

ALERT

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Double-Pay Holiday Bill Awaits Action by Senate



OPPOSE

competitive disadvantage by forcing them to recognize Thanksgiving as a “family holiday” and compensate all employees with double the regular rate of pay for work performed on that day awaits action by the Senate.

Supporters of **AB 67 (Gonzalez; D-San Diego)** say this bill is necessary to compensate employees who are forced to give up their family time to work on Thanksgiving.

A California Chamber of Commerce-**opposed** bill that unfairly targets two classifications of employers, increases their costs, and creates a

Retailers/Grocery Store

The most recent amendments to AB 67 indicate otherwise. Specifically, AB 67 now targets only two industries—retail store and grocery store establishments—to force them to pay double the “regular rate” of pay on a “family holiday” defined as Thanksgiving. Any other employer who opens on Thanksgiving can continue to pay its employees at the rate it normally would use.

In fact, the amendments specifically exempt certain industries from the bill’s provisions, thereby allowing such industries to continue to operate on a “family holiday” without the cost of double pay.

This discriminatory treatment of only two classifications of employers demonstrates that AB 67 is intended to punish retail and grocery stores, rather than

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Senate to Consider Expanding Authority for Labor Commissioner Investigations



OPPOSE

employee complaint, is due to be considered by the Senate.

The California Chamber of Commerce and a coalition of employer groups are **opposing AB 2261 (R. Hernández; D-West Covina)** because it disrupts the

Legislation expanding the authority of the Division of Labor Standards Enforcement to investigate and cite an employer for alleged retaliation, even without an

workplace and creates the potential for harassment and abuse against employers by subjecting employers to random investigations for alleged employee retaliation even when there are no employee complaints of retaliation.

Currently, Labor Code Section 98.7 sets forth a detailed process regarding how the Labor Commissioner handles employee complaints for alleged retaliation. The procedures have safeguards for all parties involved to ensure that there is adequate opportunity to present evidence in a timely and efficient manner and pursue an appeal or litigation if necessary.

Although recent amendments to AB

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Mandated Changes to Federal Employment Postings for August 1

With little notice, the U.S. Department of Labor (DOL) recently announced two mandatory poster changes.

Beginning August 1, employers must post updated versions of the Federal Minimum Wage poster and the Federal Employee Polygraph Protection Act poster.

The DOL made these changes the last week in July, allowing little time for employers to comply before the August 1 deadline.

Federal Minimum Wage Poster

Mandatory changes were made to reflect updated enforcement rules under the Fair Labor Standards Act. **The federal minimum wage rate did not change.** The updates include:

- New information discussing the consequences of incorrectly classifying workers as independent contractors;
- New information relating to the rights of nursing mothers;
- Updated information regarding enforcement by the DOL; and
- Revised information about tip credits.

Polygraph Protection Act

The Federal Employee Polygraph Protection Act poster was updated to change the DOL contact information and to remove reference to the penalty amount for violation of the law.

The CalChamber **2016 California and Federal Employment Notices Poster** and **2016 Required Notices Kit** will be updated with the revised federal notices.
Staff Contact: Gail Cecchetti Whaley

Inside

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Labor Law Corner

GPS Tracking of Employees Raises Privacy, Penal Code Questions



Ellen S. Savage
HR Adviser

Am I legally permitted to track the location of my employees using a GPS device on a cellphone or vehicle?

Monitoring employees through a GPS tracking system can raise serious issues with regard to California's constitutional right to privacy, and may be a violation of California's Penal Code as well.

U.S. Supreme Court Decision

As the U.S. Supreme Court noted in its 2012 decision in *United States v. Jones* (615 F. 3d 544), "GPS monitoring generates a precise, comprehensive record of a person's public movements that reflects a wealth of detail about her familial, political, professional, religious, and sexual associations."

The court recognized that details of an employee's personal life, including doctor visits, meetings with an attorney and attendance at religious services, would be disclosed to whoever monitors the GPS tracking device.

Constitutional Right

Knowledge of an employee's off-duty activities may be a violation of the California Constitution's right to privacy, since in most cases such knowledge is unrelated to an employee's job performance and therefore not of concern to an employer.

Tracking devices on an employer-provided cell phone could easily be used to monitor an employee during nonworking hours. Even a tracking device on a truck provided to employees for use only during the workday may report an employee's location while on an off-duty lunch break.

