

ALERT

VOLUME 42, NUMBER 31 • OCTOBER 21, 2016



CalChamber Publishes Annual Vote Record

This edition of *Alert* includes the annual tally of California legislators' floor votes on selected California Chamber of Commerce priority bills.

The vote record, the 42nd the CalChamber has compiled, provides member firms and local chambers of commerce a gauge by which to measure the performance of their elected representatives in the Legislature.

To help readers assess legislators' vote records, the charts group bills into seven areas: education, environmental regulation, health care costs, labor and employment, legal reform and protection, water supply

and quality, and workers' compensation.

A "Best Business Votes" section lists legislators according to the percentage of times they voted with the CalChamber position on the bills selected for the vote record.

This year, the vote record covers 17 votes in the Senate and 16 votes in the Assembly. Most bills in the vote record cover major business issues that are of concern to both small and large companies.

For more details on how the vote record is compiled and descriptions of the bills included, [see Pages 5-10](#).

California Supreme Court Rejects 'New Project' Test

Agencies to Determine If Additional Environmental Review Needed



The California Supreme Court has unanimously ruled that subsequent changes to a development project which has already been subject to review under the California Environmental

Quality Act (CEQA) is not subject to an independent "new project" threshold test.

Rather, a lead agency's decision that no environmental impact report (EIR) is required for such changes is subject to the deferential "substantial evidence" test. Accordingly, under this new ruling in *Friends of the College of San Mateo Gardens v. San Mateo County Community College District*, when a project applicant proposes changes to a previously reviewed project, the lead agency will be afforded deference in analyzing the factual circumstances in determining whether those changes should trigger an entirely new round of environmental review.

Background

In this case, the San Mateo Community College District approved a district-wide facilities improvement plan that called for

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★ ★ ★ ★ ★

CalChamber Positions on November Ballot Propositions

<div style="text-align: center; margin-bottom: 5px;">★ ★ ★ ★ ★</div> <h2 style="color: #003366; margin: 0;">SUPPORT</h2> <p style="margin: 5px 0;">Proposition 51 <i>School Bonds</i></p> <p style="margin: 5px 0;">Proposition 52 <i>State Fees on Hospitals. Federal Medi-Cal Matching Funds</i></p> <p style="margin: 5px 0;">Proposition 54 <i>Legislative Transparency</i></p> <p style="margin: 5px 0;">Proposition 58 <i>English Language Education</i></p>	<div style="text-align: center; margin-bottom: 5px;">★ ★ ★ ★ ★</div> <h2 style="color: #800000; margin: 0;">OPPOSE</h2> <p style="margin: 5px 0;">Proposition 53 <i>Revenue Bonds</i></p> <p style="margin: 5px 0;">Proposition 55 <i>Tax Extension on High Wealth Individuals</i></p> <p style="margin: 5px 0;">Proposition 61 <i>Prescription Drug Purchases. Pricing</i></p>
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More information in the September 23 *Alert* special report.

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Labor Law Corner

Severance Pay Doesn't Disqualify Workers from Unemployment Benefits



Ellen S. Savage
HR Adviser

Why was my former employee granted unemployment insurance benefits when I am already paying her full wages for the next six months as severance pay?

Unemployment insurance (UI) benefits normally are available to individuals who are suffering from a lack of wages after being terminated from their job for reasons other than for misconduct, or who quit with good cause. Severance pay,

however, is generally not considered "wages" for UI purposes in California.

Court Ruling

Although there is no specific California UI Code stating that severance pay is not a form of wages, the California Supreme Court held that while severance pay is not a wage, it is a form of supplemental unemployment insurance compensation provided by an employer (*Powell and Byrd v. Unemployment Insurance Appeals Board*, (1965) 63 Cal. 2d 103).

Because severance pay is not considered a wage, receipt of the pay will not disqualify an individual from receiving UI benefits under most circumstances.

Severance Pay

According to the California Employment Development Department (EDD), payments to a former employee constitute severance pay if the following conditions are met:

- The payments are made in accordance with the provisions of a company plan or policy that provides for payment to employees who are terminated for specific reasons (for example, job elimination, reduction in force, closure);

- The plan need not be available to all employees for the payments to constitute severance pay, but they must be available to a class or group of employees (for example, to salaried employees, to hourly employees, to represented employees, to management, etc.); and

- The purpose of the payment must be to supplement unemployment insurance benefits. The plan, however, does not

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Alert (ISSN 0882-0929) is published weekly during legislative session with exceptions by California Chamber of Commerce, 1215 K Street, Suite 1400, Sacramento, CA 95814-3918. Subscription price is \$50 paid through membership dues. Periodicals Postage Paid at Sacramento, CA.

POSTMASTER: Send address changes to Alert, 1215 K Street, Suite 1400, Sacramento, CA 95814-3918. Publisher: Allan Zarembeg. Executive Editor: Ann Amioka. Associate Editor: Sara Espinosa. Art Director: Neil Ishikawa. Capitol Correspondent: Christine Haddon.

Permission granted to reprint articles if credit is given to the California Chamber of Commerce Alert, and reprint is mailed to Alert at address above.

Email: alert@calchamber.com.
Home page: www.calchamber.com.

Statement of Ownership, Management and Circulation

Alert, Statement of Ownership, Management and Circulation. Publication number 0981-900. Filing date: September 15, 2016. **Alert** is published weekly during the legislative session with exceptions by the California Chamber of Commerce. Number of issues published annually: 34. Annual subscription price: \$50.

Complete mailing address of known office of publication and headquarters or general business office of publisher: 1215 K Street, 14th Floor, Sacramento, CA 95814. Contact person: Ann Amioka. Telephone: (916) 444-6670.

Full names and complete mailing addresses of publisher, editor and managing editor: Allan Zarembeg, Publisher. Ann Amioka, Vice President, Communications. Sara Espinosa, Associate Editor. 1215 K Street, 14th Floor, Sacramento, CA 95814.

