to keep members up-to-date with any new information or guidance. Employers are also advised to visit the Labor Commissioner’s website for current guidance: www.dir.ca.gov/DLSE/dlse.html.

The Labor Commissioner’s updated guidelines and FAQs are available at www.dir.ca.gov/dlse/FAQs-NoticeToEmployee.html.

Staff Contact: Gail Cecchetti Whaley

CalChamber-Sponsored Seminars/Trade Shows

From Previous Page

Trade Connect-CalAgX Export Training. Port of Los Angeles. March 8–May 17, California. (310) 732-7765.
COSMOPROF Worldwide. California STEP. March 9–12, Bologna, Italy. (562) 938-5018.
GLOBE 2012. GLOBE. March 14–16, Vancouver, Canada. (800) 274-6097.
WorldBEX. California STEP and Northern California Regional Center for International Trade Development. March 14–18, Manila, Philippines and Singapore. (916) 563-3222.
China Trade Mission and Import Expo. California Asian Pacific Chamber and CalChamber. March 25–April 1,

Kunshan, China. (916) 446-7883.
Sri Lanka Expo 2012. Sri Lanka Consulate. March 28–30, Colombo, Sri Lanka. (213) 387-0214.
Ag Trade Mission to Asia. California STEP and Fresno Center for International Trade Development. April 21–28, China and South Korea. (559) 324-6401.
Hannover Messe—Technology Meets Progress. Deutsche Messe. April 23–27, Hannover, Germany.
Aquatech India. California STEP and World Trade Center San Diego. April 25–29, Delhi, India. (619) 615-0868.
Annual Investment Meeting. United Arab Emirates Ministry of Foreign

Trade. May 1–3, Dubai, United Arab Emirates. (714) 214-9749.

Labor Law

Technology and the Workplace Webinar. CalChamber. February 16. (800) 331-8877.
Recordkeeping 101 Webinar. CalChamber. March 15. (800) 331-8877.
HR 101: Intro to HR Administration Seminar. CalChamber. April 11, Sacramento. (800) 331-8877.
Performance Evaluations, Discipline and Termination. CalChamber. April 12, Sacramento. (800) 331-8877.
Hiring, Onboarding and Recordkeeping 101. CalChamber. April 12, Sacramento. (800) 331-8877.

Air Resources Board OKs New Emission Rules for Cars, Light Trucks

The California Air Resources Board (ARB) has approved a package of new emission rules for cars and light trucks for model years 2017 to 2025.

The ARB calls the package its “Advanced Clean Car Program” and says it combines “the control of smog-causing pollutants and greenhouse gas emissions into a single coordinated package of requirements.”

In development for three years, the program is made up of four parts:

- Reducing the greenhouse gas emissions standard by 34% compared to 2016;

- Reducing smog-forming pollution by another 75% from 2014 levels “to help meet more stringent federal air quality standards expected in the next few years.”

- Zero emissions vehicle (ZEV) regulation: ARB states the rule will put more than 1.4 million ZEVs on the road by 2025—15.4% of new vehicle sales that year. The rule builds on the program in place since 1990, according to the ARB,

and will put California on a path to reduce greenhouse gas emissions by 80% in 2050.

- Clean fuels outlet. This rule is “designed to support the commercialization of zero-emission hydrogen fuel cell vehicles planned by vehicle manufacturers by 2015, which will require increased numbers of hydrogen fueling stations.”

More information is available on the ARB website, www.arb.ca.gov.

Staff Contact: Brenda Coleman

Assembly Approves Bill Inflating Businesses’ Liability Costs

From Page 1

- Allows a single court to benefit at the expense of the entire justice system. For example, a court could choose to keep extra funds to upgrade its facilities, preventing the branch from using those resources to provide legal services for the poor systemwide or prevent court shutdowns at a court facing greater financial hardship.

Key Vote

The January 30 vote on AB 1208 was: 41-25.

