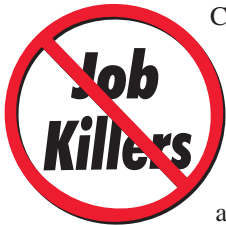


# ALERT

VOLUME 38, NUMBER 29 • OCTOBER 5, 2012



## Most 'Job Killer' Bills Fail as Governor Vetoes Two



Concluding his work on legislation last weekend, Governor Edmund G. Brown Jr. vetoed two more "job killer" bills and signed two others into law.

That means 28 of 32 "job killer" bills the California Chamber of Commerce identified this year have been defeated or amended. Of six "job killers" sent to the Governor, four will become law.

### Vetoes

On September 30, the final day for the Governor to act on legislation this year, he vetoed two "job killer" bills:

- **AB 2346 (Butler; D-Los Angeles)** could have increased the price of food and forced growers to move their crop production to other states and countries, thereby hurting California exports, by creating unprecedented and excessive consequences for perceived and actual violations of heat illness prevention regulations.

The CalChamber pointed out that AB 2346 is unnecessary given the high compliance with California's heat illness prevention regulation, which applies to all outdoor workers and is the only such

program in the nation.

Moreover, the CalChamber said, unnecessarily increasing labor costs and the threat of litigation could hurt California exports, one of the bright spots in California's economy.

In a similar vein, the Governor wrote: "California's current outdoor heat standards are the most stringent in the nation, and compliance with them has been improving each year—from a low of 32% in 2006 to more than 80% in 2012."

While saying the standards "should be improved," the Governor said AB 2346 is "flawed: it would create through *legislation* a new enforcement structure that would single out agricultural employers and burden the courts with private lawsuits."

He expressed a preference for the regulatory process for making changes and concluded that the administration is ready to help "but ongoing litigation about past enforcement practices continues to drain resources away from improving the existing heat standards and ongoing enforcement."

- **AB 1186 (Skinner; D-Berkeley)** would have increased energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that

*See Most: Page 3*

## Job Creators: Governor Signs All that Passed



Governor Edmund G. Brown Jr. signed all nine California Chamber of

Commerce-supported job creator bills that passed the California Legislature this year.

Eight job creator bills passed the Legislature in the closing days of the session. An urgency measure promoting cost-efficient energy passed the Legislature in May and went into effect immediately upon being signed.

The CalChamber identified 34 job creator bills this year.

September 30 was the last day for the Governor to sign or veto bills passed by the Legislature shortly before it adjourned on August 31.

Following are the job creator bills signed into law this year.

### Environmental Regulation

- **AB 890 (Olsen; R-Modesto) CEQA Reform** — Improves safety and roadway conditions that expedite goods and people movement by exempting roadway projects from the California Environmental Quality Act (CEQA) process.

AB 890 will allow local governments to fix and maintain roadways in a timely manner, ensuring the safety of drivers and ease of goods movement.

Allowing necessary improvements to be completed without delay will create

*See Job: Page 4*



Updates, news links,  
videos, contributions link  
[CAJobKillers.com](http://CAJobKillers.com)

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Bills: Pages 7-14

## Labor Law Corner

# Recording Meal, Rest Periods Not Required When Operations Cease



**Dale Louton**  
HR Adviser

*We are a manufacturing firm using electronic means to keep time records. This works well for our office staff, who take an hour meal period. Employees who work on production take a 30-minute meal period and at times a bottleneck is created at lunch when all employees are leaving at the same time. Does this qualify as "operations cease" and can we*

*stop requiring our production workers to record in and out time records for meals?*

Your firm is subject to Industrial Welfare Commission Wage Order No. 1 Manufacturing Industry. Record-keeping requirements are contained in Section 7.

The order states that meal periods during which operations cease, and authorized rest periods need not be recorded.

From the facts contained in your question, you are not required to record meal periods when operations cease.

There should be a system, however, for notifying employees when to start and end their meal period. A common way is to use a whistle of some sort.

### ‘Operations Cease’

Your firm presents a clear-cut example where there is a front office and operations do not cease, and the manufacturing floor where operations do cease.

The state Labor Commissioner has not defined this term in Opinion Letters or in the *Enforcement Policies and Interpretations Manual*. Any employers

wanting to stop recording meal periods based on principles other than this example should consult their own employment and labor attorney, as meal period violations can be costly.

### Electronic Time Records

*What are the requirements for storing electronic time records of staff members other than the people working on the manufacturing floor?*

The Labor Commissioner has taken the position that storage of records by electronic means meets the requirements of California law if the records are (1) retrievable in the State of California, and (2) may be printed in an indelible format upon request of either the employee or the Division of Labor Standards Enforcement.

*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](http://www.hrcalifornia.com).*

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## CalChamber-Sponsored Seminars/Trade Shows

More information at  
[www.calchamber.com/events](http://www.calchamber.com/events).

### Labor Law

FMLA/CFRA Webinar. CalChamber.  
October 18. (800) 331-8877.

Conducting Workplace Investigations  
Webinar. CalChamber. November 15.  
(800) 331-8877.

### Business Resources

Small Business Expo-Los Angeles. The  
Show Producers. November 8, Los  
Angeles. (212) 520-4966.

### International Trade

Chinese Direct Investment in California.  
Asia Society Northern California.  
October 10, San Francisco.  
(415) 421-8707.

Doing Business in China. California  
Asian Chamber of Commerce.  
October 11, Davis. (916) 446-7883.

Dreaming Chile from California.  
Chile Consulate in San Francisco.  
October 13, Davis.

Global Innovation Forum. National

Foreign Trade Council. October 15,  
Palo Alto. (202) 276-5646.

Commerce Department Trade Mission  
to the UK. U.S. Commercial Service.  
October 15-17, London.

California: Reaching Out to Global  
Markets. Los Angeles Area Chamber  
of Commerce and Global Initiatives  
Council. October 17, Los Angeles.  
(213) 580-7569.

Trade Expo Indonesia 2012. Ministry of  
Trade of the Republic of Indonesia.  
October 17-21, Jakarta, Indonesia.  
(415) 441-4320.

Take Your Small Business Global—Free  
Seminar. Los Angeles County Fair

*See CalChamber-Sponsored: Page 4*

**Next Alert:  
October 19**



# Governor Vetoes Onerous Nanny Break Bill



## OPPOSE

The Governor has vetoed a California Chamber of Commerce-opposed unreasonable and nonsensical measure that would have overwhelmed

families with small children. The bill threatened to place in harm's way children, the elderly, or the disabled in the care of a domestic worker.

