

ALERT

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Voters, CalChamber Agree *Reforms, Health Care, Education, Revenue Bonds*



California voters agreed with California Chamber of Commerce positions this week, passing CalChamber-supported Propositions 51, 52, 54 and 58, and

rejecting Proposition 61. CalChamber-opposed Proposition 53 also was behind in the vote count as *Alert* went to press.

A record 19.4 million Californians were registered to vote in advance of the General Election, according to the final Secretary of State report before Election Day. Although 100% of precincts have reported their results, there are still millions of votes to count.

Proposition 51

Proposition 51 passed with 54% support. Proposition 51 authorizes \$9 billion in general obligation bonds for new construction and modernizing K-12 public school, charter schools and vocational education, and California Community Colleges facilities.

Proposition 52

With 100% percent of precincts reporting on Thursday morning, Proposition 52 overwhelmingly passed, 69.6% yes to 30.4% no.

Proposition 52 extends indefinitely the existing law imposing fees on hospitals to fund Medi-Cal health care services, care for uninsured patients and children's health coverage.

The measure extends the current fee
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Vote Count Continuing: Moderate Dems Expand as Super Majority Returns to Assembly



An old saying, "It's all over but the shouting" doesn't necessarily apply to the final outcomes in a number of California legislative and congressional districts. In fact, a more fitting

saying is perhaps, "It's all over but the counting," as there are at least 4 million ballots waiting to be counted at the county registrar of voters offices.

Moreover, thousands more likely have yet to arrive, and those too must be counted. A new California law requires that ballots need only to be postmarked by November 8. This clearly creates an additional level of uncertainty that lingers over a number of close legislative races.

One Party Super Majority

Still there are election outcomes and trends that are notable and safe to predict. The epic fight by the GOP to prevent the Democratic two-thirds super majority appears to have been lost in the Assembly.

At present, of the eight Assembly seats the GOP had to defend, it appears the party has lost three. On the losing end were Eric Linder in the Corona-based Assembly District 60, Young Kim in the

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**2016 CalChamber
Public Affairs Conference**

November 29-30, 2016
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Registration Deadline: November 17

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Labor Law Corner

Some Parts of New Federal Overtime Rule Don't Apply in California



Erika Pickles
HR Adviser

Can California employers count bonuses and commissions toward the new federal salary requirement? Can employees in California be classified as exempt under the "highly compensated employee" exemption?

No, and no. Neither of these two provisions of the new federal overtime rule—which raises the federal salary test for the executive, administrative and

professional exemptions to \$913 per week (\$47,476 annually) effective December 1, 2016—apply to California employees.

Bonuses and Commissions

In addition to increasing the salary test, the new federal rule revises the salary test to allow employers to use nondiscretionary bonuses and incentive payments, such as commissions, to meet a portion of the test.

Subject to certain requirements, employers will now be able to rely on bonuses and commissions to satisfy up to 10% of the new federal salary test for workers outside California.

This provision does not apply to California employees, however. California law does not allow such payments to be used to meet the exempt salary test.

In California, only an employee's actual salary is considered in determining whether the employee meets the applicable salary test. Although exempt employees in California can receive bonuses and commissions, they still must be paid a salary that meets the applicable salary test.

'Highly Compensated Employees'

Under federal law, certain "highly compensated employees" can be exempt by meeting only a minimal duties test if their compensation exceeds a certain amount. The new federal rule changes the annual compensation requirement for this

exemption from \$100,000 to \$134,004.

This provision also does not apply to California employees. California law does not have a "highly compensated employee" exemption. For an employee to be exempt in California, the employee still must meet the applicable duties and salary tests for one of the exemptions.

Preparing for December 1

As a reminder, for executive, administrative and professional employees to remain exempt after December 1, 2016, those employees must be paid at least \$913 per week (\$47,476 annually for a full-time employee). The employees still must meet the applicable California duties test.

If any of your executive, administrative or professional employees are currently paid less than \$913 per week, you must either increase their salaries up to the new federal salary test or reclassify them as nonexempt employees.

If you increase salaries, you must do so for the entire workweek that includes December 1, 2016. For example, if you have designated your workweek as Monday through Sunday, you need to increase salaries on Monday, November 28, 2016.

For help preparing for the change to the federal salary test, see the California Chamber of Commerce *Checklist for Complying with the Federal Overtime Rule*, and *What California Employers Need to Know About the New Federal Overtime Rule*.

More Information

For additional information about exempt employees and the new federal overtime rules, visit HRCalifornia.com.