Ayes: Allen (D-Santa Rosa), Beall (D-San Jose), Bradford (D-Gardena), Butler (D-Marina del Rey), C. Calderon (D-Montebello), Cedillo (D-Los Angeles), Davis (D-Los Angeles), Eng (D-Monterey Park), Fletcher (R-San Diego), Fuentes (D-Sylmar), Furutani (D-South Los Angeles County), B. Gaines (R-Roseville), Galgiani (D-Livingston), Garrick (R-Carlsbad), Grove (R-Bakersfield), Hagman (R-Chino Hills), Hall (D-Los Angeles), Harkey

(R-Dana Point), R. Hernández (D-West Covina), Hill (D-San Mateo), Huber (D-El Dorado Hills), Hueso (D-Logan Heights), Jeffries (R-Lake Elsinore), Jones (R-Santee), B. Lowenthal (D-Long Beach), Ma (D-San Francisco), Mansoor (R-Costa Mesa), Mendoza (D-Artesia), Miller (R-Corona), Norby (R-Fullerton), Pan (D-Sacramento), John A. Pérez (D-Los Angeles), Silva (R-Huntington Beach), Skinner (D-Berkeley), Smyth (R-Santa Clarita), Solorio (D-Anaheim), Swanson (D-Alameda), Torres (D-Pomona), Valadao (R-Hanford), Wagner (R-Irvine), Williams (D-Santa Barbara).

Noes: Achadjian (R-San Luis Obispo), Alejo (D-Watsonville), Atkins (D-South Park/Golden Hill), B. Berryhill (R-Ceres), Brownley (D-Santa Monica), Buchanan (D-Alamo), Campos (D-San Jose), Carter (D-Rialto), Chesbro (D-North Coast), Conway (R-Tulare), Cook (R-Yucca Valley), Dickinson (D-Sacramento), Feuer (D-Los

Angeles), Gatto (D-Los Angeles), Halderman (R-Fresno), Hayashi (D-Hayward), Huffman (D-San Rafael), Logue (R-Linda), Monning (D-Carmel), Morrell (R-Rancho Cucamonga), Nestande (R-Palm Desert), Nielsen (R-Gerber), Olsen (R-Modesto), Portantino (D-La Cañada Flintridge), Yamada (D-Davis).

Absent/abstaining/not voting: Ammiano (D-San Francisco), Block (D-San Diego), Blumenfield (D-San Fernando Valley), Bonilla (D-Concord), Donnelly (R-Twin Peaks), Fong (D-Cupertino), Gordon (D-Menlo Park), Gorell (R-Camarillo), Knight (R-Antelope Valley), Lara (D-Los Angeles), Mitchell (D-Los Angeles), Perea (D-Fresno), V. M. Pérez (D-Coachella), Wieckowski (D-Fremont).

It was reported by *The Sacramento Bee* on February 1 that Senate leadership is not likely to move the bill anytime soon.

Staff Contact: Mira Guertin

State High Court Backs Use of New Senate Maps for 2012 Elections

From Page 1

The hand count of signatures submitted is scheduled to be completed by February 24 to determine whether the commission’s Senate districts will go to the voters in November.

The Supreme Court said the commission’s Senate maps should be used even if

the referendum qualifies for the ballot.

The redistricting commission was established by Proposition 11, a 2008 initiative supported by the California Chamber of Commerce to take the redrawing of political district boundaries away from legislators and put it in the hands of the citizens commission.

In addition, due to CalChamber-supported and voter-approved Proposition 14, the top two open primary system starts this June and will create more competitive general elections to help elect more pro-jobs legislators.

Staff Contact: Martin Wilson

Fortune Ranks 27 CalChamber Members on '100 Best Companies to Work For' List

Each year, *Fortune* magazine reveals which companies in the nation are considered the best to work for, and each year, many California Chamber of Commerce members grace the magazine's list.

For 2012, 27 CalChamber members have been featured in the magazine's rankings, which list employers that "offer dream workplaces."

Companies nominate themselves by going through a detailed application process. Two-thirds of each company's score relies on an employee survey sent to a random sample of employees from the company. The remaining third is based on *Fortune's* audit, which includes detailed questions about pay and benefits, and open-ended questions on hiring, communication and diversity.



Best to Work For

The following CalChamber members made *Fortune's* 2012 list of the "100 Best Companies to Work For." Company headquarters are noted in parentheses.

- **NetApp (Sunnyvale, CA). Ranked 6.** The data storage firm's pay-for-performance program triggered huge bonuses last year when revenues shot up from \$3.9 billion to \$5 billion. Employees received payouts of up to 31% of their salary.

- **Mercedes-Benz USA (Montvale, NJ). Ranked 12.** To celebrate the 125th anniversary of Karl Benz's invention of the automobile, the company gave bonuses based on tenure—workers in the U.S. with more than 14 years of service got \$1,400.

- **NuStar Energy (San Antonio, TX). Ranked 15.** The company has never had a layoff, pays 100% of its workers' health insurance premiums, and matches 401(k) contributions up to 6% of pay. It also lends the corporate jet to employees in times of crisis.

