

ALERT

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CalChamber Identifies 2016 Job Creator Bills



The California Chamber of Commerce this week released its list of job creator bills,

calling attention to 12 bills that will improve the state's job climate and stimulate the economy.

Since 2008, the CalChamber has identified bills that will encourage employers to invest resources back into the economy and local communities rather than spend them on unnecessary government-imposed costs.

Job creating legislation promotes the following policies:

- Keeping taxes on new investment and business operations low, fair, stable and predictable.
- Reducing regulatory and litigation costs of operating a business—especially when hiring and keeping employees.
- Reducing the cost and improving the certainty and stability of investing in new or expanded plants, equipment and technology.

- Investing in public and private works that are the backbone for economic growth.

- Ensuring the availability of high-quality skilled employees.

CalChamber may add more bills to the list in the coming weeks as legislation is amended.

The list of 2016 job creator bills follows:

Reducing Meritless Litigation

- **AB 1948 (Wagner; R-Irvine) Meal and Rest Period Penalty** — Reduces unnecessary litigation by specifying that the one-hour premium pay penalty for a missed meal or rest period is the sole remedy for the violation.

- **AB 2461 (Grove; R-Bakersfield) Private Attorneys General Act (PAGA) Reform** — Protects against meritless litigation by focusing a representative action under PAGA to four Labor Code sections instead of the entire Labor Code.

- **AB 2462 (Grove; R-Bakersfield) Private Attorneys General Act (PAGA)**

See CalChamber Identifies: Page 4

State High Court Rules on Suitable Seating



The California Supreme Court this week issued a long-awaited decision on the issue of when an employer must provide "suitable seats" to an employee.

The court's April 4 decision sought to find a middle ground between the plaintiffs' and the defendants' positions.

Overall, however, the decision will require employers in many industries to do a case-by-case analysis of tasks performed at various locations, such as check-out aisles, to determine if a seat is required at that location.

There is no bright line—"yes, seats are required" or "no, they aren't." Instead, employers will need to be ready to defend their decision using the guidelines discussed in this decision.

The California Chamber of Commerce filed a joint friend-of-the-court brief with the U.S. Chamber of Commerce in support of defendant employers.

"The court's ruling confirms that particular job duties cannot be viewed in isolation, and that an employer's business judgment, customer service considerations and the physical layout of the workspace are relevant in determining whether an employer will be forced to provide a seat. We are hopeful this will lead to common sense prevailing," said Katherine Forster of Munger, Tolles &

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CAPITOL SUMMIT & SACRAMENTO HOST BREAKFAST

May 17-18, 2016

www.calchamber.com/2016summit-host



Labor Law Corner

Reason for Travel Determines Whether Travel Time Must Be Paid



Barbara Wilber
HR Adviser

Our hourly employees report to work at the office and then travel from one work location to another using their own car, and we pay for mileage. An employee is now claiming that we have to pay for the driving time. Why would we have to pay for travel time in addition to reimbursing the employee for mileage?

There continues to be confusion about how to pay for travel time. Travel time and mileage reimbursement are two separate issues.

An employer is obligated to compensate for time worked and reimburse an employee for any expenses incurred while performing the duties of the job.

As described in your question, when an employee is traveling at your direction and control, what is thought of as “travel” time is actually considered “hours worked,” even if no productive work is performed.

Whether an employer must compensate for travel time and/or expense reimbursement is predicated on the underlying reason for the travel.

Hours Worked

First determine whether the time meets the definition of hours worked found in the Industrial Welfare Commission, Section 2:

“Hours worked” means the time during which an employee is subject to the control of an employer, and includes all the time the employee is suffered or permitted to work, whether or not required to do so.

Unless special circumstances exist, travel to the first job location in a day is not considered work time. Travel beyond reasonable time and distances or when an employee delivers goods, tools, equipment and materials to a job site may nevertheless require compensation.

Guidance Letters

Determining whether travel time meets the definition of hours worked is a fact-driven decision that requires a comprehensive review of each circumstance.