Owner: California Chamber of Commerce (nonprofit), 1215 K Street, 14th Floor, Sacramento, CA 95814.

Known bondholders, mortgagees and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities: None.

Average number copies each issue during preceding 12 months. Total number of copies: 5,971. Paid circulation: Mailed outside-county paid subscription stated on PS Form 3541: 4,249. Total paid distribution: 4,249. Free or

nominal rate distribution outside-county copies included on PS Form 3541: 1,370. Total free or nominal rate distribution: 1,370. Total distribution: 5,619. Copies not distributed: 352. Total: 5,971. Percent paid: 75.62%.

Number of copies of single issue published nearest to filing date (August 19, 2016): Total number of copies: 5,500. Paid circulation: Mailed outside-county paid subscriptions stated on PS Form 3541: 3,835. Total paid distribution: 3,835. Free or nominal rate outside-county copies included on PS Form 3541: 1,381. Total free or nominal rate distribution: 1,381. Total distribution: 5,216. Copies not distributed: 284. Total: 5,500. Percent paid: 73.52%.

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Ann Amioka
Vice President, Communications
September 15, 2016



More Transparency in Politics, Policy



Loren Kaye

“Transparency” may be more than just a buzzword come 2017.

Proposition 54, teed up for the November ballot, would **mandate** the Legislature enforce a

three-day public notice before voting on any bill, eliminating back-room, late-night deals that would otherwise shrivel in the light of day. Any citizen, regulated party or reporter could review and digest legislative amendments to a bill before a final vote is taken.

But the Legislature also can advance the cause of transparency. With the Governor’s recent signature on legislation by **Senator Bob Hertzberg**, voters, political watchdogs and the media will have better and more useful access to political campaign finance information.

Coalition Effort

Senator Hertzberg’s SB 1349 is a product of almost two years of effort by a diverse coalition including the California Chamber of Commerce, California Business Roundtable, California Labor Federation, and Common Cause, to name but a few. The common goal of these organizations was to rejuvenate a tired and clunky data reporting system that more often frustrated public disclosure than facilitated it.

Guest Commentary

By Loren Kaye

This legislation requires the Secretary of State and the Fair Political Practices Commission to modernize the Cal-Access website and portal. The Secretary is charged with transforming the site from a form-driven process, which originated literally from the old paperwork filing, to a data-driven system that will enable searching, sorting, and ease of analysis.

Over time, the system will be capable of integrating campaign finance reporting for municipalities.

Executive Branch Support

The new Cal-Access portal will go live by 2019. Senator Hertzberg and the coalition worked closely with the Secretary of State and the Administration to optimize the often-conflicting goals of expeditious deployment and technology oversight. Recognizing that new technology upgrades are not free, the Governor also agreed to a budget augmentation this year for the Secretary of State to begin work on the Cal-Access overhaul.

SB 1349 was passed unanimously by the Legislature. We’ll see in November the fate of Proposition 54.

Loren Kaye is president of the California Foundation for Commerce and Education, a nonprofit think tank affiliated with the California Chamber of Commerce.

CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor Law

HR Boot Camp. December 7, San Francisco. (800) 331-8877.

Business Resources

Milken Institute California Summit. Milken Institute. October 25, Los Angeles. (310) 570-4600.

International Trade

California-China Clean Tech Trade Mission. CalAsian Chamber. October 26–November 5, Beijing, Guangzhou, Shenzhen, Nanjing, and Shanghai, China. (916) 446-7883.

Exporting Agriculture International Trade and Ag Summit. Riverside County Economic Development Agency Office of Foreign Trade. November 2, Palm Springs. (951) 955-8916.

K-Global 2016. Korea Trade Investment Promotion Agency. November 2–3, Santa Clara. (408) 432-5021.

Exporting Best Practices. California Centers for International Trade Development. November 8, Clovis. (559) 324-6401.

Expotech Program. California Manufacturing Technology Consulting. November 17, Pacoima. (310) 984-0728.

Business H2O Summit—Water Management Best Practices from the U.S. and Israel. U.S. Chamber. December 12, Las Vegas. (202) 463-5875.

CalChamber Calendar

Public Affairs Conference:

November 29–30, Huntington Beach

Education Committee:

December 8, San Francisco

Water Committee:

December 8, San Francisco

Fundraising Committee:

December 8, San Francisco

Board of Directors:

December 8–9, San Francisco

International Trade Breakfast:

December 9, San Francisco

Annual Meeting:

December 9, San Francisco

Severance Pay Doesn’t Disqualify Workers from Unemployment Benefits

From Page 2

need to specifically state that the purpose is to supplement unemployment insurance benefits.

According to EDD, an individual is not precluded from receiving UI if he/she also is receiving severance payments the employer is providing in order to recognize past services, to provide additional financial assistance while the employee is seeking other work, or to provide a bridge between jobs or help ease the trauma of unemployment.

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.

California Supreme Court Rejects ‘New Project’ Test

From Page 1

demolishing certain buildings and renovating others. In compliance with CEQA, the District prepared and adopted a mitigated negative declaration (MND) to address the environmental impacts of the plan. Years later, the district proposed changes to the plan by electing to demolish one building that had been set for renovation and to renovate two buildings that had been set for demolition.

The District approved the changes after evaluating the possible environmental impacts under Public Resources Code Section 21166 and CEQA Guidelines Section 15162, which govern subsequent environmental review of previously approved projects. The District concluded that the changes were not so extensive as to require a subsequent EIR; instead, the District prepared an addendum to address the changes.

The project opponents challenged the District’s determination in court, arguing that the changes constituted a “new project” under CEQA and therefore required an entirely new environmental document. The trial court ruled in favor of the project opponents, and on appeal, the First District Court of Appeal affirmed, holding that the question of whether a project is a “new” project is a question of law reviewed by the courts without any deference to the lead agency’s review of the factual circumstances of the particular project. The Court of Appeal went on to find that the changes proposed by the District here constituted a “new project altogether” as a matter of law.

