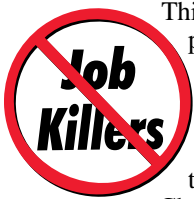


# ALERT

VOLUME 41, NUMBER 23 • AUGUST 7, 2015



## Job Killer Vote Record Shows Success, Challenges



This edition of *Alert* presents a recap of floor votes on job killer bills before legislators went on their summer break. Although opposition from the California Chamber of Commerce

and others stopped many job killers before the interim recess, 10 job killer bills await action when legislators return on August 17 for the final weeks of this year's session.

Before the summer recess, the Senate sent five job killer bills to the Assembly. Senate committees prevented three job killer bills from advancing to floor votes.

A fourth Senate bill dealing with health care rates was amended to remove the job killer provisions, but the CalChamber remains opposed to the bill because it still threatens employers with higher premiums.

The Assembly stopped one job killer bill in a floor vote, but approved another, while a third was placed on the Assembly Floor inactive file. Assembly committees

stopped three other job killer bills from moving to the floor.

Both houses of the Legislature approved and sent to the Governor a bill that denies employers the basic choice of whom to hire.

For the full list of the 19 job killer bills identified to date and their statuses, visit [www.CAJobKillers.com](http://www.CAJobKillers.com).

The bills covered in this interim job killer vote record are listed below.

### Economic Development Barriers

- **AB 359 (Gonzalez; D-San Diego)**  
**Costly Employee Retention Mandate:** Inappropriately interferes with and alters the employment relationship by mandating that a successor grocery employer retain the employees of the former grocery employer for 90 days, potentially under the terms of a collective bargaining agreement to which the successor employer was not a party, and then forces the successor employer to consider offering continued employment to such employees beyond the 90 days

*See CalChamber Vote Record: Page 4*

## CalChamber Leads Effort to Stop Initiative that Would Impede Public Works Investments

The California Chamber of Commerce is leading a coalition that is organizing to stop a proposed initiative that would hurt the state's ability to invest in vital public works projects.

Dubbed by supporters as the "No Blank Checks" initiative, the proposal would require a statewide election every time the state or a state-local partnership seeks to issue revenue bonds exceeding \$2 billion to pay for infrastructure projects.

The CalChamber Board of Directors

has voted to oppose the ballot proposal. Supporters must collect 585,407 signatures by September 10, 2015 to place the measure on the November 2016 ballot.

The opposition coalition is named Citizens to Protect California Infrastructure.

Read the commentary by CalChamber President and CEO Allan Zaremberg on [Page 3](#) to learn why the proposed initiative is dangerous for our economy and the safety of our citizens.

## Senate to Vote on CalChamber-Opposed Employment Bills



### OPPOSE

Two California Chamber of Commerce-opposed bills that increase employer costs and threaten employers with civil litigation and criminal prosecution are awaiting action by the full Senate when the Legislature returns from summer recess.

- **AB 970 (Nazarian; D-Sherman Oaks)** significantly expands the Labor Commissioner's authority and increases employer costs by permitting the Labor Commissioner to enforce local minimum wage laws through the citation process, which will increase annual assessments to fund the Labor Commissioner's office for all employers across the state, including those in areas with no local minimum wage.

- **AB 1017 (Campos; D-San Jose)** threatens employers with civil litigation for seeking an applicant's prior salary and benefit information even though the applicant suffered no harm in compensation.

### Action Needed

The CalChamber is asking members to contact their senators and urge that they **oppose AB 970** and **AB 1017**.

Sample letters are available at [www.calchamber.com/grassroots](http://www.calchamber.com/grassroots).

Staff Contact: Jennifer Barrera

### Inside

[Job Killer Vote Record: Pages 5-6](#)

## Labor Law Corner

# Leave Certifications for Lifetime Condition Differ in Federal, State Law



**Sunny Lee**  
HR Adviser

*I have had an employee off work on a federal Family Medical Leave Act (FMLA)/California Family Rights Act (CFRA) leave. Her original certification noted that her condition was lifelong. Can I require her to have a recertification?*

Both the FMLA and CFRA regulations address the issue of recertification and they differ in the rights that an employer has to obtain a recertification.