Correction

The print **Alert** should have listed the salary-basis test amounts as follows:

In order for employees to qualify as “exempt” under any of the six exemptions in California, they must meet the salary-basis test, which is two times the monthly minimum wage. Under SB 3, that amount in January 2022 will rise from the current

The Division of Labor Standards Enforcement (DLSE) has provided guidance in several opinion letters found at the www.dir.ca.gov website. See opinion letters numbered 2003.04.22, 2002.01.29 and 2002.02.21.

Once it is determined that the travel is being performed at the direction and control of the employer, that time becomes hours worked.

Reimbursement

It then follows that if an employee is working for an employer and is required to expend money to perform his/her duties, as in driving his/her own car, the employer is obligated to reimburse the employee pursuant to Labor Code Section 2802, quoted in part:

2802. (a) An employer shall indemnify his or her employee for all necessary expenditures or losses incurred by the employee in direct consequence of the discharge of his or her duties, or of his or her obedience to the directions of the employer, even though unlawful, unless the employee, at the time of obeying the directions, believed them to be unlawful.

While DLSE opinion letters are useful for guidance, do not rely upon DLSE opinion letters as legal precedent. Courts need not follow the opinions. Consult with legal counsel to determine how to properly pay and reimburse for travel time.

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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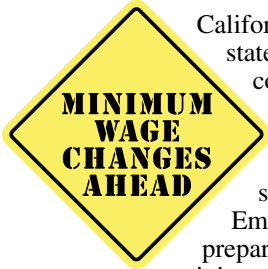
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Minimum Wage Hike Becomes Law; Overview of Implications for Employers



California is the first state in the nation to commit to raising the minimum wage to \$15 per hour statewide.

Employers need to prepare for the minimum wage increase.

Governor Edmund G. Brown Jr. this week signed **SB 3 (Leno; D-San Francisco)**, a job killer bill that will increase the minimum wage in California to \$15 per hour by 2022 (2023 for companies employing 25 or fewer people since there is a one-year implementation delay for small business).

SB 3 calls for an increase of \$.50 per hour beginning January 1, 2017 and an increase of \$.50 per hour in January 2018. The rate would increase \$1 per year thereafter until 2022. Small business would not be required to begin the scheduled increases until 2018.

Once the minimum wage reaches \$15 per hour for all businesses, wages could then be increased each year up to 3.5% (rounded to the nearest 10 cents) for inflation as measured by the national Consumer Price Index.

Until the minimum wage reaches \$15, the Governor has discretionary authority to suspend increases based on current economic conditions. However, these “offramps” are discretionary and would come into play only if there are declining state revenues from sales tax, a decline in the labor market or if there is a budget deficit (this offramp is permitted to occur only twice).

The new law also phases in sick leave for In-Home Supportive Services workers starting in July 2018.

Minimum Wage

California employers must pay employees no less than the state minimum wage per hour for all hours worked. Because California’s state minimum wage is higher than the federal minimum wage of \$7.25 per hour, employers will be required to pay the state rate. When state and federal laws differ, employers must comply with the more restrictive requirements.

The obligation to pay the minimum wage can’t be waived by any agreement, including collective bargaining agreements.

Overtime Rate

The minimum wage rate change affects overtime. Effective January 1, 2017, employees who work for minimum wage and perform work that qualifies for overtime must be paid \$15.75 per hour for time and one-half or \$21 for double-time.

This is an increase from the 2016 rates of \$15 per hour (time and one-half) or \$20 per hour (double-time).

Impact Beyond Hourly Workers

But the state minimum wage increase affects more than the nonexempt workers who received the minimum wage; the increase also affects the classification of employees as exempt versus nonexempt.

In order for employees to qualify as “exempt” under any of the six exemptions in California, they must meet the salary-basis test, which is two times the monthly minimum wage. Under SB 3, that amount in January 2022 will rise from the current annual salary of \$41,600 to at least \$62,400, which is an increased cost to employers of \$20,800 per exempt employee.