- **USAA (San Antonio, TX). Ranked 20.** Employees at the financial services firm for military members work in the largest private office building in the U.S. Among its features: a medical clinic, an indoor walking path, and tennis, basketball and volleyball courts.

- **The Container Store (Coppell, TX). Ranked 22.** Employees here heap

praise on management for avoiding layoffs during the recession and for an attentiveness to well-being that includes handing out cold water at distribution centers during the summer months.

- **Alston & Bird (Atlanta, GA). Ranked 24.** Support staff at law firms are often ignored, but here they join task forces with lawyers and meet regularly to discuss operations, which the firm says "creates opportunities for all our staff members to make contributions."

- **Bingham McCutchen (Boston, MA). Ranked 30.** "Prima donnas and malicious jerks are practically unknown here. Yes, we're a law firm! I know, it's miraculous." That employee comment—plus generous benefits—explains why Bingham is an eight-year veteran of *Fortune's* list.

- **Whole Foods Market (Austin, TX). Ranked 32.** Occupy protesters might look kindly at the nation's biggest natural-foods grocer, since it caps salaries of executives at 19 times the average full-time salary. Co-founder John Mackey's 2006 pay reduction to \$1 a year is still in effect.

- **Millennium: The Takeda Oncology Co. (Cambridge, MA). Ranked 35.** Motivated by a mission, well-compensated scientists work here to develop cancer-fighting treatments—and are rewarded with rich pay and benefit packages rivaling those of top-tier drug companies.

- **St. Jude Children's Research Hospital (Memphis, TN). Ranked 39.** No family, regardless of income, pays anything out of pocket for care at this prestigious Southern non-profit. Employees take pride in that—and enjoy a wide range of perks, including a company garden and subsidized tuition.

- **SVB Financial Group (Santa Clara, CA). Ranked 40.** At this Silicon Valley bank serving the tech, finance and winery worlds, employees get to share warrants enabling them to participate in the equity offerings of its startup clients when they go public.

- **Intel (Santa Clara, CA). Ranked 46.** The chipmaker moves people to new positions every 18 to 24 months, on average, to encourage them to explore new fields. (New hires are told, "Welcome to your next five jobs.")

- **American Fidelity Assurance (Oklahoma City, OK). Ranked 47.** Nearly half this insurer's workforce is over age 45, and 18% have been here more than 20 years. All employees get an annual holiday bonus or incentive package, plus a defined-benefit pension plan.

- **PricewaterhouseCoopers (New York, NY). Ranked 48.** The global consulting firm recently launched a "reverse-mentoring program" where junior staff help senior staff understand Millennials.

- **Ernst & Young (New York, NY). Ranked 59.** Last year the firm launched "EY Connect Day"—employees logged more than 38,000 volunteer hours and celebrated in 60 locations in the Americas.

- **Nordstrom (Seattle, WA). Ranked 61.** The average wage for retail salespeople is \$12 an hour; at Nordstrom it's \$19.18. With commissions, some make more than \$200,000 a year.

- **General Mills (Minneapolis, MN). Ranked 63.** The food giant says it offers careers, not jobs: 85% of officers were promoted from within, and nearly half started in entry-level positions.

- **Deloitte (New York, NY). Ranked 67.** Consultancy doubled down on employee development last year with the addition of a new \$300 million training campus in Westlake, Texas.

See *Fortune*: Next Page

Fortune: 27 CalChamber Members on '100 Best Companies to Work For' List

From Previous Page

● **Starbucks (Seattle, WA). Ranked 73.** The company's massive part-time workforce—some 95,000 employees—gets full health insurance benefits, stock awards—and free coffee.

● **Microsoft (Redmond, WA). Ranked 76.** Software engineers are paid an average of \$118,000, with a \$13,800 bonus, and there are perks galore here, including an organic spa.

● **Mattel (El Segundo, CA). Ranked 79.** The offices close at 1 p.m. every Friday at the world's largest toy company, and everyone gets paid time off to volunteer in schools.

● **Bright Horizons Family Solutions (Watertown, MA). Ranked 83.** The company offers benefits rare for the

child-care industry, including higher pay, a generous 401(k) plan, and access to training and development programs.

● **Booz Allen Hamilton (McLean, VA). Ranked 84.** Two-thirds of employees work compressed workweeks or flexible hours at this management consultancy, which went public in November 2010.

● **Cisco (San Jose, CA). Ranked 90.** A rough year that included major layoffs made employees uneasy—and triggered the biggest drop in the rankings. But benefits are generous—and intact.

