

ALERT

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 **CalChamber**
CALIFORNIA CHAMBER OF COMMERCE

Governor Outlines Agenda for Final Term in Office

Fixing Roads and Bridges, Cutting Carbon

Governor Edmund G. Brown Jr. on Monday was sworn in for an unprecedented fourth term and combined his inaugural address with his annual State of the State speech.

In a review of accomplishments from his previous term, the Governor highlighted the bipartisan support for and voter approval of Proposition 1, the bond measure to fund water infrastructure, and Proposition 2, establishing the rainy day fund.

He also noted that local schools have received substantial increased support and touted the new system of school funding, the Local Control Funding Formula, which allows more funding decisions to be made at the local level.

Turning to his vision for his upcoming term, the Governor highlighted two major priorities: infrastructure funding and the next phase of climate change policy.

Transportation Funding

On infrastructure funding—including water delivery infrastructure and the need to improve roads, highways and bridges—the Governor recognized that there are inadequate resources for upkeep and maintenance of the latter.

He estimated that the state has deferred maintenance and upkeep needs of \$59 billion. “Each year, we fall further and further behind,” he warned, “and we must do something about it.”

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On-Call Rest Periods Are Lawful, Appellate Court Rules



In a victory for California businesses, the 2nd District Court of Appeal has ruled in an unpublished opinion that on-call rest periods are lawful.

2nd Appellate Court Ruling

In *Jennifer Augustus, et al. v. ABM Security Services, Inc.*, the 2nd District Court of Appeal reversed the trial court, concluding that “on-call rest breaks are permissible.” In forming its decision, the appeals court analyzed the Industrial Welfare Commission (IWC) Wage Order No. 4, and California Labor Code sections 226.7 and 512.

The California Chamber of Commerce filed a friend-of-the-court brief prepared by Greg Valenza of Shaw Valenza in this case.

The court found that while subdivision 11(A) of Wage Order No. 4 requires that an employee be “relieved of all duty” during a meal period, subdivision 12(A) of Wage Order No. 4, which pertains to rest periods, does not include a similar requirement.

The court emphasized that meal and rest break periods are different from one another; meal breaks are unpaid and rest breaks are mandated to be paid. This implies, the court wrote, that “rest periods

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Governor Brown takes the oath of office with First Lady Anne Gust Brown at his side and Chief Justice Tani Cantil-Sakauye officiating.

Associated Press Photo

Inside

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*Labor Law Corner***Supervisor Harassment Prevention Training Must Cover Abusive Conduct**

Sunny Lee
HR Adviser

What are the new requirements for “abusive conduct” training, also referred to as anti-bullying, and do we have to train all employees?

As of January 1, 2015, a new state law (AB 2053) went into effect requiring that supervisors receive **prevention training on abusive conduct** as part of the mandatory two-hour interactive training on sexual harassment prevention that covered employers are required to provide to

supervisors within six months of becoming a supervisor and once every two years thereafter.

Existing Obligation

Since January 1, 2005, companies with 50 or more employees have had an existing obligation to provide supervisors with training and education on harassment prevention.

An employer that has fewer than 50 employees in California is covered if it employs a total of 50 employees nationwide. The requirement to train supervisors, however, applies only to supervisors located in California or to those who supervise California employees.

Future Training

As of January 1, 2015, employers are required to add a new component to their sexual harassment prevention training to include prevention of abusive conduct. This new component applies to any required training provided after January 1, 2015.

This new law does not require all supervisors to be retrained immediately; it simply adds the “abusive conduct” requirement to all future scheduled training.

The new law, Government Code Section 12950.1, defines “abusive conduct” as:

“... conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer’s legitimate business interests. [It] may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable

person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person’s work performance. A single act shall not constitute abusive conduct, unless especially severe or egregious.”

Malice is defined by the Merriam-Webster Dictionary as a desire to cause harm, pain, injury or distress to another without legal justification or excuse. Employers still have the right to correct and discipline employees and to administer personnel policies. However, verbal abuse, derogatory remarks and insults if severe, egregious or repetitive that a reasonable person would find threatening, intimidating or humiliating now may be viewed as abusive conduct.

Moreover, this new law does not create a new private right of action unless the abusive conduct amounts to discrimination or harassment.

It is important for employers to train their supervisors so that they are aware of this new provision and how their conduct may be construed.