Employers should be mindful of the effect of the minimum wage increase on exempt/nonexempt classifications and ensure that employees meet the salary-basis test for the particular exemption claimed.

Also, certain commissioned inside sales employees under Wage Orders 4 and 7 can be eligible for an overtime exemption. Generally, the exemption applies if the employee earns more than 1.5 times the minimum wage each workweek, and more than half of the employee’s compensation represents commission earnings.

Employers will need to make sure that commissioned inside sales employees continue to meet this test after the January 1 minimum wage increase. Outside salespeople do not need to meet the minimum salary requirements.

Notice Requirements

The minimum wage increase affects employer notice requirements related to

the minimum wage posting, itemized wage statements and wage notices.

First, employers must post California’s official Minimum Wage Order (MW-2014) in a conspicuous location frequented by employees. The official notice includes the increase for January 1, 2016; however a new notice will be needed for 2017.

Second, California employers must provide each employee with an itemized statement, in writing, at the time wages are paid (Labor Code Section 226). Among other mandatory information, the itemized wage statement must include all applicable hourly rates in effect during the pay period and the corresponding number of hours the employee worked at each hourly rate.

Third, employers in California must provide nonexempt employees with a wage notice pursuant to Labor Code Section 2810.5. The written notice must be provided at time of hire and again within seven calendar days after a change is made to any information in the notice. Among other things, employers are required to notify nonexempt employees, in writing, when there is any change to:

- The employee’s rate of pay;
- Any overtime rates of pay; and
- Any allowances, such as meal or lodging allowances, claimed as part of the minimum wage (Labor Code Section 2810.5).

NOTE: If an employee’s rate of pay will increase on January 1, 2017 due to the minimum wage increase, the employee must receive notice from his/her employer by January 7, 2017. The separate wage notice is not required if the employer has reflected the change on a timely itemized wage statement, if the statement meets all legal requirements.

CalChamber Live Webinar

A review of how to correctly classify and pay exempt employees will be presented by California Chamber of Commerce employment law experts in a live webinar on Thursday, April 21. To register, visit www.calchamberstore.com.
Staff Contact: Jennifer Barrera

CalChamber Identifies 2016 Job Creators

From Page 1

Reform — Reduces meritless litigation costs by allowing an employer 33 days to cure any alleged Labor Code violation before a civil action may be filed.

• **AB 2463 (Grove; R-Bakersfield)**

Private Attorneys General Act (PAGA)

Reform — Reduces meritless litigation costs by capping the penalties an employee may receive under PAGA at \$1,000 per aggrieved employee.

• **AB 2464 (Grove; R-Bakersfield)**

Private Attorneys General Act (PAGA)

Reform — Reduces meritless litigation costs by providing the court with discretion to dismiss a PAGA case if the court determines the employee did not suffer any physical or economic harm.

• **AB 2465 (Grove; R-Bakersfield)**

Private Attorneys General Act (PAGA)

Reform — Reduces meritless litigation costs by requiring the Labor and Workforce Development Agency to investigate and review all notices filed pursuant to PAGA and issue a determination as to whether there is a reasonable basis for a civil action within 120 days of receiving the notice.

• **AB 2827 (Levine; D-San Rafael)**

Product Labels — Limits frivolous litigation against businesses that include “Made in the U.S.A.” or “Made in California” on labels by providing such businesses with a limited right to cure any alleged minor violation.

• **SB 269 (Roth; D-Riverside) Incen-**

tivizing Disability Access and Education — Seeks to limit frivolous litigation and claims regarding construction-related accessibility violations by providing businesses that have proactively sought to become ADA compliant with an opportunity to resolve any identified violations.

• **SB 1142 (Moorlach; R-Costa Mesa) ADA Reform** — Reduces meritless litigation costs while protecting disability access by providing a business with 120 days to cure any alleged violation in a demand letter before a civil action may be filed.