● **CarMax (Richmond, VA). Ranked 91.** CEO Tom Folliard shows up at sites that meet sales goals and serves up a steak dinner—sometimes twice to make sure both shifts are honored.

● **Accenture (New York, NY). Ranked 92.** Of the management consultancy's top 23 officers, five are women. The firm also spends \$600 million each year on training and development.

● **KPMG (New York, NY). Ranked 94.** To commemorate the 10th anniversary of 9/11, the audit firm gave each employee extra paid time off to volunteer, on top of the 12 hours given annually.

More Information

The "Best Companies" complete list can be viewed at money.cnn.com/magazines/fortune/best-companies/2012. The ranking will be featured in the magazine's February 6 issue.

Free Political Speech Protected; CalChamber-Opposed Bill Fails

From Page 1

candidate's or ballot measure's supporters and opponents.

The proponents argued that AB 1148 will disclose who is paying for ads. Current law makes corporate contributions public and available in mandated Fair Political Practices Commission Major Donor reports. The Secretary of State website also contains a user-friendly political activity database.

Violates First Amendment

More important, AB 1148 appears to violate the guarantees to free speech in the U.S. and California Constitutions. The U.S. Supreme Court has ruled that the First Amendment does not permit laws that interfere with protected free speech. The freedom to express one's political viewpoint without fear of repercussions is a principle upon which the First Amendment was founded.

Indeed, the U.S. Supreme Court in *McIntyre vs. Ohio Election Commission* ruled that the freedom to publish anonymously is protected by the First Amendment and "extends beyond the literary realm" to the advocacy of political causes. When a law burdens such anonymous speech, the court applies "exacting scrutiny" [and we] "uphold the restriction only if it is narrowly tailored to serve an overriding state interest."

All participants in the election process

have the right to privacy, freedom of association and protection against retaliation and harassment. The CalChamber believes that no one should use "disclosure" as a means to silence the speech of groups with which they disagree.

Key Vote

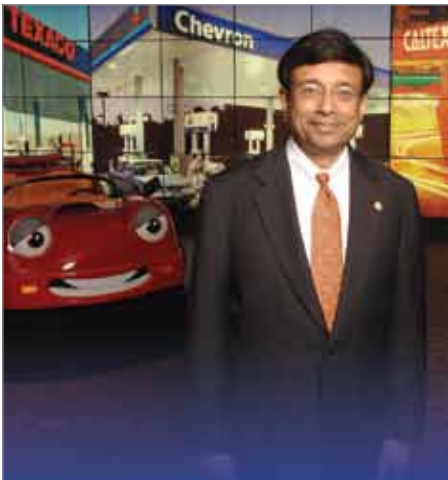
The January 31 vote on AB 1148 was 52-26, two votes short of the 54 needed to pass the bill.

Ayes: Alejo (D-Watsonville), Allen (D-Santa Rosa), Ammiano (D-San Francisco), Atkins (D-South Park/Golden Hill), Beall (D-San Jose), Block (D-San Diego), Blumenfield (D-San Fernando Valley), Bonilla (D-Concord), Bradford (D-Gardena), Brownley (D-Santa Monica), Buchanan (D-Alamo), Butler (D-Marina del Rey), C. Calderon (D-Montebello), Campos (D-San Jose), Carter (D-Rialto), Cedillo (D-Los Angeles), Chesbro (D-North Coast), Davis (D-Los Angeles), Dickinson (D-Sacramento), Eng (D-Monterey Park), Feuer (D-Los Angeles), Fletcher (R-San Diego), Fong (D-Cupertino), Fuentes (D-Sylmar), Furutani (D-South Los Angeles County), Gatto (D-Los Angeles), Gordon (D-Menlo Park), Hall (D-Los Angeles), Hayashi (D-Hayward), R. Hernández (D-West Covina), Hill (D-San Mateo), Huber (D-El Dorado Hills), Hueso (D-Logan Heights), Huffman (D-San Rafael),

Lara (D-Los Angeles), B. Lowenthal (D-Long Beach), Ma (D-San Francisco), Mendoza (D-Artesia), Mitchell (D-Los Angeles), Monning (D-Carmel), Pan (D-Sacramento), Perea (D-Fresno), John A. Pérez (D-Los Angeles), V. M. Pérez (D-Coachella), Portantino (D-La Cañada Flintridge), Skinner (D-Berkeley), Solorio (D-Anaheim), Swanson (D-Alameda), Torres (D-Pomona), Wiekowski (D-Fremont), Williams (D-Santa Barbara), Yamada (D-Davis).