**AB 889 (Ammiano; D-San Francisco)** would have provided the Department of Industrial Relations (DIR) with authority to develop regulations placing onerous wage-and-hour mandates on working families.

The CalChamber argued that this mandate is unreasonable given the

breadth of the definitions for a domestic work employee and domestic work employer, as well as the burden such regulations will create.

The Governor agreed, saying in his veto message, "In the face of consequences both unknown and unintended, I find it more prudent to do the studies before considering an untested legal regime for those that work in our homes."

AB 889 required the DIR to adopt regulations no later than January 2014 for "domestic work employees," which the bill generally defined as any individual who performs "domestic work" such as housekeeping, child care, and other "household occupations."

The adopted regulations were required to include provisions addressing overtime compensation, meal and rest periods, and sleep periods, or simply adopt the regulations set forth in Industrial Welfare

Commission Wage Order No. 15.

As demonstrated by the overwhelming number of employment lawsuits filed daily in California, sophisticated businesses, with professional human resources staff and employment attorneys, struggle with the proper implementation of these very same onerous California-only wage-and-hour requirements.

## Unanswered Questions

The CalChamber expressed concern that the detrimental impact of this potential liability would either discourage any working family from retaining the services of "domestic work employees," thereby increasing the unemployment rate in California, or force such working families to enter into the underground economy, as compliance with these requirements would simply be too costly.

Either scenario would serve only to further harm California's economy, and create additional financial hardships to families and domestic employees.

In his veto message, the Governor followed the same rationale, stating that the bill raises unanswered questions about the economic and human impact on the disabled or elderly person and their family of requiring overtime, rest and meal periods for attendants who provide 24-hour care.

## Increased State Costs

Finally, the Governor also pointed out that a drafting error left most In Home Supportive Service (IHSS) workers subject to this measure—resulting in costs to the state of more than \$200 million per year. This could require cuts in wages, reduced hours of care and other reductions to those served by IHSS workers, he wrote.

**Staff Contact: Jennifer Barrera**

## Most 'Job Killers' Fail as Governor Vetoes Two

*From Page 1*

are not necessary to cost-effectively implement the market-based trading mechanism under AB 32.

The bill would have directed 10% of the Investor Owned Utility (IOU) auction revenue proceeds from the state's cap-and-trade program toward public school energy efficiency projects.

In opposing the California Air Resources Board (ARB) plan to impose a "cap-and-tax" program through a multibillion-dollar auction, the CalChamber has consistently stated that the AB 32 climate change law was not intended to be a revenue source.

Imposing the auction goes beyond the ARB's authority and runs contrary to the requirements expressly stated in AB 32, which are maximizing benefits and minimizing what the ARB describes as leakage risks and costs—the potential for businesses and jobs to move out of state.

By imposing what amounts to a tax on carbon, the auction will hurt the economy and entities subject to the tax. The affected operations include manufacturers, public agencies, universities, refineries and food processors.

The CalChamber also pointed out that AB 1186 duplicates existing programs

currently funded by ratepayers, who pay more than \$1.3 billion a year into energy efficiency programs.

The Governor's veto message stated that AB 1186 "jumps the gun by establishing a program before we are ready."

## Signed

The Governor signed two "job killers" on September 30: **AB 1532 (J. A. Pérez; D-Los Angeles)** and **SB 535 (De León; D-Los Angeles)** increase energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that are not necessary to cost-effectively implement the market-based trading mechanism under AB 32. *AB 1532 - Chapter 807, SB 535 - Chapter 830, Statutes of 2012.*

Signed in July were two "job killer" bills that could discourage investment in California's housing market and make capital more expensive for consumers, **AB 278 (Eng; D-Monterey Park)** and **SB 900 (Leno; D-San Francisco)**. *AB 278 - Chapter 86, SB 900 - Chapter 87, Statutes of 2012.* (See July 13 *Alert*).

More information on the "job killer" bills is available at [CAJobKillers.com](http://CAJobKillers.com).

## Sign Up to Receive Alert Via Email

No waiting to read updates on job killer bills or the latest *Labor Law Corner* article. Sign up today to receive the *Alert* via email the day it's published. To get to the sign-up form, visit [www.calchamber.com/ealert](http://www.calchamber.com/ealert) or scan the code.



## Job Creators: Governor Signs All that Passed

*From Page 1*

certainty for businesses and developers involved in the projects as well as provide for more efficient goods movement.

The Governor signed the following urgency measure on May 23:

● **AB 1073 (Fuentes; D-Sylmar)**

**Project Streamlining** — Promotes the use of cost-efficient energy by allowing a solar facility to convert from solar thermal technology to photovoltaic technology without having to file a new application.

The legislation builds on the streamlining foundation set forth in a 2011 bill, clarifying that the California Energy Commission has “opt-in” jurisdiction over specified solar thermal projects that were the subject of court challenges later dismissed.

### Tourism

● **AB 2245 (Smyth; R-Santa**

**Clarita) CEQA Reform** — Maximizes state funding and promotes tourism by exempting bike lanes in existing roadways from the CEQA process.

Streamlining CEQA provides certainty for businesses when entering into project agreements and allows projects to be completed without delay. Additional bikeways will promote tourism and benefit residents in the project area.

### Regulatory Reform

● **AB 1612 (Lara; D-Los Angeles)**

**Administrative Practices** — Promotes government accountability and a transparent process by requiring proposed new residential building standards to include the cost of compliance, potential benefits

of the proposed standard and the underlying model used to achieve those estimates.

The requirement will present a clear understanding of economic impacts of new regulations. The bill will provide some relief to the residential construction industry by increasing transparency and certainty.

● On September 11, the Governor signed **SB 1099 (Wright; D-Inglewood) Creates Regulatory Certainty** —

Provides certainty for business by creating a predictable and easy-to-track implementation schedule for new regulations and provides language of new regulations online for easier access.

The bill provides for regulations to go into effect quarterly on January 1, April 1, July 1 or October 1 while still allowing for the adoption of emergency regulations when necessary (see September 14 *Alert*).

### Economic Development

● **SB 1161 (Padilla; D-Pacoima)**

**Internet-Based Services** — Provides certainty and creates a level playing field for California business by assuring that Voice over Internet Protocol- and Internet Protocol-enabled services will not be regulated at the state level but rather at the federal level.

The bill will ensure that California maintains its competitive edge and continues to provide a regulatory environment that promotes advancements in Internet technology that will result in widespread access to communication technologies and allow for solutions to challenges in health care, energy, education, public safety and economic development.