• **SB 1306 (J. Stone; R-Temecula) Consumer Legal Remedies Act** — Creates fairness in the application of this law as applied to the California Environmental Quality Act (CEQA) by amending it to allow a “prevailing party” to recover attorney’s fees instead of allowing only a

defendant to recover attorney’s fees when the action was filed in bad faith.

Economic Growth Incentives

• **AB 2664 (Irwin; D-Thousand Oaks) Increased Innovation and Entrepreneurship** — Makes it easier to establish a business by providing 3 years of funding to allow the University of California (UC) and Berkeley National Laboratory to expand their capacity and increase access to their innovation and entrepreneurship centers, which provide incubator space, legal services, entrepreneur training and more for researchers and other individuals looking to develop innovative solutions.

• **SB 936 (Hertzberg; D-Van Nuys) Loan Access** — Encourages creation of small business by expanding their access to loans, which helps them grow.

Cumulative Job Creator Signatures

- 2015:** 13 job creator bills identified, 5 sent to Governor, signs 2
- 2014:** 14 job creator bills identified, 5 sent to Governor, signs 5
- 2013:** 16 job creator bills identified, 2 sent to Governor, signs 2
- 2012:** 34 job creator bills identified, 9 sent to Governor, signs 9
- 2011:** 5 job creator bills identified, 0 sent to Governor
- 2010:** 16 job creator bills identified, 4 sent to Governor, signs 4
- 2009:** 18 job creator bills identified, 2 sent to Governor, signs 2
- 2008:** 3 job creator bills identified, 2 sent to Governor, signs 2

CalChamber-Supported Affordable Housing Bill Moves



SUPPORT

tee last week with unanimous bipartisan support.

AB 2817 (Chiu; D-San Francisco) promotes affordable housing by expanding the existing low-income housing tax

A California Chamber of Commerce-supported bill that helps create affordable housing opportunities passed an Assembly policy committee

credit program, making the state better able to leverage an estimated \$200 million more in federal tax credits.

It passed the Assembly Housing and Community Development Committee on March 30, 7-0.

On March 17, 2015, the Legislative Analyst released a report entitled “California’s High Housing Costs: Causes and Consequences.” The report notes that California home prices are 150% higher than the national average, and that the state needs to build 100,000 more units per year to help control rising costs in home affordability.

AB 2817 increases the existing low-income housing tax credit program by \$300 million, making the state better able to leverage an estimated \$200 million more in federal tax credits.

California is in the midst of a major housing affordability crisis and state policymakers need to make a commitment to increasing California’s housing stock.

AB 2817 will be considered next by the Assembly Revenue and Taxation Committee.

Staff Contact: Anthony Samson

State High Court Rules on Suitable Seating

From Page 1

Olson, who, together with Malcolm A. Heinicke, prepared the CalChamber and U.S. Chamber brief in the case.

Background

The majority of California Wage Orders require “suitable seats when the nature of the work reasonably permits the use of seats.” But questions remained on how to apply this requirement, generating numerous class-action lawsuits about whether employers must provide seats to their employees.

The questions before the California Supreme Court arise out of two class-action lawsuits filed in the Ninth Circuit:

- *Kilby v. CVS Pharmacy, Inc.* involves CVS cashiers who spend almost all of their time ringing up sales at the cash register.
- *Henderson v. JPMorgan Chase Bank NA* involves bank tellers.

Both positions involve standing for long periods. Because the suitable seating questions have such an enormous impact on California employers, the Ninth Circuit asked the California Supreme Court to decide how it interprets California’s suitable seating requirement.

Three Questions Answered

The California Supreme Court answered the seating questions. *Italic* type quotes directly from the decision:

Q1: Does the phrase “nature of the work” refer to individual tasks performed throughout the workday, or to the entire range of an employee’s duties performed during a given day or shift?

A1: *The “nature of the work” refers to an employee’s tasks performed at a given location for which a right to a suitable seat is claimed, rather than a “holistic” consideration of the entire range of an employee’s duties anywhere*

on the jobsite during a complete shift. If the tasks being performed at a given location reasonably permit sitting, and provision of a seat would not interfere with performance of any other tasks that may require standing, a seat is called for.