If the employee is outside of California, the federal provisions on recertification would apply and employers can ask for recertification.

California regulations, however, do not have any provision for recertification, so an employee in California with a “lifetime” condition does not need to provide new certification under CFRA.

### FMLA

(29 Code of Federal Regulations, Section 825.308)

#### 30-Day Rule

An employer may require recertification no more often than every 30 days in connection with an absence.

#### More Than 30 Days

If the medical certification indicates that the minimum duration is more than 30 days, the employer must wait until the minimum duration expires before requesting recertification for an absence. For example, if the medical certification states that an employee will be unable to work, whether continuously or on an intermittent basis, for 60 days, the employer must wait 60 days before requesting a recertification.

#### Every 6 Months

In all cases, an employer may request a medical recertification every 6 months in connection with an absence, even where the certification states a longer period. A certification which indicates a “lifetime” condition exists indicates that the condi-

tion will last more than 6 months.

While the federal regulations do permit recertification even with a “lifetime condition,” California does not.

### California

In California, the California Code of Regulations, Title 2, Division 4, Section 11091(b)(2) Serious Health Condition of Employee controls:

*“As a condition of granting a leave for the serious health condition of the employee, the employer may require certification of the serious health condition, as defined in section 11087(a)(2). Upon expiration of the time period the health care provider originally estimated that the employee needed for his/her own serious health condition, the employer may require the employee to obtain recertification, but only if additional leave is requested. The employer may not contact a health care provider for any reason other than to authenticate a medical certification.”*

In any situation involving legal rights and lifetime conditions, employers should consult with legal counsel.

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

### Labor Law

Payments to Independent Contractors

Webinar. IRS. August 19.

Business Taxes for the Self-Employed

Webinar. IRS. August 26.

### Government Relations

Annual Public Affairs Conference.

CalChamber. November 3–4, Marina del Rey. (916) 444-6670.

### Labor Law

HR Boot Camp. CalChamber. August 18, Sacramento; September 2, Laguna Beach. (800) 331-8877.

### International Trade

Hong Kong Food Expo. Centers for International Trade Development.

August 13–15, Hong Kong. (909) 556-6639.

Exporter Roundtable Series. Northern California World Trade Center. August 14, Sacramento. (855) 667-2259.

ExporTech. CMTC. August 19–21, Torrance. (310) 984-0728.

Thai American Chamber's Night 2015. Thai American Chamber. August 28, Monterey Park. (626) 571-8222.

**Next Alert: August 21**



# Deceptive Proposed Initiative Would Disrupt Vital Infrastructure Projects in California



Allan Zarembeg

At a time when California is running far behind making even the basic investments in maintaining our vital infrastructure, a proposed 2016 ballot measure

would seriously disrupt our ability to fix crumbling roads, improve water supplies, and build new schools and other public works.

It could also prevent timely fixes to infrastructure after natural disasters or major emergencies. This deceptive initiative would add an unnecessary level of cost, bureaucracy and delay to a process already bogged down, and further widen the infrastructure funding deficit plaguing our state.

## Broad Consequences

Opponents of the state's plan to build a reliable Delta water system are close to qualifying a constitutional measure for the November 2016 ballot that would require a statewide election each and every time the state or a state-local partnership seeks to issue revenue bonds exceeding \$2 billion to pay for infrastructure projects. But this measure has consequences much broader than just the pipeline project.

If passed, the measure will take a widely used and fiscally responsible financing mechanism off the table for all sorts of infrastructure projects.

## Revenue Bonds

General obligation bonds appropriately require a vote of the people, because the risk of default is on the taxpayers. But revenue bonds are not guaranteed by state or local taxpayers. Instead, bondholders shoulder all the risk for revenue bonds in return for earning interest.