Some time-clock apps that an

employee may install on a personal phone at an employer's request have built-in GPS tracking systems of which the employee may not even be aware. Each of these scenarios raises the question of whether an employer is intruding into an area where an employee may have a reasonable expectation of privacy.

Penal Code

In addition to the constitutional concerns, California Penal Code Section 637.7 prohibits any person or entity from using "an electronic tracking device to determine the location or movement of a person" via a "vehicle or other moveable thing."

The law does allow an exception for vehicles when there is a written consent for use of the GPS device, but there is no similar exception for a "moveable thing," such as a cell phone.

Before establishing any GPS monitoring of employees, an employer would be wise to 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.

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Home page: www.calchamber.com.*

CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor Law

Leaves of Absence. CalChamber. August 16, Sacramento. (800) 331-8877.

HR Boot Camp. CalChamber. September 7, San Diego; September 22, Sacramento. (800) 331-8877.

Independent Contractor or Employee?

Costly Mistakes Employers Make. CalChamber. September 15, Webinar. (800) 331-8877.

Business Resources

Grow California Business Summit.

Governor's Office of Business and Economic Development (GO-Biz). August 17, Sacramento. (916) 322-0694.

Expand Your Business in China Through E-Commerce. GO-Biz. August 23, Long Beach. (916) 322-0645.

International Trade

TradeX-Trade Connect. Port of Los Angeles and Orange County Small Business Development Center. August
See CalChamber-Sponsored: Page 3

CalChamber Calendar

Education Committee:

September 8, La Jolla

Water Committee:

September 8, La Jolla

Fundraising Committee:

September 8, La Jolla

Board of Directors:

September 8-9, La Jolla

International Breakfast:

September 9, La Jolla



Assembly to Consider Proposal Interfering with Contract Enforcement



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A California Chamber of Commerce-**opposed** bill that interferes with the enforcement of contracts is awaiting action by the Assembly.

SB 1241 (Wieckowski; D-Fremont)

undermines judicial discretion and the intent of the parties who negotiated the contract by unnecessarily limiting the ability of employment or consumer contracts to designate a choice of law or choice of venue clause other than California.

Existing law protects California employees and consumers from contractual choice of law or venue provisions that are unreasonable, unconscionable or that would substantially diminish their California legal protections. California courts have the authority to refuse to enforce such

provisions by evaluating, in part, the bargaining power of the parties involved as well as which state has a stronger interest in the outcome of the litigation.

SB 1241 eliminates this balancing of interests and deems voidable all choice of law or venue provisions other than California.

Reasons to Oppose

Other reasons for the CalChamber's opposition include:

- The one-size-fits-all approach of SB 1241 would allow out-of-state residents, sophisticated consumers, and highly compensated employees to forum shop and void negotiated terms of a contract. SB 1241 is extremely broad and applies to all consumers and employees, regardless of whether those consumers or employees are residents of California or work primarily in California.

Professional athletes, executives, attorneys, all of whom spend limited time in California and reside elsewhere, could

void a choice of law or venue provision in their employment contract for a dispute arising in California simply because it designates their home state instead of California as the venue/choice of law.

- SB 1241 interferes with interstate commerce and employment opportunities, as highlighted by a narrower bill vetoed by the Governor. SB 1241 applies to all consumer and employment contracts, for all disputes that arise in California, regardless of whether the consumer or employee actually resides in California.

As Governor Edmund G. Brown Jr. mentioned in his 2011 veto of AB 267 (Swanson; D-Alameda), a similar proposal that applied only to employment contracts, "imposing this burden could deter out of state companies from hiring Californians." Similarly, SB 1241 could interfere with consumer opportunities.

Staff Contact: Jennifer Barrera

CalChamber-Sponsored Seminars/Trade Shows

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- 9, Mission Viejo. (310) 732-7765.
- California Pavilion Hong Kong Food Expo. Hong Kong Trade Development Council. August 11-13, Hong Kong. (916) 563-3222.
- Conference on Industrial Development in Saudi Arabia. U.S.-Saudi Arabian Business Council. August 25, Beverly Hills. (703) 962-9300.
- Golden Autumn Trade Fair. Bay Area Council. September 12-13, Gulou District, Nanjing, China. (415) 946-8743.
- Global Cultural and Business Practices. Port of Los Angeles. September 14, Santa Clarita. (310) 732-7765.
- SBA Export Lender Roundtable. U.S.