Supreme Court Opinion

The Supreme Court concluded that the Court of Appeal erred in its application of this new project test. In the ruling, the Supreme Court made two important clarifications regarding the issue of subsequent environmental review under CEQA.

- First, the Supreme Court rejected the notion that there was even such thing as a separate “new project test.” Instead, the determination regarding whether subsequent environmental review is required should focus on the “effect” of the change and not “abstract” characterizations of the projects by courts. According to the Supreme Court, “[w]hen an agency proposes changes to a previously approved project, CEQA does not authorize courts to invalidate the agency’s action based solely on their own abstract evaluation of whether the agency’s proposal is a new project, rather than a modified version of an old one.”

Rather, the Supreme Court noted that “[a]n agency that proposes project changes thus must determine whether the previous environmental document retains any relevance in light of the proposed changes and, if so, whether major revisions to the previous environmental document are nevertheless required due to the involvement of new, previously unstudied significant environmental impacts. These are determinations for the agency to make in the first instance, subject to judicial review for substantial evidence.”

- Second, the Supreme Court addressed the appropriate standard of

review that should be applied once lead agencies determine that changes fall within the subsequent environmental review provisions in Public Resources Code Section 21166 and CEQA Guidelines Section 15162.

The opponents argued that because the initial project was approved using an MND, the low-threshold “fair argument” standard should apply to the District’s subsequent determination.

The Supreme Court rejected that view, adopting the deferential “substantial evidence” standard for such determinations. Specifically, the Court noted that MNDs, like EIRs, are “entitled to a presumption of finality” once adopted and it would be “absurd” to require an entirely new round of environmental review every time there is a change to a project.

Significance of Decision

The California Supreme Court’s decision in *Friends of the College of San Mateo Gardens* stands for a rather simple, but nonetheless significant proposition: If changes are proposed to a previously approved project, those changes shall be evaluated by the lead agency—not the courts—and shall be done so with deference under the “substantial evidence” standard.

The decision is a useful one for project developers, as it will avoid needless delay and expense by ensuring that subsequent project modifications will not always be subject to an entirely new round of environmental review.

A copy of the Supreme Court’s decision can be found at www.courts.ca.gov.



**2016 CalChamber
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Annual Meeting

In compliance with Article VII of the bylaws, notice is hereby given that the annual meeting of the members of the California Chamber of Commerce, a mutual benefit corporation operating under the laws of the State of California, will be held on Friday, December 9, 2016, at 9 a.m. in Salon III at the Ritz-Carlton, 600 Stockton Street, San Francisco, California, for the transaction of whatever business may be necessary.

CalChamber Vote Record: Major Bills 2016



This report for the second year of the 2015–2016 legislative session focuses on California legislators' floor votes on California Chamber of Commerce priority bills.

This is the 42nd vote record the CalChamber has compiled. The CalChamber publishes this report in response to numerous requests by member firms and local chambers of commerce that would like a gauge by which to measure the performance of their legislators.

To help readers assess legislators' vote records, the charts group bills into seven areas: education, environmental regulation, health care costs, labor and employment, legal reform and protection, water supply and quality, and workers' compensation.

Partial Picture

No vote record can tell the entire story of a legislator's attitude and actions on issues of importance to business. To fully evaluate your legislative representative, consult the legislative journals and examine your legislator's votes in committee and on floor issues.

You can view these via links at www.calchambervotes.com.

Many anti-business bills were rejected by legislators in policy or fiscal committees, thus stopping proposals before they reached the floor for a vote. The vote record does not capture these votes.

Most bills in this report cover major business issues that are of concern to both small and large companies.

The CalChamber recognizes that there are many bills supported or opposed by business that are not included in this vote record and analysis.

Factors Considered

The CalChamber considers the following factors in selecting vote record bills:

- The bills and votes reflect legislators' attitudes toward private enterprise, fiscal responsibility and the business climate.
- Each bill was a CalChamber priority in a particular field. Priority bills have appeared in the "Status Report" sections of *Alert*.
- The bills were voted upon by either the full Senate or Assembly. This year,

the vote record covers 17 votes in the Senate and 16 votes in the Assembly.

• Unless otherwise noted, final floor votes are shown. Concurrence votes and conference report votes are considered final votes.

When 'Not Voting' Helps

Sometimes a legislator is unwilling to vote against a colleague, but is willing to support the CalChamber's opposition to a bill. In such cases, a legislator may abstain from voting, which will hinder passage of a bill, just as a "no" vote does.

To recognize that not voting can aid the CalChamber's opposition to a bill, the vote record includes the number of times legislators did not vote "aye" on a CalChamber-opposed bill in the total for the column listing actions "in accord with" the CalChamber's position, if the legislator was not absent for the day.

Priority Bills

Education

• **AB 2548 (Weber; D-San Diego) Improved School Accountability.** Will help employers, parents, educators, lawmakers, and other stakeholders hold schools accountable for student performance and improvement, and ensure students are being adequately prepared to enter the workforce or college, by requiring that the state's new accountability system tracks sufficient information to allow for meaningful comparisons of schools and districts. Passed Senate, August 24, 39-0. Assembly concurred in Senate amendments, August 30, 78-0. Vetoed. CalChamber Supported.

• **AB 2664 (Irwin; D-Thousand Oaks) Increased Innovation and Entrepreneurship.** Provides resources for California innovators, entrepreneurs, startups, investors, and industry and community partners, by providing the University of California (UC) with funds to expand its capacity and increase access to its innovation and entrepreneurship centers, which provide incubator space, legal services, entrepreneur training and more for researchers and other individuals looking to develop innovative solutions. Passed Senate, August 18, 38-0. Assembly concurred in Senate amendments, August 24, 80-0. Signed—Chapter 862. CalChamber Supported/*Job Creator*.

• **SB 959 (Lara; D-Bell Gardens)**

Jeopardizes State Workforce Goals.