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

Next Alert: December 2

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Reading Between the Weeds

Proposition 64 Stays Out of the Workplace



On November 8, California joined several other states in legalizing recreational use of marijuana by adults.

Proposition 64, also known as the Adult Use of Marijuana Act, legalizes the recreational use of marijuana for adults 21 years old and over, imposes a 15% excise tax on marijuana sales and establishes a regulatory framework for the sale of marijuana.

The provisions related to legalizing marijuana and workplace protections took effect November 9, the day after the election.

Legalization of marijuana for recreational purposes will be a significant change to current law. Even with the passage of Proposition 64, however, several things will not change.

For example, smoking or ingesting marijuana in public will remain unlawful, as will smoking or ingesting marijuana in places where smoking tobacco also is prohibited. Similarly, driving under the influence of marijuana will remain illegal.

But what about smoking weed at work? When it comes to the workplace, California employers can take a deep breath of fresh air, because Proposition 64 intends to maintain the status quo for employers seeking to maintain a drug- and alcohol-free workplace.

In other words, employer policies related to drug possession, use and impairment as well as testing should not be compromised with the legalization of marijuana use under Proposition 64.

California and Marijuana

Legalizing marijuana at the ballot box is not new in California. In fact, this was the third time legalization of marijuana was before California voters.

The first time was 10 years ago when voters enacted the Compassionate Use Act of 1996, which allowed for the medicinal use of prescription marijuana, but did not allow for recreational use.

In an effort to extend legalization to recreational use, Proposition 19 went before the voters in 2010. However, Proposition 19 failed to pass by a vote of 46.5% to 53.5%. The California Chamber

of Commerce opposed Proposition 19 because it provided protections to employees who used marijuana and prohibited employers from maintaining a drug-free workplace.

However, the same is not true with Proposition 64—workplace protections are intended to remain.

Proposition 64's Workplace Protections

With the passage of Proposition 64, adult recreational use of marijuana will be permitted, but such use will stop short at the workplace. Proposition 64 states explicitly that it is intended to “allow public and private employers to enact and enforce workplace policies pertaining to marijuana.”

The initiative also provides that it will not be construed or interpreted to *amend, repeal, affect, restrict or pre-empt:*

“The rights and obligations of public and private employers to maintain a drug and alcohol free workplace or require an employer to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale or growth of marijuana in the workplace, or affect the ability of employers to have policies prohibiting the use of marijuana by employees and prospective employees, or prevent employers from complying with state or federal law.” (Section 11362.45 (f))

These provisions set Proposition 64 apart from the failed 2010 initiative, which did not protect employer policies concerning the use of marijuana in the workplace. Moreover, these provisions demonstrate that the intent of the initiative is not to disrupt the status quo concerning workplace safety and drug prevention.

Maintaining a Drug-Free Workplace

California employers are accustomed to variations between federal and state law. The same will be true with the legalization of recreational marijuana.

Although the enactment of Proposition 64 will legalize recreational use of marijuana in California, marijuana still will remain an illegal Schedule I substance under the federal Controlled Sub-

stances Act. Therefore, even with the passage of Proposition 64, employers may continue to prohibit use, possession and impairment at work, as well as continue to test for use when appropriate.

Similarly, both federal and state laws require employers contracting with the government to maintain a workplace free from drugs and certify that the business is drug-free. Both federal and state drug-free workplace acts prohibit use of “controlled substances,” as defined under the federal Controlled Substances Act.

Finally, both state and federal law impose strict drug testing and other related requirements on employers and operators engaged in commercial transportation. As such, employers must continue to comply with these drug-free workplace laws.

What about pre-employment drug testing policies? Pre-employment drug testing also is a lawful mechanism employers currently may use to maintain a drug-free workplace.

California employers may conduct pre-employment drug testing of all applicants before hire and deny employment if the drug test comes back positive, even if the applicant was legally using marijuana under the state’s Compassionate Use Act, as affirmed by California’s high court in the 2008 decision of *Ross v. RagingWire*, 42 Cal. 4th 920 (2008). Proposition 64 does not intend to interfere with these workplace policies or practices.

In short, these rights and practices aimed at maintaining a safe and drug-free workplace may continue even after marijuana is legalized for recreational use. The challenges facing employers won’t be maintaining their drug-free policies and practices, but rather communicating and enforcing these policies and practices if adults are permitted to use marijuana for recreational purposes.