CalChamber Training

The new requirement is included in the California Chamber of Commerce *California Harassment Prevention Training 2 Hour Supervisor Version*. More information is available at the CalChamber Store, www.calchamberstore.com.

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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CalChamber-Sponsored Seminars/Trade Shows

More information: calchamber.com/events.

Labor Law

2015 Employment Law Update. CalChamber. January 13, Los Angeles; January 14, Long Beach; January 15, Costa Mesa; January 16, San Diego; January 21, Emeryville; January 28, San Jose; January 29, webinar. (800) 331-8877.

HR Boot Camp. CalChamber. January 27, San Jose; February 26, Redding;

March 4, Los Angeles; April 23, San Diego. (800) 331-8877.

Business Resources

Luncheon Forum with Finance Director Michael Cohen. CalChamber. January 13, Sacramento. (916) 444-6670.

Visit California’s Outlook Forum 2015.

Visit California. February 23–24, Greater Palm Springs. (916) 444-0410.
Responsible Sourcing Summit 2015. UL.

See CalChamber-Sponsored: Page 3



*Small Business Advocate of the Year***Nursery, Landscaping Company Owner Fights for Business**

Scott Miller emphasizes the difference business owners can make by getting involved. See the video at www.calchamber.com/smallbusiness.

For more than 10 years, Scott Miller has worked with the Fresno Chamber of Commerce to give the small business perspective on local and state issues.

Miller, a recipient of the 2014 California Chamber of Commerce Small Business Advocate of the Year Award, said he is consistently amazed at the difference small business owners can make simply by attending chamber meetings.

“In our community [Fresno], it certainly works that way, but even at a state or federal level, having a small business owner show up at the capitol to talk to electeds face-to-face seems to make a difference because it puts a face on the issues that the legislators deal with, as opposed to emails,” he said.

Advocacy Makes a Difference

As owner of Miller-Clark Landscaping and Gazebo Gardens Nursery, Miller fully understands the challenges facing small business owners working in California.

“The state seems to be hell-bent on making it more difficult for us to do every simple task,” Miller said. “It’s a real disincentive sometimes to be here, or to hire people, or to do any of the simple things that we might want to do.”

He sees first-hand how positive the benefits of advocacy can be toward his enterprises and the word of mouth that comes with it.

“[Advocacy] has done nothing but good for my business, both in terms of understanding issues before they happen to us, but even as simple as networking,” Miller said.

Volunteering with a Purpose

In addition to serving with the Fresno Chamber the past decade, Miller also has been active in the chamber’s various programs. He was the founding director of the Junior Board, a nine-month program which promotes civic activity to high school students, and a founder of the Small Business University program, which offers business and advocacy seminars for small businesses.

Miller also proposed and created a prime-time televised special, “Public Safety Forum,” that featured the Fresno mayor, supervisors, police chief and sheriff on the impact of crime on business and the community.

This volunteering has had Miller representing small business interests before the California Legislature, the Fresno City Council, and the Fresno County Board of Supervisors.

“Scott Miller has served his community and this chamber for many years

in injecting and helping formulate supportive governmental policies that benefit businesses and the free enterprise system,” said Fresno Chamber President and CEO Al Smith in nominating Miller for the Small Business Advocate Award.

Chamber, Business Responsibility

Miller currently serves as a board member for the San Joaquin Political Academy, an arm of the Fresno Chamber. He was a member of the chamber’s governmental affairs council, serves on the chamber’s executive committee and chairs the political action committee.

With all these endeavors, Miller stresses that a chamber’s responsibility to the collective businesses that comprise it is to be supportive and forward thinking.

“Our chamber’s responsibility to our business community is to support it,” he said. “To make our business owners aware of events that are coming down the pike from a legislative point of view that are going to either be good for us or potentially cause us some damage. And, to get in front of those instead of reacting to them.”

He also sees that it is business members’ responsibility to support their local chambers as well.

“I think all of our businesses have the responsibility to support our chamber in some way, at a minimum through membership,” Miller said. “Because the chamber is the only organization, in many communities, that is always there for business and always advocating for us as business people.”

CalChamber-Sponsored Seminars/Trade Shows*From Page 2*

March 3–4, West Hollywood. (310) 215-0554.