Unnecessarily restricts the University of California's (UC) ability to use its restricted state funding in the most efficient manner possible to continue expanding enrollment without compromising on the quality of the education it provides or substantially increasing the state's General Fund contribution. Passed Assembly, August 18, 52-25. Senate concurred in Assembly amendments, August 30, 25-14. Vetoed. CalChamber Opposed.

Environmental Regulation

• **AB 197 (E. Garcia; D-Coachella) Expensive Regulatory Burdens.**

Increases costs for businesses to comply with climate change regulations by prioritizing command-and-control regulations over a market-based mechanism while at the same time ranking co-benefits ahead of cost-effectiveness. Passed Senate, August 22, 23-13. Assembly concurred in Senate amendments, August 24, 45-30. Signed—Chapter 250. CalChamber Opposed.

• **AB 1142 (Gray; D-Merced) Modernizes Operation of Surface Mines.**

Strengthens the Surface Mining and Reclamation Act to promote better communication between government agencies and operators, ensure that mines are inspected by qualified professionals, and clarify due dates for various compliance requirements. Passed Senate, March 31, 35-0. Assembly concurred in Senate amendments, April 14, 75-0. Signed—Chapter 7. CalChamber Supported.

• **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 without regard to the impact on individuals, jobs and the economy. Passed Assembly, August 23, 48-31. Senate concurred in Assembly amendments, August 24, 25-13. Signed—Chapter 249. CalChamber Opposed/*Job Killer*.

• **SB 1383 (Lara; D-Bell Gardens) Increased Regulatory Burdens.**

Increases regulatory burdens and costs for businesses by requiring the California Air Resources Board to adopt and implement a new program to reduce short-lived climate pollutants. Passed Assembly, August 31, 44-24. Senate concurred in Assembly amendments, August 31,

See Next Page

CalChamber Vote Record: Major Bills 2016

From Previous Page

25-12. Signed—Chapter 395. CalChamber Opposed.

Health Care Costs

• **AB 1763 (Gipson; D-Carson)**

Drives Up Health Insurance Premiums. Increases health care costs by prohibiting cost-sharing, co-payments or coinsurance for non-preventative screening and treatment for colorectal cancer. Passed Senate, August 18, 24-12. Assembly concurred in Senate amendments, August 23, 64-12. Vetoed. CalChamber Opposed.

• **AB 2004 (Bloom; D-Santa Monica)**

Health Care Mandate. Drives up costs by mandating health care issuers to cover hearing aids for enrollees under 18 years of age. Passed Assembly, June 2, 69-6. Held in Senate Appropriations Suspense File. CalChamber Opposed.

Labor and Employment

• **AB 1066 (Gonzalez; D-San Diego)**

Increased Costs on Agricultural Employers. Drives up costs of commodities to consumers by incrementally removing the existing overtime exemption allowed for agricultural employers. Passed Senate, August 22, 21-14. Assembly concurred in Senate amendments, August 29, 44-32. Signed—Chapter 313. CalChamber Opposed.

• **SB 3 (Leno; D-San Francisco)**

Automatic Minimum Wage Increase. Unfairly imposes a potential 50% increase in the minimum wage by 2022 (actually an 87% increase over an 8-year period when combined with the last increase just implemented in January 2016), and automatically adjusts minimum wage beyond 2018 according to national inflation, with no “offramps” to suspend the indexing if employers are struggling with other economic factors or costs. Passed Assembly, March 31, 48-26. Senate concurred in Assembly amendments, March 31, 26-12. Signed—Chapter 4. CalChamber Opposed/**2015 Job Killer**.

• **SB 654 (Jackson; D-Santa Barbara)** Imposes New Maternity and Paternity Leave Mandate. Unduly burdens and increases costs of small employers with as few as 20 employees by requiring 6 weeks of protected employee leave for child bonding and exposes them to the threat of costly litigation. Passed Assembly, August 30, 54-17. Senate concurred in Assembly

amendments, August 31, 24-12. Vetoed. CalChamber Opposed/**Job Killer**.

Legal Reform and Protection

• **AB 2667 (Thurmond; D-Richmond)** **Consumer Arbitration Agreement Discrimination.** Unfairly discriminates against arbitration agreements and therefore is likely preempted by the Federal Arbitration Act, which will lead to confusion and litigation, by prohibiting arbitration of Unruh Civil Rights violations made as a condition of a consumer contract for goods or services. Failed passage in Assembly, May 31, 38-36. CalChamber Opposed/**Job Killer**.

• **AB 2748 (Gatto; D-Glendale)**

Increases Environmental Litigation. Eliminates incentives to settle lawsuits and instead exposes businesses to multiple rounds of litigation at great expense to the parties and the courts by creating statutory prohibitions on “release” clauses in settlements pertaining to “environmental disasters.” Job killer tag removed due to June 2, 2016 amendments, but CalChamber remains opposed. Passed Senate, August 23, 23-13. Assembly concurred in Senate amendments, August 30, 54-23. Vetoed. CalChamber Opposed/Former Job Killer.

• **SB 899 (Hueso; D-San Diego)**

Increased Frivolous Litigation. Drives up consumer costs and increases frivolous litigation similar to the disability access lawsuits in California, by prohibiting a retailer or grocery store from discriminating against a person on the basis of gender with the price of “substantially similar” goods and subjecting them to a minimum \$4,000 of damages for each violation. Passed Senate, May 26, 22-12. Held in Assembly Judiciary Committee. CalChamber Opposed/**Job Killer**.

Water Supply and Quality

• **AB 1520 (M. Stone; D-Scotts Valley)** **Disclosure.** Removes protections that safeguard production capacity and other sensitive production data from disclosure to competitors by requiring commercial, industrial and institutional water users to publicly disclose usage supposedly to enforce compliance with water conservation goals. Failed passage in Senate, August 19, 15-20. CalChamber Opposed.