The focus is on the actual work done by any employee at a particular location—such as a cash register or teller window.

The inquiry turns on consideration of the overall job duties performed at the **particular location**. The employer must consider whether it is feasible for an employee to perform each set of location-specific tasks while sitting.

Factors include the relationship between standing and sitting tasks, the frequency and duration of those tasks with respect to each other, and whether sitting, or the frequency of transitioning between sitting and standing, would unreasonably interfere with other standing tasks or the quality and effectiveness of overall job performance.

Q2: When determining whether the nature of the work “reasonably permits” use of a seat, what factors should courts consider? Specifically, are the following considered relevant factors: an employer’s business judgment; the physical layout of the workplace; and the characteristics of a specific employee?

A2: *Whether the nature of the work reasonably permits sitting is a question to be determined objectively based on the totality of the circumstances. An employer’s business judgment and the physical layout of the workplace are relevant but not dispositive factors. The inquiry focuses on the nature of the work, not an individual employee’s characteristics.*

Whether relevant tasks at a specific location can be performed while seated or standing is balanced against an assessment of feasibility.

Feasibility includes such factors as:

- Whether providing a seat would unduly interfere with other standing tasks;
- Whether the frequency of transition from sitting to standing may interfere with the work; or
- Whether seated work would impact the quality and effectiveness of overall job performance.

Although an employer’s business judgment is relevant, it does not include a company’s “mere preference” that tasks be performed while standing.

Instead, business judgment is an objective standard taking into account the employer’s reasonable expectations regarding customer service and particular job duties, but also any evidence that would bear on the employer’s view that an objective job duty is best accomplished standing. The objective standard doesn’t allow the employer to arbitrarily define certain jobs as standing ones.

Q3: If an employer has not provided any seat, must a plaintiff prove a suitable seat is available in order to show the employer has violated the seating provision?

A3: *The nature of the work aside, if an employer argues there is no suitable seat available, the burden is on the employer to prove unavailability.*

In other words, employers who want to be excused from the requirement of providing a seat must show that compliance is infeasible because no suitable seating exists.

Next

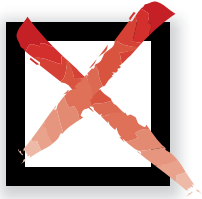
The case will now return to the Ninth Circuit to determine the merits of the lawsuits against CVS and JPMorgan Chase Bank.

Staff Contact: Gail Cecchetti Whaley

Tools to stay in touch with your legislators.

calchambervotes.com

Duplicative Heat Illness Bill Passes Senate Committee



OPPOSE

this week.

SB 1167 (Leyva; D-Chino) is unnecessary because current regulations already require employers to identify and address workplace hazards, including the risk of heat illness in indoor workplaces.

Duplicative Regulations

SB 1167 directs the California Division of Occupational Safety and Health (Cal/OSHA) to adopt a standard to protect the health and safety of indoor workers from heat-related illness and injury.

A California Chamber of Commerce-**opposed** bill that needlessly creates more heat illness prevention regulations passed a Senate policy committee

According to the California Code of Regulations, Title 8, Section 3203, the Illness and Injury Prevention Program already requires employers to have written procedures, to conduct worksite evaluations, to identify and correct worksite hazards, and train employees. These provisions apply to all workplace hazards and to all employees.

In addition, Cal/OSHA has prepared an instructive informational piece with recommendations for preventing heat illness in indoor working environments. To view this handout, visit the Cal/OSHA website at www.dir.ca.gov/dosh/etools/08-006/P08-00602.pdf.

If in fact indoor heat illness prevention presents a hazard that is not being addressed adequately, Cal/OSHA has other methods with which to effect compliance with current regulations. The Consultation Unit creates educational materials, provides employer workplace

consultations and inspections, and provides outreach and educational workshops and forums for employers.