### Taxation

● **AB 2026 (Fuentes; D-Sylmar)**

**Film Credit Extension** — Protects jobs in the film industry by extending the film tax credit for two years, until July 1, 2017.

● **SB 1197 (R. Calderon;**

**D-Montebello) Film Credit Extension** — Protects jobs in the film industry by extending the film tax credit for two years, until July 1, 2017.

The tax credit program has achieved the results set when implemented. Since 2009, the program has created nearly 30,000 jobs and paid \$1 billion in wages to Californians. It also has stimulated the economy through payments to vendors that provide goods and services to productions.

The targeted capped tax credit will provide the motion picture industry with incentives to remain, invest and create jobs in California.

### Education

● On September 17, the Governor signed **SB 1402 (Lieu; D-Torrance)**

**Better Workforce Development** — Helps improve alignment of the state’s workforce needs and education resources by reauthorizing the Economic and Workforce Development program within the California Community College system.

The bill reworks the program to help it better meet its objectives in light of significant funding cuts in recent years (see September 21 *Alert*).

The job creator bills are consistent with the goals of the CalChamber 2012 Renew Agenda and will help position California for economic recovery.

## CalChamber-Sponsored Seminars/Trade Shows

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Association. October 18, Pomona. (562) 801-2134.

Gateway California. Northern California World Trade Center. October 23, San Francisco. (916) 321-9146.

Eco Expo Asia 2012. El Camino Center for International Trade Development (CITD). October 26–30, Hong Kong, China. (310) 973-3132.

Branding Monterey Bay Region to Global Market. Monterey Bay International Trade Association. October 30, Santa

Cruz. (831) 335-4780.

APPEX 2012. The Malaysian Trade Commission. October 30–November 1, Las Vegas. (213) 892-9034.

CA Cleantech Company Trade Mission to China. El Camino College CITD. October 30–November 11, China. (310) 973-3161.

Nagoya Export Trade Mission 2012. Aichi Prefectural Government, City of Nagoya, and Nagoya Chamber of Commerce and Industry. November 7–10, Nagoya, Japan. (310) 732-3838.

China International Green Innovative Products and Technologies Show 2012. China Chamber of Commerce and China Foreign Trade Centre. November 9–11, Guangzhou, China. (415) 852-5972.

Commerce Department. Trade Mission to South Africa and Zambia. U.S. Commercial Service. November 26–30, South Africa and Zambia. (202) 482-2054.

# CalChamber-Backed Education Bills Signed; Will Help Students Succeed



## SUPPORT

Two California Chamber of Commerce-supported education bills that provide support services to students on the front end of their educational

experience as well as strengthen and focus California career technical education programs have been signed by the Governor.

● **SB 1456 (Lowenthal; D-Long Beach)** increases academic success by providing support services to students on the front-end of their education experience in order to help them achieve academic or career goals.

● **SB 1070 (Steinberg; D-Sacramento)** reauthorizes and improves the career technical education (CTE) pathways initiative to provide high school students with better access to quality educational programs that prepare them for college and the workforce.

## Student Success

SB 1456 establishes the Student Success Act of 2012, which implements recommendations suggested earlier this year by the Student Success Task Force.

The Student Success Act of 2012 will demonstrate a commitment to eliminating barriers to student success and adopting the type of student-

centered changes that the state needs.

Improving college completion is an economic imperative for California, and community colleges play a critical role in meeting future workforce needs with more than 2.6 million students enrolled in the 112 colleges across the state.

SB 1456 has the potential to significantly improve community college completion by taking critical student support strategies that have long been proven to help students reach their college goals, and adopting them systemwide.

In a resource-starved environment, SB 1456 is the type of reform that can help promote successful student outcomes.

Specifically, SB 1456 will:

● Ensure that all community college students receive orientation, assessment, and education planning services at the beginning of their educational journey.

● Target campus resources to support innovative models for delivering critical student support services, such as expanding peer counseling and utilizing paraprofessional academic advisers.

● Incentivize student progress by more closely aligning Board of Governors Fee Waiver requirements with federal aid standards.

● Increase transparency and help close the achievement gap by requiring campuses receiving student success funds to post a scorecard measuring their progress by ethnicity, age, gender and socio-economic status.

Community colleges are the gateway to opportunity for the vast majority of California students. The state must be willing to champion the sort of bold reforms necessary to significantly improve college completion rates and meet future workforce demands.

## Career Technical Education

SB 1070 will extend the Career Technical Education Pathways Program. The CTE Program was created to advance California's economic growth and global competitiveness.

Developing high-quality education and services focusing on continuous workforce improvement, technology deployment, and business development, is consistent with the current needs of the state's regional economies.

SB 1070 aligns existing college technical preparation programs with high school curriculum to ensure better student transitions from middle school to high school and from high school to community colleges or four-year institutions, thereby preparing students for college and the workforce.

Increasing the readiness of middle and high school students for college/training courses in high demand and growth sectors in California will create a skilled and ready workforce.

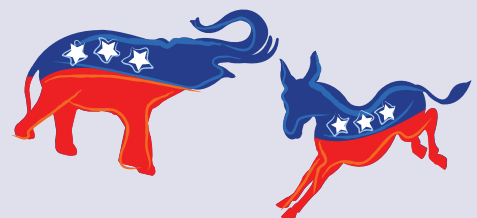
**Staff Contact: Amy Mmagu**



## CalChamber Post-Election Public Affairs Council Meeting

November 14–15 | Montage Resort | Laguna Beach, California

**Register by November 2 at [calchamber.com](http://calchamber.com)**



# CalChamber Succeeds in Seeking Amendments Removing ‘Job Killer’ Label



Persistent lobbying by the California Chamber of Commerce secured amendments to several “job killer” bills this year, resulting in removal of the label and

CalChamber opposition.

● **AB 1450 (Allen; D-Santa Rosa) Exposure to Costly Discrimination Litigation.** Before amendments, the bill subjected employers to unjustified charges of discrimination for legitimately inquiring into an applicant’s most recent employment history.

The bill was amended on August 22 to remove the threat of frivolous litigation for inquiring into an applicant’s most recent employment background, so the CalChamber removed its opposition and the “job killer” label.

AB 1450 passed the Legislature and ultimately was vetoed by the Governor, who commented, “Unfortunately, as this measure went through the legislative process it was changed in a way that could lead to unnecessary confusion.”