• **SB 1318 (Wolk; D-Davis)** **Erodes Housing Affordability.** Inappropriately

Key to Using This Section

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

Boldface type indicates votes in accord with CalChamber position.

Red column headings are Job Killer bills.

Green column headings are Job Creator bills.

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.

leverages necessary affordable housing in order to solve infrastructure issues with the consequence that the housing won’t be built by imposing requirements on water or wastewater districts to serve certain communities first. Passed Senate, June 2, 23-13. Held in Assembly Local Government Committee. CalChamber Opposed/**Job Killer**.

Workers’ Compensation

• **AB 1244 (Gray; D-Merced)** **Discourages Workers’ Compensation Fraud.** Decreases medical provider fraud in the workers’ compensation system by barring physicians who have been convicted of fraud or abuse in the Medicare, Medicaid or Medi-Cal programs from treating injured workers. Passed Senate, August 23, 39-0. Assembly concurred in Senate amendments, August 30, 79-0. Signed—Chapter 852. CalChamber Supported.

• **AB 1643 (Gonzalez; D-San Diego)**

Increased Workers’ Compensation Costs. Significantly expands scope of workers’ compensation system and increases costs by forcing employers to provide disability benefits for nonindustrial injuries. Passed Assembly, June 1, 60-20. Passed Senate, August 22, 24-14. Vetoed. CalChamber Opposed.

2016 Senate Vote Record

	Education			Environmental Regulation			Health Care Costs		Labor & Employment		Legal Reform & Protection		Water Supply & Quality		Workers' Compensation		In Accord with CalChamber	Not in Accord with CalChamber	Not Voting or Absent			
	AB 2548 School Accountability	AB 2664 Innovation Centers	SB 959 Workforce Goals	AB 197 Regulatory Burdens	AB 1142 Surface Mines	SB 32 Climate Change	SB 1383 Climate Pollutants	AB 1763 Drives Up Premiums	AB 2004 Coverage Mandate	AB 1066 Agriculture Overtime	SB 3 Automatic Minimum Wage Increase	SB 654 New Leave Mandate	AB 2667 Anti-Arbitration	AB 2748 Release Clauses	SB 899 Pricing Discrimination	AB 1520 Water Use Disclosure	SB 1318 Erodes Housing	AB 1244 Discourages Fraud	AB 1643 Increases Costs			
Allen, B. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	5	12	0	
Anderson, J. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	Y	N	17	0	0	
Bates, P. (R)	Y	Y	N	N	Y	N	N	N	N	N	●	N	N	●	N	N	Y	N	17	0	0	
Beall, J. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Berryhill, T. (R)	Y	Y	N	N	—	N	N	N	N	N	●	N	N	N	N	N	Y	N	16	0	1	
Block, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Cannella, A. (R)	Y	Y	Y	N	Y	N	●	N	N	N	N	N	N	N	N	N	Y	N	16	1	0	
de León, K. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Fuller, J. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	Y	N	17	0	0	
Gaines, T. (R)	Y	Y	N	N	NV	N	N	N	N	N	N	N	N	N	N	N	Y	N	16	0	1	
Galgiani, C. (D)	Y	Y	Y	●	Y	●	Y	Y	Y	●	Y	Y	●	●	N	●	Y	Y	11	6	0	
Glazer, S. (D)	Y	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N	N	N	Y	N	11	6	0	
Hall, I. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Hancock, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	—	Y	Y	Y	4	12	1	
Hernandez, E. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	5	12	0	
Hertzberg, B. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Hill, J. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Hueso, B. (D)	Y	—	Y	Y	Y	Y	●	—	Y	Y	Y	Y	Y	●	Y	Y	Y	5	10	2		
Huff, B. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	Y	N	17	0	0	
Jackson, H. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Lara, R. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	5	12	0	
Leno, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Leyva, C. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	5	12	0	
Liu, C. (D)	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	—	Y	Y	Y	5	11	1
McGuire, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	N	Y	Y	Y	6	11	0	
Mendoza, T. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	5	12	0	
Mitchell, H. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Monning, B. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Moorlach, J. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	Y	N	17	0	0	
Morrell, M. (R)	Y	Y	N	N	NV	N	N	N	N	N	N	N	N	N	N	N	Y	N	16	0	1	
Nguyen, J. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	●	N	●	N	●	Y	N	17	0	0	
Nielsen, J. (R)	Y	Y	N	N	NV	N	N	N	N	N	N	N	N	N	N	N	Y	N	16	0	1	
Pan, R. (D)	Y	Y	Y	●	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	N	●	Y	Y	8	9	0	
Pavley, F. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	4	13	0	
Roth, R. (D)	Y	Y	Y	●	Y	Y	Y	Y	Y	●	Y	●	Y	Y	N	Y	Y	●	9	8	0	
Stone, J. (R)	Y	Y	N	N	Y	N	N	●	N	N	N	N	N	N	N	N	Y	N	17	0	0	
Vidak, A. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N	N	N	Y	N	17	0	0	
Wieckowski, B. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	●	Y	Y	Y	Y	6	11	0	
Wolk, L. (D)	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	5	12	0	

Senator Sharon Runner (R) absent due to illness for votes on March 31, May 26, June 2. Deceased July 14, 2016.