- Small Business Administration. September 20, San Jose.
- G-20Y Summit. G-20Y Association. September 21-25, St. Moritz, Switzerland.
- 2016 Public Forum on "Inclusive Trade." World Trade Organization. September 27-29, Geneva, Switzerland.
- 2016 Sima-Sipsa International Ag Expo. U.S.-Algeria Business Council. October 4-7, Algiers, Algeria. (703) 418-4150.
- Think Canada Global Business Summit. Think Canada. October 19-20, Niagara Falls, Canada.
- GetGlobal. Geoskope. October 20-21, Los Angeles.

Investigations

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2261 appear to incorporate time restrictions about events that may be considered for purposes of retaliation, the bill still allows the Labor Commissioner to unilaterally initiate an investigation of an employer, even when no employee has submitted a complaint.

The CalChamber and coalition are concerned with the potential harassment, disruption, and strain this will impose on employers to be constantly subjected to random investigations for alleged retaliation.

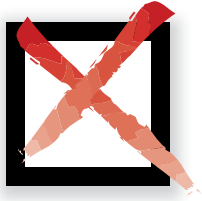
The Labor Code already provides numerous anti-retaliation provisions that protect an employee against any adverse employment action for exercising rights under the Labor Code.

Staff Contact: Jennifer Barrera

Tools to stay in touch with your legislators.

calchambervotes.com

Burdensome Reporting for Beverage Makers Moves



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burdens on beverage manufacturers without any public policy benefit.

AB 2530 (Gordon; D-Menlo Park) passed the Senate Appropriations Committee on August 1. The bill requires beverage manufacturers to annually report the percentage of virgin and post-consumer recycled content in plastic beverage containers under penalty of perjury.

The California Department of Resources Recycling and Recovery (CalRecycle) would be required to post the information on its website.

The CalChamber joined a coalition of beverage manufacturers and affiliated industries in describing the bill as a solution in search of a problem, citing logistical and policy reasons to oppose the bill.

CalRecycle reports that the state has an 80% recycling rate for PET (polyeth-

The Senate fiscal committee this week passed a California Chamber of Commerce-**opposed** bill imposing new and unnecessary costs and

ylene terephthalate) beverage containers. AB 2530 imposes the impossible task of reporting the amount of recycled content plastic for “sales in the state in the previous calendar year,” ignoring regional and national manufacturing and distribution channels for plastic beverage containers and filled product in those containers.

There is no test to determine recycled content other than to audit the extensive supply chain of both the source of beverages and beverage packaging, the coalition letter points out.

The bill also fails to recognize alternative environmental commitments and packaging innovation. Some beverage manufacturers have chosen alternatives to recycled content for packaging.

For example, rather than relying on petroleum-based raw materials, some beverage manufacturers use renewable plant-based raw materials. This so-called “PlantBottle” contains up to 30% renewable plant-based raw materials and is 100% recyclable with petroleum-based beverage containers.

Reporting exclusively for recycled content overlooks the environmental benefits from plastic packaging helping conserve resources by becoming lighter

and more efficient.

Moreover, in an attempt to avoid any enforcement cost for CalRecycle, AB 2530 creates a potential for frivolous litigation. It substitutes a penalty of perjury standard that uses the threat of litigation for enforcement.

The bill also fails to demonstrate a rational public policy objective. Beverage manufacturers establish recycled content goals on a national, not a state-specific, basis because of the manner in which containers are sourced and beverages filled for sale in California. Any attempt to report recycled content that would then be posted on the CalRecycle website would likely provide little, if any, meaningful information to CalRecycle or interested parties.

Key Vote

Senate Appropriations sent AB 2530 on for consideration by the entire Senate on a vote of 5-2:

Ayes: Lara (D-Bell Gardens), Beall (D-San Jose), Hill (D-San Mateo), McGuire (D-Healdsburg), Mendoza (D-Artesia).

Noes: Bates (R-Laguna Niguel), Nielsen (R-Gerber).

Staff Contact: Amy Mmagu

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compensate employees for time away from their family on Thanksgiving, as the author has argued.

Competitive Disadvantage

AB 67 would unilaterally increase the cost of doing business only for those employers who have a “physical store” in California, thereby automatically placing them at a competitive disadvantage with online retailers and out-of-state businesses that would not be subject to this costly mandate. Out-of-state employers that sell their merchandise online could still do so under AB 67 without the increased cost, yet a California-based employer cannot.