Don’t Let Workplace Policies Go Up in Smoke

Employers should use this time to review existing policies and remind employees not only about the company’s drug-free workplace policy and practices, but also specify that marijuana is also prohibited.

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program, providing certainty about the availability of federal matching funds (more than \$3 billion a year) for hospitals and health care services for children, seniors and low-income families. Proposition 52 also prohibits the Legislature from diverting the money for other purposes without voter approval.

Proposition 53

Opposition to Proposition 53 was running slightly ahead of support in the vote count, 48.5% to 51.5%. Proposition 53 requires a statewide election each and every time the state or a state-local partnership seeks to issue revenue bonds exceeding \$2 billion to pay for infrastructure projects.

The CalChamber opposes Proposition 53 because it will stop or delay vital public works projects, encourage litigation and impede the ability to make emergency repairs after a natural disaster.

Proposition 54

Voters agreed with CalChamber, supporting Proposition 54, 64.3% to 35.7%. The measure will prohibit the Legislature from passing any bill unless published on the Internet for 72 hours before the vote and requires the Legislature to record its proceedings and post them on the Internet.

CalChamber President and CEO Allan Zaremberg joined Helen Hutchinson, president of the League of Women Voters of California, and Howard Penn, executive director of the California Planning and Conservation League, in signing the ballot arguments in favor of Proposition 54.

Proposition 55

Voters approved Proposition 55, passing the measure, 62.1% to 37.9%.

Proposition 55 extends by 12 years the temporary personal income tax increases enacted in 2012 on earnings over \$250,000, with revenues allocated to K–12 schools, community colleges, and, in certain years, health care.

Proposition 58

Passage of Proposition 58 means schools can more easily offer bilingual programs.

Proposition 58 amends and repeals portions of Proposition 227, the initiative approved by voters in June 1998 to mandate that all children in California public schools be taught English by being taught in English unless parents have gone through a waiver process. Proposition 58 repeals existing law giving parents/guardians standing to sue for enforcement and making public school administrators and teachers personally liable for failing to provide an English-only curriculum. Voters approved this measure, 72.4% to 27.6% with 100% of precincts reporting.

Proposition 61

Leading up to Election Day, the polls showed support for and opposition to Proposition 61 virtually tied. With 100% of precincts reporting, the measure failed, 46.3% to 53.7%.

Proposition 61 would have prohibited the state from buying any prescription drug from a drug manufacturer at prices over the lowest price paid by the U.S. Department of Veterans Affairs (USDVA). CalChamber opposed this measure

because it would have increased what most Californians must pay for health care premiums and out-of-pocket health care costs by shifting the cost of prescription drugs from government purchasers to private payers, including employers. The initiative ignored why the USDVA is able to negotiate lower drug prices and instead used the discounts to establish an artificial market cap for one group of purchasers. The approach would have simply shifted costs to other payers in the system.

Proposition 64

California joined several other states to legalize adult recreational use of marijuana when voters passed Proposition 64, 56% to 44%.

CalChamber did not take a position on the measure, also known as the Adult Use of Marijuana Act. Proposition 64 legalizes the recreational use of marijuana for adults 21 years old and over, imposes a 15% excise tax on marijuana sales and establishes a regulatory framework for the sale of marijuana.

Legalization of marijuana for recreational purposes will be a significant change to current law, but several things will not change, including the ability for employers to maintain a drug- and alcohol-free workplace; employers will be able to continue to maintain and enforce drug-free workplace policies that include marijuana.

For more information, see the [Proposition 64 article](#) in this *Alert*.

More Information

The latest election results are available at the website of the Secretary of State at www.sos.ca.gov.

CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor Law

HR Boot Camp. CalChamber. December 7, San Francisco. (800) 331-8877.
2017 Employment Law Update. CalChamber. January 5, 2017, Sacramento; January 6, Modesto; January 9, San Diego; January 10, Costa Mesa; January 11, Long Beach; January 12, Los Angeles; January 13, Glendale; January 19, San Francisco; January 26, San Jose; January 27, Oakland; January 31, Webinar. (800) 331-8877.

Business Resources

The Future of Retirement Savings in California: Implementing Secure Choice. The Pew Charitable Trusts and California Budget and Policy Center. November 17, Sacramento. (215) 575-9050.

International Trade

California-Mexico Trade and Investment Summit. Governor's Office of Business and Economic Development. November 17, Redding. (877) 345-4633.
Exportech Program. California Manufacturing Technology Consulting.

November 17, Pacoima. (310) 984-0728.