● **AB 1963 (Huber; D-El Dorado**

**Hills) Targeted Tax on Services.** The bill originally imposed a new sales-and-use-tax base on numerous services, disadvantaging California businesses that will not benefit by the proposed reduction in other tax rates.

Following amendments on April 25 to require a study of proposed changes, the CalChamber removed its opposition and the “job killer” label.

The Governor vetoed the bill, noting that it would have required another report on tax revenue volatility, this one from the Legislative Analyst. “The Legislature can have its own analyst prepare the report by simply asking. A law isn’t needed,” the Governor wrote in his veto message.

● **AB 2149 (Butler; D-Los Angeles) Discourages Settlement Agreements.** Before amendments, the bill would have inappropriately interfered in the contractual relationship between two parties by allowing the sharing of certain information contained in settlement agreements. Amendments in April removed the provisions that had led to the “job killer” designation.

Subsequent amendments removed the CalChamber’s remaining concerns, and the bill was signed by the Governor.

## Mandated Pension

Not a “job killer” was a CalChamber-opposed bill that sought to mandate pensions for private employers, **SB 1234 (De León; D-Los Angeles).**

Before amendments, the bill would have subjected employers to significant cost, fiduciary responsibilities and liability with no commensurate benefit to employees by mandating that all private non-unionized employers who do not offer a retirement benefit enroll their employees in a government-created defined benefits retirement plan.

On the final day of the session, amendments to **SB 923 (De León; D-Los Angeles)** required that any program developed by the board SB 1234 established to put the pension plan together not go into effect unless new legislation authorizing the program is enacted. SB 923 was tied to enactment of SB 1234.

The effect of the amendments was to require a study of the ramifications of the private pension mandate, as the CalChamber has consistently advocated. Accordingly, the CalChamber removed its opposition.

## CalChamber White Paper Explains Commission Agreements Requirement

By January 1, 2013, California employers must put all commission agreements in writing.

To help explain the requirement, the California Chamber of Commerce has made available for download a free white paper, “Don’t Forget: Commission Agreements Deadline.”

Although the new law appears simple and straightforward, a number of potential pitfalls within the law could result in wage-and-hour claims filed against employers, the CalChamber warns.

According to the law, by January 1, 2013, any employee hired to perform

work for commissions in California must receive a written contract that includes the method for calculating and paying the commissions.

The mandate was put in place by AB 1396, enacted in 2011. The requirement applies to employers located inside and outside California.

AB 1396 amended Labor Code Section 2751, which previously applied only to employers with no fixed California location.

The white paper covers the following critical information:

- what is a “commission?”;

- record keeping and procedures for compliance;
- employer pitfalls;
- best practices.



The link to register and download the free white paper is available in the **HRWatchdog** blog at [www.hrcalifornia.com](http://www.hrcalifornia.com).

**Staff Contact:** Gail Cecchetti Whaley

# Final Status Report on Major Business Bills

The following list summarizes the final status of priority bills for the California Chamber of Commerce that were sent to the Governor this year, as well as federal action on the Ex-Im Bank.

The CalChamber will publish a record

of legislators' votes on key bills affecting the California business climate on October 26. 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, 2013. Urgency measures went into effect immediately upon being signed.

Federal bills are marked with an \*.

Status of bills as of October 1, 2012.

Subject—CalChamber Position	Status
<b>Agriculture and Natural Resources</b>	
<b>Structural Changes.</b> AB 2402 (Huffman; D-San Rafael) Before amendments, potentially increased the cost and difficulty to do business in the state by shifting authority from an appointed commission to the Department of Fish and Game to list threatened and endangered species. Opposition removed due to amendments. No Position.	Signed—Chapter 559
<b>Private Right of Action.</b> SB 1148 (Pavley; D-Agoura Hills) Before amendments, inappropriately interfered with land use management decisions by creating a private right of action allowing citizens to sue as “trustees for fish and wildlife” for violations of the Fish and Game Code and imposed new strict liability provisions. Opposition removed due to amendments. No Position.	Signed—Chapter 565
<b>Civil Penalties.</b> AB 1675 (Bonilla; D-Concord) Punishes bad actors by increasing penalties for farm labor contractor violations to include civil penalties. Support.	Signed—Chapter 857
<b>Nitrates.</b> AB 2174 (Alejo; D-Salinas) Helps farmers by providing technical assistance on fertilizer use from previously restricted research funds. Support.	Signed—Chapter 198
<b>Banking/Finance</b>	
<b>Impedes Economic Recovery.</b> AB 278 (Eng; D-Monterey Park) Establishes a private right of action that could result in costly litigation which could discourage investment in California’s housing market and make capital more expensive for consumers while creating procedural traps to impede the foreclosure process and delay lenders’ ability to recover collateral legitimately in foreclosure. Oppose/ <b>Job Killer.</b>	Signed—Chapter 86
<b>Impedes Economic Recovery.</b> SB 900 (Leno; D-San Francisco) Establishes a private right of action that could result in costly litigation which could discourage investment in California’s housing market and make capital more expensive for consumers while creating procedural traps to impede the foreclosure process and delay lenders’ ability to recover collateral legitimately in foreclosure. Oppose/ <b>Job Killer.</b>	Signed—Chapter 87
<b>Removes Impediment to Purchase Foreclosed Property.</b> AB 2610 (Skinner; D-Berkeley) As amended, requires new owners to honor only bona fide leases, in conformance with federal law. Support.	Signed—Chapter 562
<b>Delays Housing Market Recovery.</b> AB 1599 (Feuer; D-Los Angeles) Before amendments, discouraged purchase of foreclosed properties because of vague language translation requirements for mortgage documents. Opposition removed due to amendments. No Position.	Signed—Chapter 556
<b>Loan Modification.</b> AB 1950 (Davis; D-Los Angeles) Protects the integrity of the loan modification process by prohibiting upfront fees for loan modification assistance. Support.	Signed—Chapter 569