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## Commentary By Allan Zarembeg

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Further, revenue bonds are repaid using designated funding streams associated with the projects they finance, and not the state's general fund. A water recycling project would be funded by

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*If passed, the measure will take a widely used and fiscally responsible financing mechanism off the table for all sorts of infrastructure projects.*

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water users, a toll bridge by tolls on motorists using the bridge, and so on. As such, a statewide vote is entirely unsuitable for revenue bonds.

Because the measure does not provide a clear definition of the term "project," it will lead to considerable uncertainty, litigation, delays and costs that would stall or derail infrastructure projects. The measure would encourage litigation and

increase the ability of special interests to leverage major infrastructure projects for their own purposes.

## Local Projects

It is hard to see why a *statewide* vote is appropriate for *local* projects. For example, if a state-local partnership in the Central Valley sought to issue revenue bonds for a local water storage project to be repaid by local water users, under this measure it would require statewide approval.

In other words, voters in Los Angeles, San Francisco and Redding would have to vote to authorize or reject a revenue bond that impacts only Central Valley water users. That makes no sense.

## No Exceptions for Emergencies

Lastly, and most reckless, the initiative provides no exceptions for emergencies or natural disasters. If an earthquake or flood ruins roads, bridges, or water infrastructure, this initiative would effectively take state revenue bonds off the table to finance immediate repairs. That's because the state would have to wait until the next general election to seek voter approval before financing — not to mention construction — could begin.

A broad coalition of business, labor and other leaders is coming together to defeat this deceptive and dangerous initiative that would greatly impede our state's ability to make the public works investments that are vital to our economic health, quality of life and security.

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*Allan Zarembeg is president and chief executive officer of the California Chamber of Commerce. This commentary appeared as a post on Fox & Hounds Daily.*



# CalChamber Vote Record on Job Killers

From Page 1

unless the employee's performance was unsatisfactory. *Passed Assembly, May 26, 46-27. Passed Senate, July 13, 22-14. To Governor.*

## Increased Burdensome Environmental Regulation

• **AB 356 (Williams; D-Santa Barbara) Limits In-State Energy Development:** Potentially shuts down certain in-state oil production operations by redefining critical components of the Underground Injection Control program which would, in turn, compromise oil production without providing any additional environmental and groundwater protections beyond those recently proposed by state regulators. *Failed passage in Assembly, June 4, 28-33.*

• **SB 32 (Pavley; D-Agoura Hills) Slows Economic Growth:** Increases costs for California businesses, makes them less competitive and discourages economic growth by adopting further greenhouse gas emission reductions for 2030 and 2050 without regard to the impact on individuals, jobs and the economy. *Passed Senate, June 3, 24-15. Assembly Appropriations Committee; no hearing date set.*

• **SB 654 (de León; D-Los Angeles) Creates Unworkable Hazardous Waste Permitting Process:** Discourages investment in upgrading and improving hazardous waste facilities by shutting down hazardous waste facilities if the Department of Toxic Substances Control fails to take final action on the permit renewal application within a specified timeframe, even if the permit applicant acted diligently and in good faith throughout the permit application process. *Passed Senate, June 4, 21-16. Assembly Appropriations; no hearing date set.*

## Increased Fuel Costs

• **SB 350 (de León; D-Los Angeles) Costly and Burdensome Regulations:** Potentially increases costs and burdens on all Californians by mandating an arbitrary and unrealistic reduction of petroleum use by 50%, increasing the current Renewable Portfolio Standard to 50% and increasing energy efficiency in buildings by 50% — all by 2030 without regard to the impact on individuals, jobs and the economy. *Passed Senate, June 3, 24-14. Assembly Appropriations; no hearing date set.*

## Increased Labor Costs

• **SB 3 (Leno; D-San Francisco/ Leyva; D-Chino) Automatic Minimum Wage Increase:** Unfairly increases employers' costs while ignoring the economic factors or other costs of employers by increasing the minimum wage by \$3.00 over the next two and a half years with automatic increases tied to inflation. *Passed Senate, June 1, 23-15. Assembly Appropriations; no hearing date set.*