Recently, the Legislature tried to even the playing field between online retailers and brick-and-mortar stores in the sales-tax arena. AB 67 would further distort this playing field by increasing the cost of doing business for local employers, as opposed to online and out-of-state retailers, who would not have to comply.

Higher Compensation Already

Many of the “retail store establishment” employers surveyed confirmed they voluntarily pay their employees time-and-a-half for work performed on Thanksgiving. Notably, most of these employers open for only a limited time on Thanksgiving and, therefore, the hours any employee is required to work are minimal. Numerous grocery store establishments covered by AB 67 also pay increased compensation to their employees on Thanksgiving, as negotiated through the collective bargaining process, yet still would be subject to AB 67 as they do not qualify for the bill’s collective bargaining exemption.

Despite this general industry standard of higher compensation, AB 67 seeks to increase these employers’ costs even further by mandating double the “regular rate” of pay. If these targeted employers change their behavior and open at 12:01 a.m. on the Friday following Thanksgiving, employees

will lose out on the extra compensation they are currently receiving for work performed on this day. It should be noted that numerous employees even volunteer for shifts on Thanksgiving to earn additional compensation that is offered.

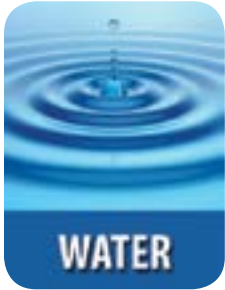
Detailed Calculation

AB 67 does not require double payment of the employee’s hourly rate, but rather double the employee’s “regular rate” of pay. This difference is significant. Determining the regular rate of pay of many employees requires a detailed calculation that goes beyond just an employee’s hourly pay.

As defined by the Division of Labor Standards Enforcement (DLSE), the “regular rate of pay includes a number of different kinds of remuneration—for example, hourly earnings, salary, piecework earnings, commissions, certain bonuses, and the value of meals and lodging.” (DLSE Enforcement Policies

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State Urges Continued Water Savings as Statewide Rate Drops



While one state water entity voiced concern this week about a decline in the statewide water savings rate, a second kicked off a campaign to make conservation a way of life.

The State

Water Resources Control Board reported on August 2 that statewide water savings for June was 21.5%, a decrease from the 28.1% logged for May.

The same day, the California Department of Water Resources intensified its Save Our Water summer campaign, “Water Conservation: It’s For Life.” The campaign thanks Californians for their conservation efforts and asks for their continued commitment to saving water.

An updated website at saveourwater.com includes tools and tips for saving water around the house, yard and neighborhood.

Cumulative Savings

The cumulative savings rate from June 2015 to June 2016 is 24.2%, according to the state water board. The rate is slightly below the 25% water use reduction mandated in the Governor’s executive order in April 2015.

The cumulative savings is 1.75 million

acre-feet (571.2 billion gallons), enough to supply 8.8 million people for a year.

In June 2016, the state water board updated its emergency water conservation rules to give urban water agencies the ability to set their own conservation standards based on a “stress test” of supply reliability. Water suppliers must show they have sufficient supplies to withstand three years of continuous drought or take additional measures that include mandatory conservation targets.

The board said its action is part of a wider effort to build on the short-term emergency water restrictions and set permanent conservation measures that improve long-term drought preparedness and eliminate the worst water-wasting practices.

In May 2016, the Governor issued an executive order calling for new permanent water use efficiency targets for each urban water supplier and for strengthening local water shortage contingency plans.

Conservation Data

The 21.5% statewide water savings rate for June amounted to 143,130 acre-feet (46.6 billion gallons). Besides being a decrease from May, the statewide water savings rate also was less than the 27.5% (60.6 billion gallons) in June 2015.

On average, residential use statewide was 104.9 gallons per capita per day (GPCD) in June 2016, an 18% increase from the 86.7 residential GPCD reported

in May 2016, and also more than the 98.1 residential GPCD reported in June 2015.

The revised state emergency regulation is in effect through January 2017. The state water board said it is prepared to reimpose new mandatory water restrictions in early 2017 if needed.