Subject—CalChamber Position	Status
<b>California Environmental Quality Act (CEQA)</b>	
<b>CEQA Reform.</b> AB 890 (Olsen; R-Modesto) Improves safety and roadway conditions that expedite goods and people movement by exempting roadway projects from the California Environmental Quality Act process. Support/ <b>Job Creator</b> .	Signed—Chapter 528
<b>CEQA Reform.</b> AB 2245 (Smyth; R-Santa Clarita) Maximizes state funding and promotes tourism by exempting bike lanes in existing roadways from the California Environmental Quality Act process. Support/ <b>Job Creator</b> .	Signed—Chapter 680
<b>Expedited Permitting.</b> AB 2564 (Ma; D-San Francisco) Expedites permitting for maintenance and upgrades for natural gas pipelines throughout the state. Support.	Signed—Chapter 487
<b>Climate Change</b>	
<b>Illegal Tax Increase.</b> AB 1532 (J. A. Pérez; D-Los Angeles) Increases energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that are not necessary to cost-effectively implement the market-based trading mechanism under AB 32. Oppose/ <b>Job Killer</b> .	Signed—Chapter 807
<b>Illegal Tax Increase.</b> AB 1186 (Skinner; D-Berkeley) Increases energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that are not necessary to cost-effectively implement the market-based trading mechanism under AB 32. Oppose/ <b>Job Killer</b> .	Vetoed
<b>Illegal Tax Increase.</b> SB 535 (De León; D-Los Angeles) Increases energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that are not necessary to cost-effectively implement the market-based trading mechanism under AB 32. Oppose/ <b>Job Killer</b> .	Signed—Chapter 830
<b>Education</b>	
<b>Better Workforce Development.</b> SB 1402 (Lieu; D-Torrance) Helps improve alignment of the state’s workforce needs and education resources by reauthorizing the Economic and Workforce Development program within the California Community College system. Support/ <b>Job Creator</b> .	Signed—Chapter 361
<b>Career Pathways.</b> SB 1070 (Steinberg; D-Sacramento) Reauthorizes and improves the career technical education pathways initiative to provide high school students with better access to quality educational programs that prepare them for college and the workforce. Support.	Signed—Chapter 433
<b>Improved Education.</b> SB 1456 (A. Lowenthal; D-Long Beach) Increases academic success by providing support services to students on the front end of their education experience in order to help them achieve academic or career goals. Support.	Signed—Chapter 624
<b>Energy</b>	
<b>Project Streamlining.</b> AB 1073 (Fuentes; D-Los Angeles) Promotes the use of cost-efficient energy by allowing a solar facility to convert from solar thermal technology to photovoltaic technology without having to file a new application. Support/ <b>Job Creator</b> .	Signed—Chapter 14 (urgency)
<b>Ratepayer Benefits.</b> AB 2514 (Bradford; D-Gardena) Provides transparency on the costs and benefits of Net Energy Metering (NEM) by requiring a study of NEM and the effect on all ratepayer classes. Support.	Signed—Chapter 609



Subject—CalChamber Position	Status
<b>California Alternate Rates for Energy (CARE) Audits.</b> SB 1207 (Fuller; R-Bakersfield) Reduces energy cost shifts by authorizing more audits and requiring energy savings assessments of high usage CARE customers. Support.	Signed—Chapter 613
<b>Reduced Regulatory Burdens.</b> AB 2559 (Buchanan; D-Alamo) Reduces the time and costs associated with permitting by providing expedited permitting for gas pipeline safety upgrades throughout the state. Support.	Signed—Chapter 486
<b>Inappropriate Penalties.</b> AB 861 (Hill; D-San Mateo) Before amendments, imposed inappropriate penalties on energy utility officers thereby interfering with the operating decisions made by utilities. Opposition removed due to amendments. No Position.	Signed—Chapter 464
<b>Environmental Regulation</b>	
<b>Recycled Food/Beverage Containers.</b> AB 837 (Nestande; R-Palm Desert) Unfairly establishes a system of patchwork enforcement by allowing any city, county or the state to impose civil liability for a violation of a recycled content advertising claim, imposing a competitive disadvantage upon California businesses, and creating a disincentive for using recycled materials. Oppose.	Signed—Chapter 525
<b>Health Care</b>	
<b>Increased Costs.</b> AB 2152 (Eng; D-Monterey Park) Imposes onerous and unnecessary notification and disclosure requirements which could increase health insurance premiums and limit choice. Oppose.	Vetoed
<b>Increased Costs: Health Care Mandate.</b> AB 369 (Huffman; D-San Rafael) Increases health care premiums by eliminating current cost controls and unraveling consumer protections in the use of prescription pain medicines by eliminating the practice of step therapy. Oppose.	Vetoed
<b>Increased Costs: Health Care Mandate.</b> AB 1000 (Perea; D-Fresno) Increases health care premiums by limiting co-payments for one type of pharmaceutical—orally administered anti-cancer medications. Oppose.	Vetoed
<b>Increased Costs.</b> AB 2252 (Gordon; D-Menlo Park) Before amendments, would have increased premiums to employers for dental insurance by requiring dental plans to create and distribute an unnecessarily large number of notices to dental providers. Opposition removed due to amendments. No Position.	Signed—Chapter 447
<b>Industrial Safety and Health</b>	
<b>Increased Cost of Food.</b> AB 2346 (Butler; D-Los Angeles) Could increase the price of food and force growers to move their crop production to other states and countries, thereby hurting California exports, by creating unprecedented and excessive consequences for perceived and actual violations of heat illness prevention regulations. Oppose/ <b>Job Killer.</b>	Vetoed
<b>Unreasonable Employer Liability.</b> AB 2676 (C. Calderon; D-Montebello) Creates criminal penalties for violation of new vague statute regarding protection of agricultural workers from heat illness, which overlaps and contradicts existing Cal/OSHA heat illness prevention regulations. Oppose.	Vetoed
<b>International Relations/Trade</b>	
<b>Costly Standards on Insurance Companies.</b> AB 2160 (Blumenfeld; D-San Fernando Valley) Raises insurance rates on businesses by subjecting insurance companies to unconstitutional standards regarding investments. Oppose.	Signed—Chapter 479