• **SB 406 (Jackson; D-Santa Barbara) Significant Expansion of California Family Rights Act:** Increases costs, risk of litigation and less conformity with federal law by dramatically reducing the employee threshold from 50 to at least 25 employees and expanding the family members for whom leave may be taken, which will provide a California-only, separate 12-week protected leave of absence for both small and large employers to administer. *Passed Senate, June 4, 23-16. Assembly Appropriations; no hearing date set.*

## Increased Unnecessary Litigation Costs

• **AB 465 (R. Hernández; D-West Covina) Increased Litigation:** Significantly drives up litigation costs for all California employers as well as increases pressure on the already-overburdened judicial system by precluding mandatory employment arbitration agreements, which is likely pre-empted by the Federal Arbitration Act. *Passed Assembly, May 14, 45-30. Senate Floor.*

## Key to Using This Section

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

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

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

## Tax Increase Proposals Still Alive

As measures requiring a two-thirds vote of approval, tax increases are not subject to the legislative deadlines and remain eligible for consideration as long as the Legislature is in session.

The following job killer tax increases are still alive.

• **ACA 4 (Frazier; D-Oakley) Lowers Vote Requirement for Tax Increases:** Adds complexity and uncertainty to the current tax structure and pressure to increase taxes on commercial, industrial and residential property owners by giving local governments new authority to enact special taxes, including parcel taxes, by lowering the vote threshold from two-thirds to 55%. *Assembly Appropriations Committee; no hearing date set.*

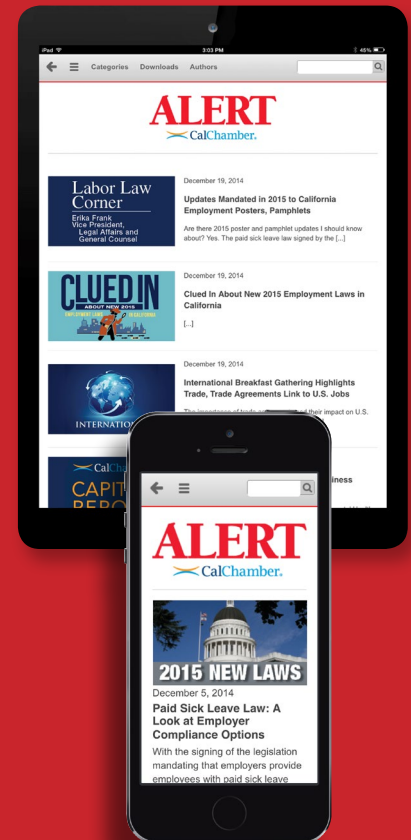
• **SB 684 (Hancock; D-Berkeley) Increased Tax Rate:** Threatens to significantly increase the corporate tax rate on publicly held corporations and financial institutions up to 15% according to the wages paid to employees in the United States, and threatens to increase that rate by 50% thereafter, if the corporation or institution reduces its workforce in the United States and simultaneously increases its contractors. *Senate Governance and Finance Committee; no hearing date set.*

• **SCA 5 (Hancock; D-Berkeley)/ (Mitchell; D-Los Angeles) Split Roll:** Undermines the protections of Proposition 13 by unfairly targeting commercial property owners and increasing their property taxes by assessing their property based upon current fair market value instead of acquired value. Such costs will ultimately be passed on to consumers and tenants through higher prices and will result in job loss as businesses struggle to absorb such a dramatic tax increase. (Amended June 9). *Senate Governance and Finance; no hearing date set.*