2016 Assembly Vote Record

	Education			Environmental Regulation			Health Care Costs		Labor & Employment		Legal Reform & Protection		Water Supply & Quality		Workers' Compensation		In Accord with CalChamber					
	AB 2548 School Accountability	AB 2664 Innovation Centers	SB 959 Workforce Goals	AB 197 Regulatory Burdens	AB 1142 Surface Mines	SB 32 Climate Change	SB 1383 Climate Pollutants	AB 1763 Drives Up Premiums	AB 2004 Coverage Mandate	AB 1066 Agriculture Overtime	SB 3 Automatic Minimum Wage Increase	SB 654 New Leave Mandate	AB 2667 Anti-Arbitration	AB 2748 Release Clauses	SB 899 Pricing Discrimination	AB 1520 Water Use Disclosure	SB 1318 Erodes Housing	AB 1244 Discourages Fraud	AB 1643 Increases Costs	In Accord with CalChamber	Not in Accord with CalChamber	Not Voting or Absent
Achadjian, K. (R)	Y	Y	N	N	Y	N	N	Y	Y	N	N	Y	N	N				Y	Y	12	4	0
Alejo, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Allen, T. (R)	Y	Y	N	N	Y	N	N	N	Y	N	N	●	N	N				Y	N	15	1	0
Arambula, J. (D)*	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	*	Y	N	Y				Y	Y	5	10	0
Atkins, T. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Baker, C. (R)	Y	Y	N	●	Y	Y	●	Y	Y	N	N	Y	N	Y				Y	Y	10	6	0
Bigelow, F. (R)	Y	Y	N	N	Y	N	N	N	●	N	—	N	N	N				Y	N	15	0	1
Bloom, R. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y				Y	Y	5	11	0
Bonilla, S. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Bonta, R. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Brough, W. (R)	Y	Y	N	N	Y	N	N	●	Y	N	N	N	N	N				Y	N	15	1	0
Brown, C. (D)	Y	Y	Y	N	Y	Y	●	Y	Y	Y	Y	Y	N	Y				Y	Y	7	9	0
Burke, A. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Calderon, I. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Campos, N. (D)	Y	Y	Y	N	Y	Y	●	Y	Y	Y	Y	Y	N	Y				Y	Y	7	9	0
Chang, L. (R)	Y	Y	N	N	Y	N	N	N	Y	N	N	●	N	N				Y	Y	14	2	0
Chau, E. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Chávez, R. (R)	Y	Y	N	N	Y	N	N	N	Y	N	N	Y	N	N				Y	N	14	2	0
Chiu, D. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Chu, K. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Cooley, K. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y				Y	Y	6	10	0
Cooper, J. (D)	Y	Y	Y	N	Y	N	Y	Y	Y	N	Y	●	●	Y				Y	Y	9	7	0
Dababneh, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Dahle, B. (R)	Y	Y	N	Y	Y	N	●	Y	Y	N	N	N	N	N				Y	N	13	3	0
Daly, T. (D)	Y	Y	Y	●	Y	●	●	Y	Y	Y	N	●	●	N				Y	Y	11	5	0
Dodd, B. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y				Y	Y	5	11	0
Eggman, S. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	●				Y	Y	6	10	0
Frazier, J. (D)	Y	Y	Y	N	Y	N	N	Y	Y	N	Y	Y	N	●				Y	Y	10	6	0
Gaines, B. (R)	Y	Y	N	N	Y	N	N	N	●	N	N	N	N	N				Y	N	16	0	0
Gallagher, J. (R)	Y	Y	N	N	Y	N	●	Y	Y	N	N	N	N	N				Y	N	14	2	0
Garcia, C. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Garcia, E. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Gatto, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Gipson, M. (D)	Y	Y	Y	●	Y	Y	●	Y	Y	Y	Y	●	●	Y				Y	Y	8	8	0
Gomez, J. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Gonzalez, L. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Gordon, R. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y				Y	Y	4	12	0
Gray, A. (D)	Y	Y	Y	N	Y	N	—	Y	Y	N	N	●	N	Y				Y	Y	10	5	1
Grove, S. (R)	Y	Y	N	N	Y	N	N	N	N	N	—	N	N	N				Y	N	15	0	1
Hadley, D. (R)	Y	Y	N	Y	Y	N	●	Y	Y	N	N	Y	●	Y				Y	Y	10	6	0

* Sworn into office on April 14, 2016.