Subject—CalChamber Position	Status
* <b>Ex-Im Bank.</b> HR 2072 (Gary Miller; R-Diamond Bar). Prevents the loss of U.S. jobs to foreign competitors by reauthorizing the Export-Import Bank of the United States (Ex-Im). Support.	President Signed 5/30/12
<b>Labor and Employment</b>	
<b>Exposure to Costly Discrimination Litigation.</b> AB 1450 (Allen; D-Santa Rosa) Before amendments, subjected employers to unjustified charges of discrimination for legitimately inquiring into an applicant’s most recent employment history. No Position/ <b>Former Job Killer.</b>	Vetoed
<b>Workplace Privacy Protections.</b> AB 1844 (Campos; D-San Jose) Preserves existing employer rights to conduct workplace investigations with regard to personal social media. Support/ <b>Former Job Creator.</b>	Signed—Chapter 618
<b>Exposure to Wage Statement Litigation.</b> AB 1744 (B. Lowenthal; D-Long Beach) Before amendments, mandated a new category of information into itemized wage statements, thereby potentially exposing employers to new wage-and-hour litigation for good faith administrative errors. Opposition removed due to amendments. No Position.	Signed—Chapter 844
<b>Increased Exposure to Itemized Wage Statement Penalties.</b> SB 1255 (Wright; D-Inglewood) Before amendments, reduced the burden of proof an employee must prove to obtain a secondary level of penalties for good faith administrative errors on an itemized wage statement. Opposition removed due to amendments. No Position.	Signed—Chapter 843
<b>Onerous Wage-and-Hour Mandates for Individuals and Families.</b> AB 889 (Ammiano; D-San Francisco) Requires individuals and families who hire “domestic work employees” to comply with onerous wage-and-hour mandates that even sophisticated businesses in California struggle to satisfy, thereby discouraging such individuals from retaining the services of these domestic work employees. Oppose.	Vetoed
<b>Trade Secret Information.</b> AB 1855 (Torres; D-Pomona) Before amendments, would have unreasonably forced employers who contract for warehouse workers to divulge their trade secret information contained in a contract in order to obtain the reasonable presumption that their contracts are lawful. Opposition removed due to amendments. No Position.	Signed—Chapter 813
<b>Legal Reform and Protection</b>	
<b>ADA Reform.</b> SB 1186 (Steinberg; D-Sacramento) Seeks to limit frivolous litigation regarding technical violations concerning disability access by reducing statutory damages, increasing pleading requirements, and banning pre-litigation, monetary demand letters. Support.	Signed—Chapter 383 (urgency)
<b>Limitations on Depositions.</b> AB 1875 (Gatto; D-Los Angeles) Harms businesses and potentially increases litigation costs by forcing parties to justify any additional time needed to depose a witness beyond the proposed seven-hour cap. Oppose.	Signed—Chapter 346
<b>Uniform Requirement.</b> AB 2389 (B. Lowenthal; D-Long Beach) Imposes costly uniform requirements and penalties on employers who utilize independent contractors to perform in-home services on their behalf and exposes such employers to potential litigation. Oppose.	Vetoed
<b>New Liability and Costs to Businesses.</b> AB 1775 (Wieckowski; D-Fremont) Creates threat of liability for employers who fail to properly calculate the proper rate for wage garnishment of debtor employees and hurts businesses by limiting their ability to collect on debts owed. Oppose.	Signed—Chapter 474
<b>New Liability for Car Dealers.</b> AB 1534 (Wieckowski; D-Fremont) Unfairly targets a specific industry and increases its costs by imposing an ongoing notice requirement on buy-here-pay-here dealers to label all used vehicles with specific information, including subjective term identified as the vehicle’s reasonable market value. Oppose.	Signed—Chapter 741

Subject—CalChamber Position	Status
<b>Reduces Vexatious Litigation.</b> AB 2274 (Lara; D-Los Angeles) Reduces harassing tactics and frivolous claims by removing a loophole in protections afforded by the vexatious litigant statute. Support.	Signed—Chapter 417
<b>Discourages Settlements.</b> AB 2570 (Hill; D-San Mateo) Before amendments, discouraged settlement agreements in certain cases by prohibiting the parties from including a provision in the agreement to not file a complaint or lodge a dispute with the Department of Consumer Affairs against the licensee. Opposition removed due to amendments. No Position.	Signed—Chapter 561
<b>False Claims Act.</b> AB 2492 (Blumenfield; D-San Fernando Valley) Before amendments, would have limited a prevailing defendant’s ability to rightfully recoup costs when wrongly accused of defrauding the government. Now expands California’s already-robust False Claims Act to ensure the state continues to receive federal dollars for Medicare programs. Opposition removed due to amendments. No Position.	Signed—Chapter 647
<b>Discourages Settlement Agreements.</b> AB 2149 (Butler; D-Los Angeles) Before amendments, would have inappropriately interfered in the contractual relationship between two parties by allowing the sharing of certain information contained in settlement agreements. Opposition and job killer status removed due to amendments. No Position. <b>Former Job Killer.</b>	Signed—Chapter 644
<b>Local Government</b>	
<b>Project Labor Agreement Prohibitions.</b> SB 829 (Rubio; D-Shafter) Decreases local construction and infrastructure investment by prohibiting state funding for a charter city that prohibits the use of project labor agreements. Oppose.	Signed—Chapter 11
<b>Temporary Postponement of the Dissolution of Redevelopment Agencies.</b> SB 659 (Negrete McLeod; D-Chino) Before amendments, would have provided for a more orderly dissolution of California’s 425 redevelopment agencies by postponing their dissolution from February 1, 2012, until April 15, 2012. Significantly amended to deal with another subject so support removed. No Position.	Signed—Chapter 267
<b>Other</b>	
<b>Mandated Pensions for Private Employers.</b> SB 1234/SB923 (De León; D-Los Angeles) Before amendments, subjected employers to significant cost, fiduciary responsibilities and liability with no commensurate benefit to employees by mandating that all private non-unionized employers who do not offer a retirement benefit enroll their employees in a government-created defined benefits retirement plan. Opposition removed due to amendments. No Position.	SB 1234: Signed—Chapter 734 SB 923: Signed—Chapter 737
<b>Metal Theft Penalties.</b> SB 1387 (Emmerson; R-Hemet) Discourages metal thefts through increased penalties and more stringent proof of ownership for certain items. Support.	Signed—Chapter 656
<b>Grocery Stores.</b> AB 2322 (Gatto; D-Los Angeles) Grows retail grocery stores in underserved areas through advanced planning of community needs. Support.	Signed—Chapter 787
<b>F-35 Program Funding.</b> AJR 37 (Knight; R-Antelope Valley) Encourages job growth in California through continued federal funding of the F-35 Joint Strike Fighter Program. Support.	Resolution Chapter 80
<b>Metal Theft Reporting.</b> AB 391 (Pan; D-Sacramento) Before amendments, would have reduced metal and other kinds of theft by funding a more efficient data base through a fee on pawnbrokers and junk recyclers. Support removed due to amendments. No Position.	Signed—Chapter 172
<b>Federal Food Program.</b> AB 2280 (Lara; D-Los Angeles) Allows vendors to rectify violations and remain in Women Infants and Children Supplemental Nutrition (WIC) program by bringing California law into conformity with federal law regarding WIC vendor enforcement activities. Support.	Signed—Chapter 822