## Senate Vote Record on Job Killers

	<b>Economic Development Barriers</b>	<b>AB 359 Employee Retention Mandate</b>	<b>Environmental Regulation</b>	<b>SB 32 Emission Reductions</b>	<b>SB 654 Haz Waste Permits</b>	<b>Increased Fuel Costs</b>	<b>SB 350 Energy Restrictions</b>	<b>Increased Labor Costs</b>	<b>SB 3 Automatic Minimum Wage Hike</b>	<b>SB 406 Family Rights Act Expansion</b>	<b>In Accord with CalChamber</b>	<b>Not in Accord with CalChamber</b>	<b>Not Voting or Absent</b>
Allen, Ben (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Anderson, Joel (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Bates, Patricia (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Beall, Jim (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Berryhill, Tom (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Block, Marty (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Cannella, Anthony (R)	●	N	N	N	N	N	N	N	N	N	6	0	0
de León, Kevin (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Fuller, Jean (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Gaines, Ted (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Galgiani, Cathleen (D)	N	N	●	N	●	Y	●	Y	Y	Y	5	1	0
Glazer, Steve (D)	N	Y	N	Y	●	N	●	N	Y	Y	4	2	0
Hall, Isadore (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Hancock, Loni (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Hernandez, Ed (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Hertzberg, Bob (D)	●	Y	●	Y	Y	Y	Y	Y	Y	Y	2	4	0
Hill, Jerry (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Hueso, Ben (D)	Y	Y	●	Y	Y	●	Y	●	Y	Y	2	4	0
Huff, Bob (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Jackson, Hannah-Beth (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Lara, Ricardo (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Leno, Mark (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Leyva, Connie (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Liu, Carol (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
McGuire, Mike (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Mendoza, Tony (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Mitchell, Holly (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Monning, William (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Moorlach, John (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Morrell, Mike (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Nguyen, Janet (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Nielsen, Jim (R)	N	●	N	●	N	●	N	N	N	N	6	0	0
Pan, Richard (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Pavley, Fran (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Roth, Richard (D)	Y	N	N	●	N	N	●	N	N	N	5	1	0
Runner, Sharon (R)	●	N	N	N	N	N	N	N	N	N	6	0	0
Stone, Jeff (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Vidak, Andy (R)	N	N	N	N	N	N	N	N	N	N	6	0	0
Wieckowski, Bob (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	0	6	0
Wolk, Lois (D)	●	Y	Y	Y	Y	Y	Y	Y	Y	Y	1	5	0

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# Assembly Vote Record on Job Killers