International Trade

State of the Port 2015. Women in International Trade – Los Angeles. January 14, San Pedro. (213) 545-6468.

InvestHub Mongolia 2015. Mongolia Ministry of Foreign Affairs and Economic Cooperation. January 14–15, Ulaanbaatar, Mongolia.

SelectUSA Forum in Hong Kong. U.S.

Commercial Service. January 19–20, Hong Kong, China.

SelectUSA Road Show-China Webinar Briefing. U.S. Consulates in Guangzhou, Hong Kong, Shanghai and Shenyang. January 22, webinar. (877) 951-7311.

Legal and Business Strategies for Exporting to Japan and the Philippines. Port of Los Angeles and Los Angeles County Bar Association. January 23, Los Angeles. (310) 732-7765.

Two Steps Ahead: Protect Your Digital Life. National Cyber Security Alliance. January 29, Sacramento.

Discover Sustainable Solutions. U.S. Commercial Service. February 9–11, Santa Clara.

Internet Export Marketing. Port of Los Angeles. February 11, Santa Ana. (310) 732-7765.

SelectUSA Investment Summit. Select USA. March 23–24, National Harbor, Maryland. (202) 482-6800.

Governor Outlines Agenda for Final Term in Office

From Page 1

Climate Change

The Governor spent a significant amount of time talking about the need to reduce carbon and announced three ambitious goals to be accomplished in the next 15 years:

- Increase from one-third to 50% electricity derived from renewable sources.
- Reduce today's petroleum use in

cars and trucks by up to 50%.

- Double the efficiency of existing buildings and make heating fuels cleaner.

He voiced one caveat: that in working toward these goals, California "must demonstrate that reducing carbon is compatible with an abundant economy and human well-being."

Budget

Governor Brown's other priority for his final term is fiscal responsibility for

the state budget, which was scheduled to be announced on Friday, after *Alert* went to print.

The California Chamber of Commerce will provide a recap of the Governor's proposal via the web and the new version of the CalChamber Alert app. To receive the update, download Version 2.0 at www.calchamber.com/mobile. Due to the app's move to a new publishing platform, even users who previously downloaded the app will need to download it again.

On-Call Rest Periods Are Lawful, Appellate Court Rules

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are normally taken while on duty, i.e., while subject to employer control."

The court determined that while Section 226.7 states that "An employer shall not require an employee to work during a meal or rest or recovery period," simply being on-call does not constitute performing "work." The court also referred to a California Division of Labor Standards Enforcement (DLSE) opinion letter in 1993 wherein the DLSE declined to "take the position that simply requiring [a] worker to [remain on call] is so inherently intrusive as to require a finding that the worker is under the control of the employer' and must be compensated for 'on-call' time."

Background

Jennifer Augustus and others alleged

on behalf of themselves and a class of similarly situated individuals that ABM Security Services, Inc. (ABM) failed to provide rest periods as required by California law because ABM required its security guards to keep their radios and pagers on during rest breaks, remain vigilant and respond to emergencies.

Although the plaintiffs offered no evidence that anyone's rest period had ever been interrupted, and ABM's submittal of declarations and deposition testimony of numerous employees, including the named plaintiffs, stated that they were provided and took uninterrupted rest breaks, the trial court ruled in favor of Augustus, concluding that an employer must relieve its employees of all duties during rest breaks, including the obligation to remain on call.

In 2012, plaintiffs moved for summary

judgment on their damages claim, requesting that judgment be entered in favor of the class in the amount of \$103.8 million, plus costs and attorney fees. The trial court awarded plaintiffs approximately \$90 million in damages, interest and penalties.

CalChamber in Court

The CalChamber legal affairs unit files friend-of-the-court briefs on behalf of CalChamber members and key industries to emphasize the impact that judicial decisions would have on California's economy.

For more information and to view past CalChamber in Court articles, visit www.calchamber.com/legalaffairs.
Staff Contact: Heather Wallace

Cyber Security Education in Sacramento

Consumers and businesses can learn about adding layers of security to everyday online activities at a January 29 event in Sacramento co-sponsored by the California Chamber of Commerce.

"Two Steps Ahead: Protect Your Digital Life," hosted by the National Cyber Security Alliance (NCSA) and Google, will feature presentations from the FBI, the Attorney General's office, Federal Trade Commission and NCSA.