In its news release, the state water board comments that summer provides the greatest opportunity for water savings and that the statewide restrictions remain in place, such as bans on: operating fountains without recirculating pumps, irrigating turf in street medians, hosing off sidewalks/drive-ways, washing cars without hoses equipped with a shut-off nozzle, and watering lawns in a way that causes runoff.

Prohibitions also remain against homeowner associations or local governments taking action against homeowners who reduce or stop watering laws. As directed by the Governor’s May 2016 executive order, the state water board will be making these prohibitions permanent.

Drought

Even with the winter rain and snow, precipitation for the state was below average this year. About 60% of the state remains in severe or extreme drought—that includes parts of Northern California and most of Central and Southern California.

Between April and July 2016, Sierra snowmelt was 73% of normal.

Staff Contact: Valerie Nera

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and Interpretations Manual, Section 49.1.1.) Although this calculation is performed for overtime purposes, it is subject to good faith errors as to what types of “remuneration” should be included in the calculation.

Due to being included in Section 511.5 of the Labor Code, the provisions of AB 67 are subject to the Private Attorneys General Act (PAGA; Labor Code Section 2698 *et seq.*).

As set forth in the April 16, 2014 *Los Angeles Daily Journal* article titled “An Alternative to Employee Class Actions,” PAGA lawsuits in California have increased more than 400% between 2005 and 2013, given the ease of filing such cases without satisfying class action requirements and the potential financial windfall.

The Governor’s Proposed Budget for 2016 indicates there were more than 6,000 PAGA notices filed with the Labor and Workforce Development Agency in 2014. Good faith errors made in calculating the regular rate of pay or failure to comply with other provisions of AB 67 would be subject to PAGA and add another threat of litigation against California employers.

Preferential Treatment

AB 67 provides that employers shall compensate an employee at no less than twice the employee’s regular rate of pay on a “family holiday,” defined as “the fourth Thursday of November of each year,” commonly referred to as Thanksgiving. Although the recognition of this holiday may seem acceptable to some

persons, other individuals may believe that different days of the year deserve the same state recognition as a “family holiday.”

Providing preferential treatment for one holiday and elevating its significance by labeling it in state statute as a “family holiday” may be offensive to employees or employers that recognize or believe other days within the year deserve that same recognition.

Action Needed

AB 67 is on the Senate Floor. The CalChamber is asking members to contact their senators and urge them to vote “no” on AB 67.

An [easy-to-edit-sample letter](http://www.calchambervotes.com) is available at www.calchambervotes.com.
Staff Contact: Jennifer Barrera

Foreign Direct Investment Report Finds U.S., California Largest Recipients



The United States is the world's largest recipient of foreign direct investment (FDI), according

to a recent report released by the U.S. Department of Commerce. California attracted the most investments of all the states—\$119 billion, or 28% of the total.

The report, *Foreign Direct Investment in the United States: Update to 2013*, examines recent trends in FDI and highlights newly released “greenfield” FDI data from the department’s Bureau of Economic Analysis (BEA). The report notes that foreign direct investment trends identified in earlier reports have continued to 2015.

BEA collects three broad sets of data on foreign direct investment in the United States: (1) international transactions (balance of payments) and direct investment position data; (2) financial and operating data of U.S. affiliates of foreign entities, including “majority” and “minority” owned U.S. affiliates; and (3) new foreign direct investment.

Findings

The report’s findings include:

- The United States is the largest recipient of global FDI; its inward FDI stock was \$2.9 trillion on a historical-cost basis in 2014. On a current-cost basis, the United States’ FDI stock was more than three times larger than that of the next largest destination country in 2014.

- Investment in the United States remains strong; total FDI stock in the United States grew an average of 6% per year from 2009–2014.

- FDI inflows in 2015 alone totaled a record \$348 billion, rebounding from 2014 (\$172 billion), and well above 2013 inflows (\$201 billion).

- The largest sources of FDI into the United States are advanced economies, led by the United Kingdom, Japan and Germany.

- Majority-owned U.S. affiliates of foreign entities produced \$360 billion in goods exports in 2013. These firms are a catalyst for research and development (R&D) in America, investing \$53 billion

in R&D and accounting for a record high 16.4% of the U.S. total expenditure on R&D by businesses.

- Majority-owned U.S. affiliates of foreign entities employed 6.1 million U.S. workers in 2013, up from 5.8 million in 2011. These firms generally provide compensation at higher levels than the U.S. average, at nearly \$80,000 per U.S. employee in 2013, as compared to average earnings of \$60,000 for workers in the economy as a whole.