Subject—CalChamber Position	Status
<p><b>Increased Funding for Export-Related Small Businesses.</b> SB 1465 (Yee; D-San Francisco) Before amendments, would have facilitated investments and increased funding in export-related small businesses in California by creating an Export Financing Advisory Board under the California Pollution Control Financing Authority to advise government officials on export financing trends and encourage investments. Support removed due to amendments. No Position.</p>	Signed—Chapter 658
<p><b>Metal Theft Prevention.</b> AB 2298 (Ma; D-San Francisco) Originally increased metal theft enforcement activities that would have reduced losses to the business and agricultural communities. Drastically amended to deal with a different subject. No Position.</p>	Signed—Chapter 823
<h2 style="color: red;">Privacy and Confidentiality</h2>	
<p><b>Medical Privacy.</b> AB 439 (Skinner; D-Berkeley) Allows judicial discretion when imposing fines for inadvertent disclosures of medical records within a business-to-business transmittal in which no harm was done and all reasonable safeguards were in place. Support.</p>	Signed—Chapter 437
<p><b>Mandated Training.</b> AB 1525 (Allen; D-Santa Rosa) Burdens retailers with unwarranted mandated training requirements for employees handling certain minor financial transmissions such as moneygrams, etc. Oppose.</p>	Signed—Chapter 632
<p><b>Mandated Reporters.</b> AB 1817 (Atkins; D-South Park/Golden Hill) Before amendments, saved high tech companies resources by allowing a designated trained employee to be the mandated reporter to law enforcement on suspected child abuse information found on computers for all technicians employed by a company. Support removed due to amendments. Neutral.</p>	Signed—Chapter 521
<h2 style="color: red;">Regulatory Reform</h2>	
<p><b>Creates Regulatory Certainty.</b> SB 1099 (Wright; D-Inglewood) Provides certainty for business by creating a predictable and easy-to-track implementation schedule for new regulations and provides language of new regulations online for easier access. Support/<b>Job Creator.</b></p>	Signed—Chapter 295
<p><b>Administrative Practices.</b> AB 1612 (Lara; D-Los Angeles) Promotes government accountability and a transparent process by requiring proposed new residential building standards to include the cost of compliance, potential benefits of the proposed standard and the underlying model used to achieve those estimates. Support/<b>Job Creator.</b></p>	Signed—Chapter 471
<h2 style="color: red;">Taxation</h2>	
<p><b>Film Credit Extension.</b> AB 2026 (Fuentes; D-Los Angeles) Protects jobs in the film industry by extending the film tax credit for two years, until July 1, 2017. Support/<b>Job Creator.</b></p>	Signed—Chapter 841
<p><b>Film Credit Extension.</b> SB 1197 (R. Calderon; D-Montebello) Protects jobs in the film industry by extending the film tax credit for two years, until July 1, 2017. Support/<b>Job Creator.</b></p>	Signed—Chapter 840
<p><b>Offers to Compromise.</b> SB 1548 (Wyland; R-Escondido) Extends the existing Offer to Compromise program that allows a taxpayer to negotiate a reduced payment of an existing, undisputed tax obligation due to the taxpayer's insufficient financial ability to pay. Support.</p>	Signed—Chapter 285
<p><b>Potential Confusion to Taxpayers.</b> AB 2323 (Perea; D-Fresno) Imposes administrative burden on the Board of Equalization (BOE) to publish a formal opinion on its website for all non-consent cases that exceed \$500,000, even though such cases may not be precedential, thereby creating potential confusion for taxpayers as well as delay in BOE proceedings. Oppose.</p>	Signed—Chapter 788

Subject—CalChamber Position	Status
<p><b>Stigmatizes Employers Using Tax Incentives.</b> AB 318 (Skinner; D-Berkeley) Before amendments, would have stigmatized California employers for taking advantage of investment incentives by requiring the Franchise Tax Board to provide private tax information in a searchable online database for publicly traded corporations that claim these incentives. Opposition removed due to amendments. No Position.</p>	Signed—Chapter 313
<p><b>Targeted Tax on Services.</b> AB 1963 (Huber; D-El Dorado Hills) Before amendments, would have imposed a new sales-and-use tax based on numerous services, disadvantaging California businesses that would not benefit by the proposed reduction in other tax rates. Opposition and job killer status removed due to amendments. No Position. <b>Former Job Killer.</b></p>	Vetoed
<p><b>Penalties on Overpayment of Taxes.</b> SB 1015 (Committee on Budget and Fiscal Review) Before amendments, would have unfairly penalized taxpayers who overstated their liabilities by subjecting them to a 20% penalty for requesting a refund. Opposition removed due to amendments. No Position.</p>	Signed—Chapter 37
<h2 style="color: red;">Telecommunications</h2>	
<p><b>Internet-Based Services.</b> SB 1161 (Padilla; D-Pacoima) Provides certainty and creates a level playing field for California business by assuring that Voice over Internet Protocol- and Internet Protocol-enabled services will not be regulated at the state level but rather at the federal level. Support/<b>Job Creator.</b></p>	Signed—Chapter 733
<p><b>Regulatory Conformity and Increased Broadband Access.</b> SB 379 (Fuller; R-Bakersfield) Encourages economic growth and productivity by modernizing rural communications networks by aligning California’s regulatory priorities with federal priorities. Support.</p>	Signed—Chapter 729
<h2 style="color: red;">Transportation and Infrastructure</h2>	
<p><b>Reduces Trucking Industry Shortage of Qualified Drivers.</b> AB 2659 (Blumenfield; D-San Fernando Valley) Increases the pool of qualified truck drivers by allowing the Department of Motor Vehicles to waive the Skills Test portion of the commercial drivers license process for military veterans who meet specific federal criteria regarding driving experience. Support.</p>	Signed—Chapter 406
<p><b>Transportation Project Funding.</b> AB 1446 (Feuer; D-Los Angeles) Creates construction jobs and accelerates transportation and infrastructure-related projects by permitting voters to continue a previously approved funding mechanism. Support.</p>	Signed—Chapter 806
<p><b>Delayed Infrastructure Projects.</b> AB 441 (Monning; D-Carmel) Before amendments, delayed infrastructure projects by requiring the California Transportation Commission to include health and health equity factors in regional transportation plans, conflicting with existing law that already addresses similar factors by creating two different sets of guidelines that would have led to litigation, delays and setbacks in transportation projects. Opposition removed due to amendments. No Position.</p>	Signed—Chapter 365
<h2 style="color: red;">Water Supply and Quality</h2>	
<p><b>Water Boards—Ex Parte.</b> SB 965 (Wright; D-Inglewood) Provides business and agricultural communities the opportunity to have extensive technical and fiscal discussions with water board members outside the regulatory hearing process thus expediting understanding about the ramification of regulations. Support.</p>	Signed—Chapter 551
<p><b>Bond Delay.</b> AB 1422 (Perea; D-Fresno) Delays the vital 2012 water bond to the 2014 ballot to provide a better opportunity for passage. Support.</p>	Signed—Chapter 74