To register for this free event, visit twostepsacramento.eventbrite.com.

Stay Informed with Alert App Version 2.0



A new version of the California Chamber of Commerce *Alert* app is available for download now.

Besides a new look, Version 2.0 gives readers the ability to search story content. Still available is the ability to download a PDF of the *Alert* to read offline.

The search feature is made possible by moving the app to a new publishing platform. Therefore, readers who downloaded the previous version of the app will need to download Version 2.0 at www.calchamber.com/mobile. The previous version of the app is no longer supported and readers with that version will not receive any news updates.

Advocacy Return on Investment

2014 Sample Return on Investment for CalChamber Members

Quadrupling limit on medical malpractice awards: higher costs and lawsuits stopped (Proposition 46)	\$9.9 Billion
Investment in critical water infrastructure (Proposition 1)	\$7.5 Billion
Limit on in-state energy development: tax revenue at risk saved (fracking moratorium: SB 1132, AB 2420)	\$6.7 Billion
Split roll property tax reassessment cost avoided (SB 1021)	\$6 Billion
Oil severance tax stopped (SB 1017)	\$4 Billion
Increased fuel cost (carbon tax) stopped (SB 1156)	\$2 Billion
Corporate tax rate increase stopped (SB 1372)	\$600 Million
Workers' compensation rollback stopped – costs not offset by savings (SB 626)	\$500 Million
Aerospace tax credit signed into law (AB 2389, SB 718)	\$420 Million
Motion picture/television tax credit signed into law (AB 1839)	\$230 Million
Health care mandate/higher premiums stopped (SB 1053)	\$46 Million
Increased health care premiums prevented (AB 1917)	\$28 Million
California Competes Tax Credit restored (AB 1560)	\$25 Million
Health care rate hikes averted (Proposition 45)	\$24 Million
New health care mandate stopped (AB 1771)	\$23.4 Million
Health care coverage cost increase prevented (AB 2533)	\$2.3 Million
Aerospace tax exemption signed into law (AB 777)	\$1.1 Million
Sugar sweetened beverage tax stopped (SB 1000)	\$1 Million
Total Definable Return	\$38 Billion

Return Per California Employee **\$2,923**

Other Savings from Legislation Stopped

Expansion of product defect litigation stopped (SB 1188)	\$1 million per class action lawsuit avoided
Workers' compensation presumption expansion stopped (AB 2616)	Up to \$200,000 per claim
Minimum wage indexing stopped (SB 935)	\$6,000 per hourly employee/ \$15,000 per exempt employee
Unproven pre-judgment wage liens stopped (AB 2416)	\$70,000 per lawsuit
Expansion of discrimination litigation, new health care coverage penalties stopped (AB 880)	\$70,000 per lawsuit avoided
Expanded litigation for franchisors vetoed (SB 610)	\$70,000 per lawsuit stopped
California-only food labeling stopped (SB 1040/SB 1381)	\$400/year additional cost per family

Improved Trade/Investment Relations with Mexico

Organized Governor's four-day trade mission to Mexico City, including a 150-member business and government delegation, which puts the state in a better position to continue exporting more than \$25 billion in goods to California's top export destination.

"We can make our dreams for tomorrow come true—if we take the right actions today."

Anne Buettner
Senior Vice President
The Walt Disney Company
2014 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. See www.calchamber.com/majorvictories

ABOUT US

CalChamber is the largest broad-based business advocate in California, 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.

CalChamber Outlines Trade Priorities for California Congressional Delegation



As the new Congress convened this week, the California Chamber of Commerce shared its

international trade priorities for the 114th Congress with members of the California congressional delegation, the President, Secretary of Commerce and U.S. Trade Representative.

In letters to these policy leaders, CalChamber reiterated its support for renewing the President's authority to negotiate trade agreements, pending agreements with Pacific nations and the European Union, and the reauthorization of the U.S. Export-Import Bank.

Trade Promotion Authority

The CalChamber supports the extension of trade promotion authority so that the President of the United States may negotiate new multilateral, sectoral and regional trade agreements ensuring that the United States may continue to gain access to world markets, resulting in an improved economy and additional employment of Americans.

U.S. standing as a world leader depends directly upon its competitive success in the global economy. For the past half century, the United States has led the world in breaking down barriers to trade and in creating a fairer and freer international trading system based on market economics and the rule of law. Increased market access achieved through trade agreements has played a major role in the nation's success as the world's leading exporter.