- The U.S. manufacturing sector continues to benefit greatly from inbound FDI flows, as nearly 70% of FDI flows in 2015, and more than one-third of jobs at U.S. majority-owned affiliates of foreign entities in 2013 were in manufacturing.

- Newly collected data shows that “greenfield” investment expenditures by foreigners totaled \$16.6 billion in 2014, with expenditures on establishing new businesses totaling \$13.8 billion and expenditures on expanding existing businesses totaling \$2.8 billion.

- In 2014, foreign investors spent \$224.7 billion acquiring U.S. companies; therefore, total first-year expenditures by foreign entities (acquisitions plus expansions plus establishment of new businesses) were \$241.3 billion.

By Industry, Country, State

Expenditures for new investment in manufacturing were \$281.4 billion in 2015. As in 2014, manufacturing accounted for more than half of total new investment expenditures. Within manufacturing, expenditures were largest in chemicals, mostly in pharmaceuticals and medicines. There also were large expenditures in finance and insurance, in real estate and rental and leasing, and in professional, scientific and technical services.

By country of ultimate beneficial owner (UBO), the largest source country was Ireland, at \$176.5 billion. There also were substantial expenditures from Canada and Germany.

Of the eight countries with the largest FDI in the United States—United Kingdom, Japan, Luxembourg, Netherlands, Canada, Switzerland, Germany and France—six also are among the top eight countries for new foreign direct investment.

Greenfield Expenditures

Greenfield investment expenditures—to either establish a new U.S. business or to expand an existing foreign-owned U.S. business—totaled \$12.6 billion in 2015. In 2014, greenfield expenditures were \$14.8 billion. Total planned greenfield expenditures for investment initiated in 2015, which include both first-year expenditures and planned spending in other years, totaled \$31.2 billion.

In 2015, greenfield expenditures were largest in real estate, and rental and leasing (\$6.2 billion), which accounted for about half of total first-year greenfield expenditures. New York attracted the most expenditures for greenfield investment, \$4 billion. There also were large greenfield investments in Pennsylvania and California.

Employment

In 2015, 422,200 workers were employed at newly acquired, established, or expanded foreign-owned businesses in the United States. (Statistics on employment at expanded business include only employment at the expanded portion of the business.)

Total planned employment, which includes current employment of acquired enterprises, the planned employment of newly established business enterprises once they are fully operating, and the planned employment associated with new facilities, was 461,600. Of these totals, the current employment of acquired enterprises was 418,000.

By industry, manufacturing accounted for the largest number of 2015 employees, at 139,500.

Employment was also substantial in administration, support, and waste management, and in retail trade. The largest number of employees was accounted for by Canada and France.

By U.S. state, the largest numbers of employees were in California and Arizona.

More Information

For more information, visit the Web page on FDI at calchamber.com/international.

Staff Contact: Susanne T. Stirling

15 CalChamber Member Companies Land on Orange County Top Workplaces List

Fifteen California Chamber of Commerce member companies were featured in the *Orange County Business Journal* “Best Places to Work in Orange County” rankings this year.

The top firms were ranked based on survey scores that were heavily affected by employees’ views on workplace conditions. The questionnaire, conducted by Best Companies Group, asks details about policies, practices and benefits, employee engagement and satisfaction, culture, training, pay, and other areas.

The *Business Journal*’s research showed that Orange County companies have made recent moves to recruit employees and keep them motivated, which include designing “creative office” spaces and investing in team-building exercises such as bowling.

Companies on the “Best Places to Work” list were divided into three categories: Small (firms with 15 to 49 employees); medium (firms with 50 to 249 employees); and large (firms with more than 250 employees).

The CalChamber member companies that made the *Orange County Business Journal* list are:

Large Companies

- **Swinerton Builders**, ranked No. 1. This general contracting firm invests in potlucks, an annual summer beach day at Marine Stadium, bowling, Angels games, and an annual Mammoth ski trip.
- **Ogletree, Deakins, Nash, Smoak & Stewart PC**, ranked No. 14. The law firm provides pizza Fridays, turkey certificates at Thanksgiving, wine and cheese get togethers, an annual holiday party and summer barbecues.
- **Staffmark**, ranked No. 15. This staffing company provides certification opportunities, paid time off to volunteer

and Fitbit challenges with prizes.