Subject—CalChamber Position	Status
<b>New Water Policy.</b> AB 685 (Eng; D-Monterey Park) Increases the cost of water for business and agriculture by changing the state’s water goals to specify affordable water for everyone without regard to cost. Oppose.	Signed—Chapter 524
<b>Levee Maintenance Funding.</b> SB 200 (Wolk; D-Davis) Allows business to expand and grow in certain areas of the state by providing assistance with necessary levee repairs. Support.	Signed—Chapter 549
<b>Workers’ Compensation</b>	
<b>Workers’ Compensation System Reform.</b> SB 863 (De León; D-Los Angeles) Offsets necessary increases in permanent disability benefits and potentially lowers system costs for employers by reducing delays and litigation in the system, addressing the lien epidemic, shortening the medical-legal process, implementing an independent medical review system and streamlining the permanent disability schedule. Support.	Signed—Chapter 363
<b>Costly Workers’ Compensation Attorney’s Fees Increase.</b> AB 1687 (Fong; D-Cupertino) Unnecessarily increases costs and incentivizes litigation by permitting the Workers’ Compensation Appeals Board (WCAB) to award attorney’s fees to an applicant who challenges a utilization review decision regarding a future medical treatment award. Oppose.	Vetoed
<b>Increased Workers’ Comp Frictional Costs.</b> AB 1145 (Cedillo; D-Los Angeles) Increases frictional costs in the workers’ compensation system by creating a two-tiered system for the supplemental job displacement voucher. Oppose.	Vetoed

## CalChamber Positions on November Ballot Measures

Proposition	Subject	Position
Proposition 30	Temporary Taxes to Fund Education. Guaranteed Local Public Safety Funding	No Position
Proposition 31	State Budget. State and Local Government	Support
Proposition 32	Prohibits Political Contributions by Payroll Deduction	No Position
Proposition 33	Changes Law to Allow Auto Insurers to Set Prices Based on Driver’s History of Coverage	No Position
Proposition 34	Death Penalty Repeal	No Position
Proposition 35	Human Trafficking Penalties	No Position
Proposition 36	Revises Three Strikes Law	No Position
Proposition 37	Genetically Engineered Foods: Mandatory Labeling	Oppose
Proposition 38	Tax for Education and Early Childhood Programs	Oppose
Proposition 39	Tax Treatment for Multistate Businesses	Oppose
Proposition 40	Referendum on Redistricting of State Senate Districts	Support

**Register to vote online by October 22**

[calchambervotes.com](http://calchambervotes.com)

## Russian Trade Representative Meets with CalChamber

Current trade relations between California and Russia were the topic of discussion on September 26 when Roman Zykunov, trade representative for the Russian Federation, visited the California Chamber of Commerce.

In addition to discussing the CalChamber's ongoing support for congressional approval of permanent normal trade relations (PNTR) with Russia, Zykunov reviewed several measures recently taken by the Russian government to improve investment project conditions in the country.

Zykunov also pointed to tax incentives, the improved court system, privatization of companies with state shareholding, and reduced administrative barriers in general.

As California's 31st largest trading partner, Russia imported \$665.6 million in goods in 2011, including 23.4% in computers and electronics. Agricultural products and machinery both made up approximately 14% of the total, while transportation equipment had approximately 20.1% of the total imported.

A detailed list of the measures taken to improve investment project conditions in Russia is available at [www.calchamber.com/russia](http://www.calchamber.com/russia).

PNTR with Russia is pending before Congress and supporters hope it will be taken up after the November election. See [www.calchamber.com/PNTR](http://www.calchamber.com/PNTR) for more information.



**Roman Zykunov, trade representative for the Russian Federation, and Susanne Stirling, CalChamber vice president, international affairs.**

## New Zealand Consul General, Honorary Consul Visit CalChamber



**(From left) Starr Hurley, honorary consul for New Zealand; Susanne Stirling, CalChamber vice president, international affairs; and Leon Grice, consul general for New Zealand in Los Angeles.**

The newly appointed consul general for New Zealand stopped by the California Chamber of Commerce offices recently to talk about trade issues of mutual interest.

Leon Grice, consul general for New Zealand in Los Angeles, and Starr Hurley, honorary consul, met with Susanne Stirling, CalChamber vice president, international affairs.

Topics of discussion included California and New Zealand trade, as

well as the Trans-Pacific Partnership and the possibility of a U.S.-New Zealand Free Trade Agreement.

California exported approximately \$562 million to New Zealand in 2011, making it the state's 33rd largest trading partner.

Top exports included transportation equipment (25%), computer/electronic products (16%), food manufactures (13%) and agricultural products (8%).

Also that year, California imported close to \$780 million from New Zealand. Imports included food manufactures, primary metal manufacturing (13%), and beverages/tobacco products (9%).

More information is available at [www.calchamber.com/newzealand](http://www.calchamber.com/newzealand).

## Trade Update Newsletter Marks Fifth Anniversary

Five years ago this month, on October 1, 2007, the California Council for International Trade (CCIT) merged with the California Chamber of Commerce International Trade Committee to create the CalChamber Council for International Trade.

Upon creation of the merged council, the Council for International Trade Update (CITU) email newsletter was initiated.

Each weekly CITU features international headlines, U.S. trade policy updates, relevant information compiled from a number of sources, CalChamber companies in the news, and a worldwide events calendar.

To receive this comprehensive trade update email newsletter weekly at no cost, simply email your request to [international@calchamber.com](mailto:international@calchamber.com).

The CITU thanks its 4,000 readers

around the world for their continued interest and support. Readers include members of the CalChamber Council for International Trade; CalChamber members with international interests; the consular corps; California congressional delegation; selected U.S. and California government officials; representatives of business and trade associations; and local, binational and American chambers of commerce abroad.

# ALERT

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## Perk up your required harassment prevention training.

California companies with 50 or more employees are required to provide two hours of sexual harassment prevention training to all California supervisors **within six months of hire or promotion, and every two years thereafter.** (Regardless of company size, we recommend training for all supervisors and employees to help protect your business from costly lawsuits.)

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