	<b>Economic Development Barriers</b> AB 359 Employee Retention Mandate	<b>Environmental Regulation</b> AB 356 In-State Energy Development	<b>Increased Litigation Costs</b> AB 465 Precludes Arbitration	<b>In Accord with CalChamber</b>	<b>Not in Accord with CalChamber</b>	<b>Not Voting or Absent</b>		<b>Economic Development Barriers</b> AB 359 Employee Retention Mandate	<b>Environmental Regulation</b> AB 356 In-State Energy Development	<b>Increased Litigation Costs</b> AB 465 Precludes Arbitration	<b>In Accord with CalChamber</b>	<b>Not in Accord with CalChamber</b>	<b>Not Voting or Absent</b>
Achadjian, Katcho (R)	N	N	N	3	0	0	Hernández, Roger (D)	Y	●	Y	1	2	0
Alejo, Luis (D)	Y	●	Y	1	2	0	Holden, Chris (D)	Y	●	Y	1	2	0
Allen, Travis (R)	N	N	N	3	0	0	Irwin, Jacqui (D)	Y	Y	N	1	2	0
Atkins, Toni (D)	Y	Y	Y	0	3	0	Jones, Brian (R)	N	●	N	3	0	0
Baker, Catharine (R)	N	●	N	3	0	0	Jones-Sawyer, Reginald (D)	Y	Y	Y	0	3	0
Bigelow, Frank (R)	N	N	N	3	0	0	Kim, Young (R)	N	N	N	3	0	0
Bloom, Richard (D)	—	Y	Y	0	2	1	Lackey, Tom (R)	N	N	N	3	0	0
Bonilla, Susan (D)	Y	●	Y	1	2	0	Levine, Marc (D)	N	Y	Y	1	2	0
Bonta, Rob (D)	Y	Y	Y	0	3	0	Linder, Eric (R)	●	N	N	3	0	0
Brough, William (R)	N	N	N	3	0	0	Lopez, Patty (D)	Y	Y	Y	0	3	0
Brown, Cheryl (D)	N	N	●	3	0	0	Low, Evan (D)	Y	●	Y	1	2	0
Burke, Autumn (D)	Y	Y	Y	0	3	0	Maienschein, Brian (R)	N	N	N	3	0	0
Calderon, Ian (D)	Y	●	Y	1	2	0	Mathis, Devon (R)	—	N	N	2	0	1
Campos, Nora (D)	Y	Y	Y	0	3	0	Mayes, Chad (R)	N	N	N	3	0	0
Chang, Ling-Ling (R)	N	N	N	3	0	0	McCarty, Kevin (D)	Y	Y	Y	0	3	0
Chau, Ed (D)	Y	Y	Y	0	3	0	Medina, Jose (D)	Y	●	Y	1	2	0
Chávez, Rocky (R)	—	N	N	2	0	1	Melendez, Melissa (R)	N	N	N	3	0	0
Chiu, David (D)	Y	Y	Y	0	3	0	Mullin, Kevin (D)	Y	Y	Y	0	3	0
Chu, Kansan (D)	Y	Y	Y	0	3	0	Nazarian, Adrin (D)	Y	Y	Y	0	3	0
Cooley, Ken (D)	N	N	●	3	0	0	Oberholte, Jay (R)	N	N	N	3	0	0
Cooper, Jim (D)	Y	●	Y	1	2	0	O'Donnell, Patrick (D)	Y	●	Y	1	2	0
Dababneh, Matthew (D)	Y	Y	Y	0	3	0	Olsen, Kristin (R)	N	N	N	3	0	0
Dahle, Brian (R)	N	●	N	3	0	0	Patterson, Jim (R)	N	N	N	3	0	0
Daly, Tom (D)	Y	N	●	2	1	0	Perea, Henry (D)	Y	N	Y	1	2	0
Dodd, Bill (D)	Y	Y	Y	0	3	0	Quirk, Bill (D)	Y	N	Y	1	2	0
Eggman, Susan Talamantes (D)	●	Y	Y	1	2	0	Rendon, Anthony (D)	Y	Y	Y	0	3	0
Frazier, Jim (D)	Y	N	Y	1	2	0	Ridley-Thomas, Sebastian (D)	Y	N	Y	1	2	0
Gaines, Beth (R)	N	N	N	3	0	0	Rodriguez, Freddie (D)	Y	●	●	2	1	0
Gallagher, James (R)	N	N	N	3	0	0	Salas, Rudy (D)	●	N	●	3	0	0
Garcia, Cristina (D)	Y	●	Y	1	2	0	Santiago, Miguel (D)	Y	Y	Y	0	3	0
Garcia, Eduardo (D)	Y	●	Y	1	2	0	Steinorth, Marc (R)	N	N	N	3	0	0
Gatto, Mike (D)	Y	Y	Y	0	3	0	Stone, Mark (D)	Y	Y	Y	0	3	0
Gipson, Mike (D)	Y	●	Y	1	2	0	Thurmond, Tony (D)	Y	Y	Y	0	3	0
Gomez, Jimmy (D)	Y	Y	Y	0	3	0	Ting, Phillip (D)	Y	Y	Y	0	3	0
Gonzalez, Lorena (D)	Y	●	Y	1	2	0	Wagner, Donald (R)	N	N	N	3	0	0
Gordon, Richard (D)	Y	Y	Y	0	3	0	Waldron, Marie (R)	N	N	N	3	0	0
Gray, Adam (D)	Y	N	N	2	1	0	Weber, Shirley (D)	Y	●	Y	1	2	0
Grove, Shannon (R)	N	N	N	3	0	0	Wilk, Scott (R)	N	N	N	3	0	0
Hadley, David (R)	N	●	N	3	0	0	Williams, Das (D)	Y	Y	Y	0	3	0
Harper, Matthew (R)	—	N	N	2	0	1	Wood, Jim (D)	Y	Y	Y	0	3	0

# 14 CalChamber Member Companies Make *Fortune* Magazine Best Places to Work List

This year, 14 California Chamber of Commerce member companies were selected by *Fortune* magazine as some of the best companies for which to work.