Trade Agreements

The CalChamber urges support regarding pending regional and multilateral trade agreements. It is critical to consumers, workers, businesses, farmers and ranchers in the state that these job-creating trade agreements are negotiated and approved at a time when they are needed more than ever.

Trade agreements ensure that the United States may continue to gain access

to world markets, which will result in an improved economy and additional employment of Americans.

Trans-Pacific Partnership

Leaders of the current 12 Trans-Pacific Partnership (TPP) countries have announced the achievement of the broad outlines of an ambitious, high-standard, regional, 21st century TPP Trade Agreement, of which the CalChamber is supportive. The TPP countries are Australia, Brunei Darussalam, Canada, Chile, Japan, Malaysia, Mexico, New Zealand, Peru, Singapore, the United States, and Vietnam.

According to a 2013 analysis supported by the Peterson Institute, a TPP agreement provides global income benefits of an estimated \$223 billion per year, by 2025. Real income benefits to the United States are an estimated \$77 billion per year. The TPP could generate an estimated \$305 billion in additional world exports per year by 2025, including an additional \$123.5 billion in U.S. exports.

The market size is nearly 800 million consumers with a combined gross domestic product (GDP) of \$28.1 trillion in 2012 (39% of world GDP). In 2013, U.S. exports with the TPP members topped \$699 billion and California exports were approximately \$70.4 billion, according to the U.S. Department of Commerce.

The TPP Agreement is important as a vehicle for Trans-Pacific-wide economic integration. This regional agreement sets a high standard that will enhance the competitiveness of the countries that are part of it and help facilitate trade and promote investment between them, increasing their economic growth and development. Moreover, the TPP is reinforcing the Asia-Pacific Economic Cooperation goal of promoting regional economic integration and could serve as a potential way to build toward the Free Trade Area of the Asia-Pacific.

Transatlantic Trade

The trans-Atlantic economic partnership is a key driver of global economic growth, trade and prosperity, and represents the largest, most integrated and longest-standing regional economic

relationship in the world. Together, the European Union and the United States are responsible for 11.5% of the world's population, nearly half of global GDP, 30% of global merchandise trade, and 40% of world trade in services.

The trans-Atlantic relationship defines the shape of the global economy as a whole; either the European Union or the United States also is the largest trade and investment partner for almost all other countries.

According to the World Bank, the EU market represents 506.7 million people, and has a total GDP of \$17.4 trillion. The United States has more than 316.1 million people and a GDP of \$16.8 trillion.

Total bilateral goods trade between the European Union and United States was nearly \$650 billion in 2013, with the United States exporting \$262 billion worth of goods to EU member nations.

California exports to the European Union in 2013 totaled \$28.2 billion. California is one of the top exporting states to Europe, with computers, electronic products and chemical manufactures as the state's leading export sectors to the region. EU countries purchase roughly 17% of all California exports. For California companies, the single market presents a stable market with huge opportunity.

Tariffs on goods traded between the U.S. and the EU average less than 3%, but even a small increase in trade could have major economic benefits. U.S. trade with Europe is much larger than with China. Although there are numerous issues such as agricultural subsidies, privacy and aircraft subsidies, obtaining agreements on issues such as uniform car safety testing could be a huge benefit.

A free trade agreement, the Transatlantic Trade and Investment Partnership (TTIP), could increase economic output in the long term, benefiting industries ranging from chemicals to automakers. EU-U.S. commercial links are unrivaled. Total U.S. annual investment in the EU is higher than in all of Asia, while EU investment in the U.S. far outstrips EU investment in India and China combined.

The CalChamber is supportive of Europe and the United States launching

See CalChamber Outlines: Page 7

Congress Votes to Reauthorize Terrorism Risk Insurance Act



Following strong support voiced by the California Chamber of Commerce, the U.S. House of Representatives and U.S. Senate voted this week to reauthorize the

Insurance Act (TRIA).

The vote extended the TRIA for six years. The President is expected to sign the bill.

Reauthorization Critical

Reauthorizing the TRIA “is critical to employers and our economy,” said Marti Fisher, CalChamber policy advocate. “Recent increased terrorism threats have underscored the need for immediate action

on this legislation and we strongly support a long-term extension of TRIA to minimize the cost to employers from the risk of terrorism.”