2016 Assembly Vote Record

	Education			Environmental Regulation			Health Care Costs		Labor & Employment		Legal Reform & Protection		Water Supply & Quality		Workers' Compensation		In Accord with CalChamber		Not in Accord with CalChamber		Not Voting or Absent		
	AB 2548 School Accountability	AB 2664 Innovation Centers	SB 959 Workforce Goals	AB 197 Regulatory Burdens	AB 1142 Surface Mines	SB 32 Climate Change	SB 1383 Climate Pollutants	AB 1763 Drives Up Premiums	AB 2004 Coverage Mandate	AB 1066 Agriculture Overtime	SB 3 Automatic Minimum Wage Increase	SB 654 New Leave Mandate	AB 2667 Anti-Arbitration	AB 2748 Release Clauses	SB 899 Pricing Discrimination	AB 1520 Water Use Disclosure	SB 1318 Erodes Housing	AB 1244 Discourages Fraud	AB 1643 Increases Costs				
Harper, M. (R)	Y	Y	N	N	Y	N	N	N	N	N	—	N	N	N			Y	N	15	0	1		
Hernández, R. (D)	Y	Y	—	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	11	1		
Holden, C. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Irwin, J. (D)	Y	Y	Y	Y	NV	Y	Y	Y	Y	●	Y	●	N	Y			Y	Y	6	9	1		
Jones, B. (R)	Y	Y	N	N	Y	N	N	Y	N	N	N	N	N	N			Y	N	15	1	0		
Jones-Sawyer, R. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Kim, Y. (R)	Y	Y	●	N	Y	N	●	●	●	N	N	●	N	●			Y	N	16	0	0		
Lackey, T. (R)	Y	Y	N	N	Y	N	N	Y	Y	N	N	N	N	Y			Y	N	13	3	0		
Levine, M. (D)	Y	Y	Y	Y	—	Y	Y	Y	Y	●	Y	Y	N	Y			Y	Y	5	10	1		
Linder, E. (R)	Y	Y	Y	N	Y	N	N	Y	Y	Y	●	Y	N	Y			Y	Y	9	7	0		
López, P. (D)	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y	Y			Y	Y	5	11	0		
Low, E. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Maienschein, B. (R)	Y	Y	N	●	Y	N	N	Y	Y	N	N	Y	N	N			Y	Y	12	4	0		
Mathis, D. (R)	Y	Y	N	N	Y	N	●	N	N	N	N	N	N	N			Y	N	16	0	0		
Mayes, C. (R)	Y	Y	N	N	Y	N	N	●	Y	N	N	N	N	N			Y	N	15	1	0		
McCarty, K. (D)	Y	Y	Y	Y	NV	Y	Y	Y	Y	Y	Y	Y	Y	Y			NV	Y	2	12	2		
Medina, J. (D)	NV	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	11	1		
Melendez, M. (R)	Y	Y	N	N	—	N	N	N	N	N	N	Y	N	N			Y	Y	13	2	1		
Mullin, K. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Nazarian, A. (D)	Y	Y	●	Y	—	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	11	1		
Oberholte, J. (R)	Y	Y	N	N	Y	N	N	N	N	N	N	N	N	N			Y	N	16	0	0		
O'Donnell, P. (D)	Y	Y	Y	●	Y	Y	●	Y	Y	Y	Y	●	●	Y			Y	Y	8	8	0		
Olsen, K. (R)	Y	Y	N	N	Y	N	Y	●	Y	N	N	Y	N	N			Y	N	13	3	0		
Patterson, J. (R)	Y	Y	N	N	Y	N	N	N	●	N	N	N	N	N			Y	N	16	0	0		
Quirk, B. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Rendon, A. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Ridley-Thomas, S. (D)	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y			Y	Y	5	11	0		
Rodriguez, F. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Salas, R. (D)	Y	Y	Y	N	Y	N	Y	Y	Y	Y	●	N	N	Y			Y	Y	9	7	0		
Santiago, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Steinorth, M. (R)	Y	Y	N	N	Y	N	N	Y	Y	N	N	N	N	N			Y	Y	13	3	0		
Stone, M. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Thurmond, T. (D)	NV	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	3	12	1		
Ting, P. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Wagner, D. (R)	Y	Y	N	N	Y	N	N	N	Y	N	N	N	N	N			Y	N	15	1	0		
Waldron, M. (R)	Y	Y	Y	N	Y	N	N	Y	Y	N	N	Y	N	N			Y	N	12	4	0		
Weber, S. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Wilk, S. (R)	Y	Y	N	N	Y	N	N	Y	Y	N	N	N	N	Y			Y	N	13	3	0		
Williams, D. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	4	12	0		
Wood, J. (D)	Y	Y	Y	Y	Y	Y	Y	Y	Y	●	Y	Y	Y	Y			Y	Y	5	11	0		

Held in Assembly Judiciary Committee.

Failed passage in Senate.

Held in Assembly Local Government Committee.

CalChamber Best Business Votes 2016

Legislators are listed in descending order according to how often they voted in accord with the California Chamber of Commerce position (first number) versus how often their votes were not in accord with the CalChamber position (second number) in 2016. Total votes may not match the vote record because the tally for not voting or absent is not included in this list. Votes when a legislator was absent are not included in calculating percentages.

80% or more with CalChamber	60%-79% with CalChamber	40%-59% with CalChamber	Less than 40% with CalChamber
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Senate

Anderson, Joel (R)	17-0
Bates, Pat (R)	17-0
Fuller, Jean (R)	17-0
Huff, Bob (R)	17-0
Moorlach, John M.W. (R)	17-0
Nguyen, Janet (R)	17-0
Stone, Jeff (R)	17-0
Vidak, Andy (R)	17-0
Berryhill, Tom (R)	16-0
Gaines, Ted (R)	16-0
Morrell, Mike (R)	16-0
Nielsen, Jim (R)	16-0
Cannella, Anthony (R)	16-1
Galgiani, Cathleen (D)	11-6
Glazer, Steve (D)	11-6
Roth, Richard (D)	9-8
Pan, Richard (D)	8-9
McGuire, Mike (D)	6-11
Wieckowski, Bob (D)	6-11
Hueso, Ben (D)	5-10
Liu, Carol (D)	5-11
Allen, Ben (D)	5-12
Hernandez, Ed (D)	5-12
Lara, Ricardo (D)	5-12
Leyva, Connie (D)	5-12
Mendoza, Tony (D)	5-12
Wolk, Lois (D)	5-12
Hancock, Loni (D)	4-12
Beall, Jim (D)	4-13
Block, Marty (D)	4-13
de León, Kevin (D)	4-13
Hall, Isadore (D)	4-13
Hertzberg, Bob (D)	4-13
Hill, Jerry (D)	4-13
Jackson, Hannah-Beth (D)	4-13
Leno, Mark (D)	4-13
Mitchell, Holly J. (D)	4-13
Monning, Bill (D)	4-13
Pavley, Fran (D)	4-13

Assembly

Gaines, Beth (R)	16-0
Kim, Young (R)	16-0
Mathis, Devon (R)	16-0
Oberholte, Jay (R)	16-0
Patterson, Jim (R)	16-0
Bigelow, Frank (R)	15-0
Grove, Shannon (R)	15-0
Harper, Matthew (R)	15-0
Allen, Travis (R)	15-1
Brough, William P. (R)	15-1
Jones, Brian (R)	15-1
Mayes, Chad (R)	15-1
Wagner, Donald (R)	15-1
Chang, Ling Ling (R)	14-2
Chávez, Rocky (R)	14-2
Gallagher, James (R)	14-2
Melendez, Melissa (R)	13-2
Dahle, Brian (R)	13-3
Lackey, Tom (R)	13-3
Olsen, Kristin (R)	13-3
Steinorth, Marc (R)	13-3
Wilk, Scott (R)	13-3
Achadjian, Katcho (R)	12-4
Maienschein, Brian (R)	12-4
Waldron, Marie (R)	12-4
Daly, Tom (D)	11-5
Gray, Adam (D)	10-5
Baker, Catharine (R)	10-6
Frazier, Jim (D)	10-6
Hadley, David (R)	10-6
Cooper, Jim (D)	9-7
Linder, Eric (R)	9-7
Salas, Rudy (D)	9-7
Gipson, Mike (D)	8-8
O'Donnell, Patrick (D)	8-8
Brown, Cheryl (D)	7-9
Campos, Nora (D)	7-9