Cal/OSHA has been effective in developing and implementing special emphasis programs to increase compliance. A collaborative approach can be more effective in encouraging compliance than adopting a duplicative regulation such as proposed by SB 1167.

Key Vote

SB 1167 passed the Senate Labor and Industrial Relations Committee on April 6, 4-1:

Ayes: Jackson (D-Santa Barbara), Leno (D-San Francisco), Mendoza (D-Artesia), Mitchell (D-Los Angeles).

No: J. Stone (R-Temecula).

The bill will be considered next by the Senate Appropriations Committee.

Staff Contact: Marti Fisher

Assembly Committee Rejects Bills to Expedite Water Supply Solutions



SUPPORT

Assembly policy committee this week.

Also rejected was a bill to expedite and reduce costs for drought mitigation projects.

• **AB 1586 (Mathis; R-Visalia)** would have expedited and reduced the cost for the Temperance Flat Reservoir project on the San Joaquin River by exempting the project under the California Environmental Quality Act (CEQA).

AB 1586 would have prohibited a court, in an action or proceeding alleging a CEQA violation related to the Temperance Flat project, from staying or enjoining the construction or operation of Temperance Flat unless the court makes certain findings.

The expedited relief that AB 1586 would have provided mirrors that which was provided for the Sacramento Kings

Legislation that aimed to speed construction of a project to expand the state's ability to store water in wet times for use in dry ones failed to pass an

arena in SB 743 (Steinberg; D-Sacramento; 2013).

• **AB 1589 (Mathis; R-Visalia)** would have streamlined and reduced regulatory burdens for specified drought mitigation projects by exempting them under CEQA.

Temperance Flat

Temperance Flat would provide much-needed storage capacity that would result in a myriad of benefits to the drought-stricken San Joaquin Valley. Specifically, the reservoir would add a net of 1.26 million acre-feet of storage. Each acre-foot would supply an average San Joaquin Valley family for 12 to 18 months.

The U.S. Bureau of Reclamation said Temperance Flat's storage capacity would provide the bureau with "operational flexibility and the ability to capture sufficient water in wet years to meet demands in other years."

Drought Mitigation

AB 1589 sought to apply a limited but important CEQA exemption for projects carried out to mitigate the effects of conditions caused by drought, flood or

fire. The exemption would have remained in effect for the duration of a state of emergency proclaimed by the Governor due to drought, flood or fire under the California Emergency Services Act.

As natural disasters like the drought and wildfires continue to pose economic challenges to the state, it is of utmost importance that projects seeking to mitigate the effects of such disasters are approved and implemented expeditiously and cost-effectively.

Key Votes

The Assembly Natural Resources Committee voted 1-6 on April 4 against AB 1586 and AB 1589:

Ayes: Jones (R-Santee).

Noes: Williams (D-Carpinteria), C. Garcia (D-Bell Gardens), Gomez (D-Los Angeles), McCarty (D-Sacramento), M. Stone (D-Scotts Valley), Wood (D-Healdsburg).

Absent/abstaining/not voting: Hadley (R-Torrance), Harper (R-Huntington Beach).

Both bills were granted reconsideration.

Staff Contact: Anthony Samson

3 CalChamber Members on *Forbes* List of ‘Best Small Companies in America’ 2016



Three California Chamber of Commerce member companies have been selected by *Forbes* magazine as among “The Best

Small Companies in America” in 2016.

The companies on this list, which include CalChamber members Integrated Project Management, McRoskey Mattress and New Belgium Brewing, were chosen based on the following criteria:

- The company has been acknowledged as outstanding by those who know the industry best;
- Company leaders decided to focus on being great, rather than just big;
- It has been recognized for its community and social contributions;
- It has maintained its financial health for at least 10 years by having a sound business model, a strong balance sheet and steady profit margins;
- It is privately owned and closely held; and

- Its frontline employees have real interaction with top leaders.

Integrated Project Management

CalChamber member company **Integrated Project Management** has won so many awards for excellence that CEO Richard Panico doesn’t know where to put them.