## Best Companies

The following member companies made it in the “100 Best Companies to Work For” list:

- **Google**, ranked No. 1: Google has occupied the top spot in this list for the sixth time in eight years. Its top position is bolstered by the company’s parental-leave benefits, which give up to 12 weeks of fully paid baby-bonding time to new parents, regardless of gender. The media and tech giant also provides \$500 in “bonding bucks” to all new parents to use during the first three months of their child’s life.

- **Kimley-Horn & Associates**, ranked No. 25: A standout benefit at this design consulting firm is its employee recognition program. Employees can nominate peers who are going above and beyond for an immediate \$50 reward. Last year, the company approved 4,468 of these peer awards, totaling \$245,000 in bonuses.

- **The Container Store**, ranked No. 27: Retail workers are paid nearly \$50,000 a year and a quarter of employees own stock thanks to an employee share program.

- **NetApp, Inc.**, ranked No. 35: Staff at this data-storage firm are allowed to create individualized work plans and extend breaks by borrowing up to 40

hours against future accruals of time off.

- **Cooley**, ranked No. 42: This international law firm contributes 7.5% of employee pay to eligible employees’ 401(k) accounts and the contribution is fully vested after only two years.

- **Whole Foods Market**, ranked No. 55: Team members at this grocery store chain get 20% off store purchases and up to 30% if they are enrolled in a healthy lifestyle program, which includes a voluntary biometric screening.

- **KPMG LLP**, ranked No. 63: This accounting firm grants employees up to \$5,000 for referrals. “Alumni,” former employees, also are eligible. Mark R. Hutchins, managing partner at KPMG, is a member of the California Chamber of Commerce Board of Directors.

- **Cisco Systems**, ranked No. 70: Employees at this company get discounts of up to 35% on installation of solar panels in their homes and 95% of employees work at home an average of two days a week.

- **PricewaterhouseCoopers LLP**, ranked No. 74: This audit and consulting firm promotes camaraderie through a variety of sports events. Nearly 400 players (from interns to partners) participated in a softball tournament in Denver. Raman Chitkara, global technology industry leader at PriceWaterhouseCoopers, is a member of the CalChamber Board.

- **General Mills**, ranked No. 80: Turnover of full-time employees at this

food giant is just 3% annually, and more than half of its workers have been on the job for 10 years, with nearly 3,500 for more than 20 years.

- **Bright Horizons**, ranked No. 82: This company has grown and expanded drastically since its first onsite child care center in 1986—it currently operates 662 centers, employing 17,000 caregivers.

- **Nordstrom**, ranked No. 93: The retailer empowers its sale staff. One employee told *Fortune*, “I’ve worked in retail for more than 10 years and have never found a place that gives me as much freedom as I have at Nordstrom.”

- **Deloitte**, ranked No. 97: Philanthropy is a motivational driver of culture at the nation’s biggest professional service firm. One day each June, nearly the entire U.S. operation takes the day off to volunteer. Julie C. Quinn, managing director of the Sacramento office of Deloitte, is a member of the CalChamber Board.

- **Accenture**, ranked No. 98: A “smart work” program allows employees who normally travel to client sites to work from home or at their local Accenture office for one or more weeks per month, with manager approval.

## Complete List

For the complete list, including data about hiring, perks, paid time off and compensation tables, visit [fortune.com/bestcompanies](http://fortune.com/bestcompanies).

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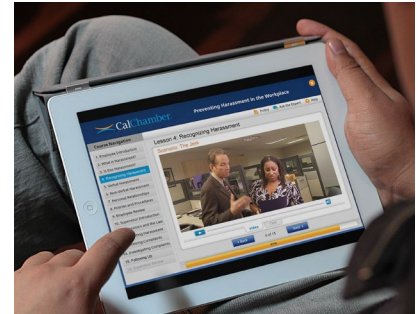


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