Irwin, Jacqui (D)	6-9
Cooley, Ken (D)	6-10
Eggman, Susan Talamantes (D)	6-10
Arambula, Joaquin (D)	5-10
Levine, Marc (D)	5-10
Bloom, Richard (D)	5-11
Dodd, Bill (D)	5-11
López, Patty (D)	5-11
Ridley-Thomas, Sebastian (D)	5-11
Wood, Jim (D)	5-11
Hernández, Roger (D)	4-11
Medina, Jose (D)	4-11
Nazarian, Adrin (D)	4-11
Alejo, Luis (D)	4-12
Atkins, Toni (D)	4-12
Bonilla, Susan (D)	4-12
Bonta, Rob (D)	4-12
Burke, Autumn (D)	4-12
Calderon, Ian (D)	4-12
Chau, Ed (D)	4-12
Chiu, David (D)	4-12
Chu, Kansen (D)	4-12
Dababneh, Matt (D)	4-12
Garcia, Cristina (D)	4-12
Garcia, Eduardo (D)	4-12
Gatto, Mike (D)	4-12
Gomez, Jimmy (D)	4-12
Gonzalez, Lorena (D)	4-12
Gordon, Rich (D)	4-12
Holden, Chris (D)	4-12
Jones-Sawyer, Reggie (D)	4-12
Low, Evan (D)	4-12
Mullin, Kevin (D)	4-12
Quirk, Bill (D)	4-12
Rendon, Anthony (D)	4-12
Rodriguez, Freddie (D)	4-12
Santiago, Miguel (D)	4-12
Stone, Mark (D)	4-12
Ting, Phil (D)	4-12
Weber, Shirley (D)	4-12
Williams, Das (D)	4-12
Thurmond, Tony (D)	3-12
McCarty, Kevin (D)	2-12

Senator Sharon Runner (R) absent due to illness for votes on March 31, May 26, June 2. Deceased July 14, 2016.

12 CalChamber Members Gain Spots on San Diego Area Best Places to Work List

Twelve California Chamber of Commerce member companies were recently selected by the *San Diego Business Journal* as some of the best places to work for in the area.

The annual Best Places to Work list, which was released in late August, recognized public and privately held organizations with facilities in San Diego and a minimum of 15 employees.

After 17 years of showcasing San Diego's best workplaces, the *Journal* has spotted a shift from traditional benefits, such as retirement packages and wellness programs, to more innovative benefits that provide employees with homelike office environments complete with gourmet catering and on-site fitness facilities.

"...we have seen more and more enlightened managers take a hard look at the negative realities of a revolving, unmotivated workforce and have begun to create new tools to recruit the talent needed and keep them involved and productive," said Armon Mills, president

and publisher of the *San Diego Business Journal*. "Work/life balance has become a necessity for these extraordinary organizations."



The CalChamber member companies that made this year's *San Diego Journal* Best Places to Work list were:

Mega

- KPMG LLP, an accounting firm;

Large

- Cooley LLP, a law firm;
- eMoney Advisor LLC, a technology company;
- Manchester Grand Hyatt San Diego, a hospitality company;
- Renovate America, a financial services firm;

Medium

- American Council on Exercise, a nonprofit fitness organization;
- Atlas Executive Consulting, a consulting company;
- Hughes Marino Inc., a real estate company;
- Pardee Homes, a real

estate company;

- PC Housing, a hospitality company;
- SmartDrive, a driver risk management company; and
- The Control Group Media Company Inc., a technology company.

Best Companies

Companies were divided into four categories: mega (businesses with more than 2,000 U.S. employees), large (250–1,999 employees), medium (50–249 employees), and small (15–49 employees).

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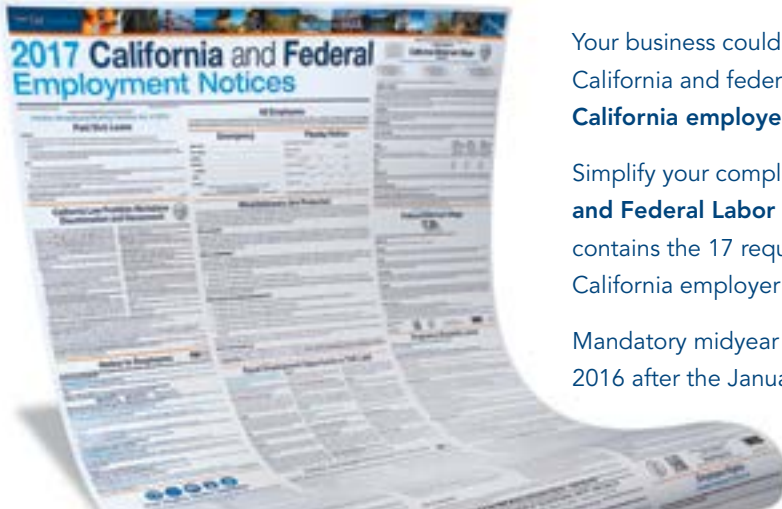
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CalChamber Keeps You Posted: New Minimum Wage Notice for January 1

 **CalChamber**
HR Expert & Business Advocate™



Your business could incur significant fines for not posting the most current California and federal employment notices. Effective January 1, 2017, **all California employers** must post the new minimum wage notice.

Simplify your compliance with **CalChamber's all-in-one 2017 California and Federal Labor Law poster**. Available in English or Spanish, it contains the 17 required state and federal employment notices every California employer must post.

Mandatory midyear changes to required notices were issued twice in 2016 after the January 1 updates. So don't forget to add Poster Protect®.

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