Noes: Achadjian (R-San Luis Obispo), B. Berryhill (R-Ceres), Conway (R-Tulare), Cook (R-Yucca Valley), Donnelly (R-Twin Peaks), B. Gaines (R-Roseville), Galgiani (D-Livingston), Garrick (R-Carlsbad), Grove (R-Bakersfield), Hagman (R-Chino Hills), Halderman (R-Fresno), Harkey (R-Dana Point), Jeffries (R-Lake Elsinore), Jones (R-Santee), Knight (R-Antelope Valley), Logue (R-Linda), Mansoor (R-Costa Mesa), Miller (R-Corona), Morrell (R-Rancho Cucamonga), Nestande (R-Palm Desert), Nielsen (R-Gerber), Norby (R-Fullerton), Olsen (R-Modesto), Silva (R-Huntington Beach), Smyth (R-Santa Clarita), Wagner (R-Irvine).

Absent/abstaining/not voting: Gorell (R-Camarillo), Valadao (R-Hanford).
Staff Contact: Jeanne Cain



Advocacy Return on Investment

Working to create certainty for business,
limit regulation and reduce costs

“The California Chamber of Commerce works tirelessly to create the right climate for innovation and job creation to assure California retains its leadership in the global economy.”

S. Shariq Yosufzai
Vice President
Chevron Corporation
2011 CalChamber Chair

CAPITOL WATCHDOG

Each year CalChamber tracks more than 3,000 legislative proposals on behalf of member businesses.

MAJOR VICTORIES

CalChamber scores major victories for employers through targeted advocacy and political action. Check out: www.calchamber.com/majorvictories

ABOUT US

CalChamber is the largest, broad-based business advocate, working at the state and federal levels to influence government actions affecting all California business. As a not-for-profit, we leverage our front-line knowledge of laws and regulations to provide affordable and easy-to-use compliance products and services.

2011 Sample Return on Investment for CalChamber Members

Increased Transportation Costs Stalled (AB 638)	\$19.5 Billion Saved
Climate Change Tax Increase Stalled (SB 237, SB 535)	\$16 Billion Saved
Paid Sick Leave Mandate Stalled (AB 400)	\$4.6 Billion Saved
Polystyrene Food Container Ban Stalled (SB 568)	\$2 Billion Saved
Electricity Ratepayer Tax Stopped (AB 724)	\$400 Million Saved
Extension of Temporary Disability Benefit Vetoed (AB 947)	\$200 Million Saved
Hidden Tax Increase Stalled (AB 832)	\$100 Million Saved
Bill Lowering Frictional Costs in Workers' Compensation Signed (AB 335)	\$42 Million Saved
Legislation Undermining Efficient Dispute Resolution Killed (AB 1062)	\$10 Million Saved
Expansion of Costly Presumptions in Workers' Compensation Defeated (AB 375)	\$2.5 Million Saved
Onerous Requirements on Oil/Gas Production Stalled (AB 591)	\$1.5 Million Saved
Delays in Workers' Compensation Cases Vetoed (AB 584)	\$250,000 Saved
Total Definable Return	\$42.856 Billion
Return Per California Employee	\$3,555

Other Savings from Legislation Defeated

Unpaid Bereavement Leave Vetoed (AB 325)	\$70,000 per lawsuit
New Tax on Foreclosures Defeated (AB 935)	\$20,000 per foreclosure
Increased Agricultural Costs Vetoed (SB 104)	\$10,000 per agricultural employee
Costly Employee Retention Mandate Defeated (AB 350)	\$10,000 per property service employee
Automatic Minimum Wage Increase Stalled (AB 10)	\$1,040 per minimum wage employee

Free Trade Agreements

Approval of U.S. free trade agreements with Korea, Colombia and Panama expands market opportunities beyond the \$8.7 billion California already exports to these nations.



LIVE WEBINAR | FEBRUARY 16, 2012 | 10 – 11:30 A.M. PST

What's your company's policy on social media use at work?

The risks and benefits associated with social media in the workplace continue to evolve, leaving many unanswered questions for employers. Join our employment law experts for our 90-minute **Technology and the Workplace Webinar** as they cover the significant issues created when employees misuse the Internet, e-mail, smartphones, blogs and social media sites. The discussion includes:

- Policy suggestions to avoid the pitfalls of social media in the workplace
- Privacy concerns and the current status of claims before the National Labor Relations Board (NLRB) about social media use



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