The company implements state-of-the-art management disciplines, such as an annual planning process in which all 145 full-time employees are actively involved.

Along the way, Panico has been a pioneer in professionalizing an industry that was in its infancy when he started.

McRoskey Mattress

Customers praise McRoskey mattresses for their quality and comfort. In 2003, Prince Charles stayed at a bed-and-breakfast in Marin County and on his departure told the proprietress she should order McRoskey mattresses for all the rooms—which she did for most of them.

The mattresses, which range from \$5,000 for a queen-size and \$6,000 for a

king, are meticulously constructed. **McRoskey’s 30 employees form the coils** and build the inner spring units onsite because they’re more comfortable and last longer than any the company could buy.

Of the 30 employees, 15 have been there for 15 years, two for 20 years and one for 36 years. CEO Robin McRoskey Azevedo is the granddaughter of one of the **company’s founders**.

New Belgium Brewing

New Belgium Brewing is owned entirely by its employees through a stock-ownership plan and is widely recognized as a case study in progressive management.

It is a certified B Corporation and gets high marks for sustainability. Its Fort Collins, Colorado brewery produces 18% of its electricity on site, and the company has won multiple awards for its culture.

Complete List

For *Forbes*’ complete list of “The Best Small Companies in America, 2016,” visit forbes.com/best-small-companies.

CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor Law

Leaves of Absence. CalChamber. April 14, Sacramento; June 23, Huntington Beach; August 16, Sacramento. (800) 331-8877.

High Price of Misclassifying Exempt Employees Webinar. CalChamber. April 21, Webinar. (800) 331-8877.

HR Boot Camp. CalChamber. May 10, Sacramento; June 7, Santa Clara; September 7, San Diego; September 22, Sacramento. (800) 331-8877.

International Trade

Asia/Pacific Business Outlook Conference. U.S. Commercial Service. April 18–19, Los Angeles. (213) 200-7172.

Exporting Best Practices. California Centers for International Trade Development. April 19, Clovis. (559) 324-6401.

Importing into the U.S. California Centers for International Trade Development. April 19, Clovis. (559)

- 324-6401.
- 11th Annual Export Control Forum. U.S. Bureau of Industry and Security. April 20–21, Burlingame. (949) 660-0144.
- South Africa Energy Storage Business Briefing. Business Council for International Understanding. April 21, Long Beach. (212) 997-3584.
- Hannover Messe 2016. SelectUSA. April 25–29, Hannover, Germany.
- Milken Institute Global Conference. Milken Institute. May 1, Beverly Hills.
- World Trade Kickoff Breakfast. Los Angeles Area Chamber of Commerce. May 3, Los Angeles. (213) 580-7569.
- Sacramento IRS Small Business Week Webinar. Internal Revenue Service. May 6, Webinar.
- Beyond the Numbers: Air and Sea Cargo Trends. The Port of Los Angeles. May 11, Los Angeles. (310) 732-7765.
- Sacramento Regional Global Trade Summit. Northern California-Sacramento Regional Center for Interna-

- tional Trade Development. May 18, Sacramento. (916) 563-3219.
- World Trade Center International Business Luncheon. Northern California World Trade Center. May 18, Sacramento. (916) 321-9146.

CalChamber Calendar

Capitol Summit/Host Breakfast:

May 17–18, Sacramento

International Forum:

May 17, Sacramento

Environmental Regulation Committee:

May 17, Sacramento

Water Committee:

May 17, Sacramento

Fundraising Committee:

May 17, Sacramento

Board of Directors:

May 18, Sacramento

LIVE WEBINAR | THURSDAY, APRIL 21, 2016 | 10:00 - 11:30 AM PT

High Price of Misclassifying Exempt Employees

Misclassifying nonexempt employees as exempt from overtime is one of the most common and costly class-action lawsuits against employers. Also consider the California Labor Commissioner's increased wage-and-hour enforcement efforts—a top priority.

Why pay the high price of noncompliance when you can join our employment law experts on April 21, for a review of correctly classifying and paying exempt employees in California.

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



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