The Terrorism Risk Insurance Act was a response to the inability of insurance policyholders to secure terrorism risk insurance following the attacks of 9/11. TRIA requires insurers to offer terrorism coverage to policyholders in certain commercial insurance lines.

Policyholders are free to accept or reject the offer, but terrorism coverage may not be excluded in these lines unless the policyholder has had the opportunity to purchase such coverage on the same terms, amounts and limitations applicable to other perils.

Risk Sharing

Since its enactment in 2002, the program has served as a vital public-private risk sharing mechanism, ensuring that

private terrorism risk insurance coverage remains commercially available and the U.S. economy can recover more swiftly if there is a terrorist attack. The bill passed by Congress is a balance that would ensure commercial availability of coverage while increasing taxpayer protections.

In a letter to the California congressional delegation urging approval of the reauthorization, CalChamber pointed out that delays in extending the program will likely result in increased risk and costs for employers particularly with respect to workers’ compensation. Current requirements prohibit workers’ compensation policies from excluding terrorism, imposing policy limits, or excluding losses from attacks. This risk falls directly on employers, who are statutorily required to have workers’ compensation coverage for their employees.

Staff Contact: Marti Fisher

CalChamber Outlines Trade Priorities for California Congressional Delegation

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trade talks to deepen the world’s largest trading relationship with focus on trade and investment initiatives including:

- eliminating tariffs on trans-Atlantic trade in goods;
- establishing compatible regulatory regimes in key sectors to address regulatory divergences that unnecessarily restrict trade;
- a bilateral investment agreement;
- liberalizing cross-border trade in services, without exclusions; and
- bilateral expansion of government procurement commitments.

Export-Import Bank

The CalChamber supports the renewal of the Export-Import Bank of the U.S. (Ex-Im Bank) designed to assist in financing the export of U.S. goods and services to international markets. Ex-Im Bank enables U.S. companies—large and small—to turn export opportunities into real sales that help maintain and create U.S. jobs and contribute to a stronger national economy.

With 80 years of experience, Ex-Im

Bank has supported more than \$567 billion of U.S. exports, primarily to developing markets worldwide. In the 2013 fiscal year, Ex-Im Bank approved more than \$27 billion in total authorizations to support an estimated \$37.4 billion in U.S. export sales and approximately 205,000 American jobs in communities across the country. According to the Ex-Im Bank, in 2013 alone it supported nearly 400 California exporters for a total of \$5 billion in sales.

In addition to supporting U.S. jobs, the Ex-Im Bank is a self-sustaining agency that operates at no net cost to the taxpayers. Ex-Im Bank pays for itself by charging fees or interest to its customers for loans, credit insurance and loan guarantees that they receive. In the past fiscal year, the Ex-Im Bank has generated more than \$1 billion in excess revenue for U.S. taxpayers.

Failure to reauthorize the Ex-Im Bank, which is set to expire on June 30, 2015, would amount to unilateral disarmament in the face of other nations’ aggressive trade finance programs, putting billions of dollars in U.S. exports and

thousands of U.S. jobs at risk.

CalChamber Position

The CalChamber supports expansion of international trade and investment, fair and equitable market access for California products abroad, and elimination of disincentives that impede the international competitiveness of California business.

Detailed information vital to the businesses that make California one of the largest exporting states in the nation and one of the largest economies in the world is available on the international trade section of the CalChamber website: www.calchamber.com/international.

Staff Contact: Susanne T. Stirling

International Trade Priorities Video
CalChamber international trade priorities are reflected in a newly released video at calchamber.com/international



THURSDAY, JANUARY 29, 2015 | 10:00 - 11:30 A.M. PT

2015 Employment Law Updates Webinar

With new employment laws on the books for 2015, sound HR decisions hinge on having current information. CalChamber's annual webinar reviews recent state and federal court cases, new laws and regulatory changes, and how they apply to your workforce.

Anyone with employees in California will benefit from our employment law experts' compliance guidance on mandatory paid sick leave, immigration-related practices, employer contractor liability and more.

Cost: \$199.00 | Preferred/Executive Members: \$159.20



This webinar is mobile-optimized for viewing on tablets and smartphones.

LEARN MORE at calchamber.com/2015updates or call (800) 331-8877.

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