- **Cylance Inc.**, ranked 21. This cybersecurity products and services company offers staff stand up desks, unlimited paid time off, weekly movies, foosball competitions, and parties.
- **Jackson Lewis**, ranked No. 23. A law firm, Jackson Lewis invests in summer events, holiday lunch/murder mystery, a Halloween party, Hawaiian Shirt Day, and acoustic guitar playing on Fridays.



- **Sheppard, Mullin, Richter & Hampton LLP**, ranked No. 28. This law firm provides Friday Jeans Days, weekly breakfasts, cooking contests, and medical benefits premium paid for by the firm.
- **Ware Malcomb**, ranked No. 34. This civil engineering group does monthly socials, bowling, off-site lunches, and a Newport Beach Harbor cruise.
- **Bryan Cave LLP**, ranked No. 36. This law firm invests in fitness classes, ping pong table tournaments, bake-offs, and offers flexible work options and schedules.

Medium Companies

- **Hughes Marino Inc.**, ranked No. 10. This commercial real estate company offers billiards, shuffleboard and ping pong tables; a gourmet kitchen; onsite

gym; in-house grocery deliveries; and free bike rentals.

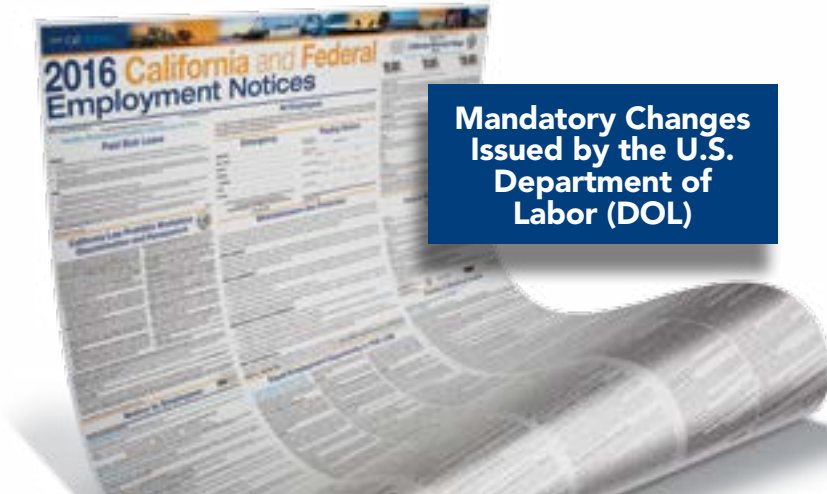
- **Aviana Global Technologies Inc.**, ranked No. 13. This information technology (IT) services provider throws a golf event and two company parties a year. The company also gives out a Fitbit to all employees.
- **Wood Gutmann & Bogart Insurance Brokers**, ranked No. 17. This insurance brokerage firm gives annual chair massages for employee appreciation, cash opportunity drawings, and gift cards for support staff when monthly goals are met.

Small Companies

- **Optimum Employer Solutions LLC**, ranked No. 16. This human resource outsourcing company invests in quarterly all-staff lunches at a restaurant, Friday board game days, and personalized theme birthday celebrations for each employee.
- **Numa Networks**, ranked No. 19. This IT services provider has a break room set to include game tables, video games and movies. The company also provides happy hours, food and snacks.
- **Greenlaw Partners LLC/Greenlaw Management Inc.**, ranked No. 24. This real estate investment firm provides bowling tournaments with prizes worth \$2,000, monthly summer barbecues, and video games.
- **Lojistic**, ranked No. 31. This logistics consulting company offers Juice It Up Mondays, paid drinks and appetizers the first Friday of every month, a Five Star Holiday Party, and birthday celebrations.

To view the *Orange County Business Journal* “Best Places to Work” list, visit bestplacestoworkoc.com.

August 1 Compliance Alert



On August 1, 2016, mandatory changes to the Federal Minimum Wage notice and Employee Polygraph Protection Act notice took effect. All employers need to update their postings.

CalChamber's all-in-one poster makes your compliance easy, without costing a lot. **Save 20% through August 31** when you order a replacement poster (with Preferred/Executive members saving an extra 20% after their member discount).

PURCHASE at calchamber.com/staycurrent or call (800) 331-8877 with priority code FED4.

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