Brazil Banking Operations Technologies Reverse Trade Mission. U.S. Trade and Development Agency. November 27–December 3, San Francisco and San Jose. (772) 388-6496, ext.104.
Tunisia 2020 International Conference. Government of Tunisia. November 29–30, Tunisia.
Business H2O Summit—Water Management Best Practices from the U.S. and Israel. U.S. Chamber. December 12, Las Vegas. (202) 463-5875.

CalChamber Member E. & J. Gallo Winery Receives Recognition for Employee Culture

California Chamber of Commerce member E. & J. Gallo Winery was recently recognized by Glassdoor for its “awesome company culture.”

Glassdoor, a jobs and recruiting website, featured Gallo Winery and eight other companies in an article that commended companies for their culture and values. According to Glassdoor research, company culture is the leading factor to long-term job satisfaction.

“When you like where you work, are engaged and feel supported, you’re more likely to love your job and you’re more likely to love your CEO,” wrote the Glassdoor team.

Joseph Gallo, CEO of Gallo Winery and a second generation member of the founding family, said, “Our culture is the result of our company values of respect, integrity, humility, innovation, commitment and teamwork.”

Career Opportunities

The Gallo Winery, a family-owned winery based in Modesto, received a

culture and values rating of 4.4 (out of a possible 5) based on reviews from employees. Employees cited the winery’s staff and career advancement opportuni-

“Company cares and invests in employees. Awesome to work with intelligent people that are one of the best in their respective field.”

Company Perks

For many years, the winery has made it a priority to create the best workplace for its employees. Innovative programs and services the winery offers include facility enhancements, free bus shuttles between the Bay Area and Gallo headquarters, seasonal hours, telecommuting, meeting-free Fridays, on-site food trucks and dining to allow employees to network, and an on-site primary care center for employees and their families, according to a Gallo Winery press release.



Photo Courtesy E. & J. Gallo Winery

Employees at E. & J. Gallo Winery praise the company culture and fellow employees.

E. & J. Gallo Winery

The Gallo Winery was founded in 1933 by brothers Ernest and Julio Gallo in Modesto. Today, the winery is the world’s largest family-owned winery and produces award-winning wines and spirits featured in more than 90 countries.

To read Glassdoor’s complete article, visit: glassdoor.com/blog/9-companies-as-cool-as-google-hiring-now.

ties as reasons Gallo is such a great company to work for.

“Gallo is a large enough company that there’s plenty of room to move across the organization based on your career interests, but small enough to build relationships across teams and departments,” Glassdoor writes.

According to one survey respondent,

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From Page 3

Employees also should be reminded that impairment on the job will not be tolerated, even if impairment was due to a morning smoke before leaving the house for work.

When reviewing existing policies or creating new ones, make sure your policy clearly states the company’s position on drugs in the workplace, including marijuana.

In addition, if you conduct pre-employment drug testing, inform all applicants of this policy and clarify that they will also be tested for marijuana use.

Finally, once your policy is reviewed

and distributed, be sure to follow the policy and steer clear of any exceptions because making an exception for one person could undermine the policy and set your company up for future litigation.

A few other things to consider when developing a drug-free workplace policy:

- Establish a policy banning the use, possession or sale of drugs in the workplace and on company property as well as being under the influence of an illegal or controlled substance, including alcohol and marijuana, while on the job.
- Train all supervisors about the company’s drug-free workplace policy,

emphasizing the seriousness and importance of the policy.

- Train your supervisors to identify signs of drug or alcohol use.
- Clearly communicate your policy and consider redistributing the policy on an annual basis.

More Information

For more information see the Drugs and Alcohol section in the HR Library on HRCalifornia. In addition, CalChamber’s [Employee Handbook Creator](#) contains a Drug and Alcohol Abuse policy.

Staff Contact: Erika Frank

Trade Critical to California in U.S. Economy



International trade has come under attack in the recent presidential election campaign, and it is

important for all to understand the significance that trade provides to the economy.

Accordingly, promoting the ability of California companies to compete more effectively in foreign markets continues to be a high priority for the California Chamber of Commerce, along with attracting foreign business to the state.

California is one of the 10 largest economies in the world with a gross state product of more than \$2 trillion. International trade and investment are major parts of the state's economic engine that broadly benefits businesses, communities, consumers and state government.

California's economy is diverse, and the state's prosperity is tied to exports and imports of both goods and services by California-based companies, to exports and imports through California's transportation gateways, and to movement of human and capital resources.

California Export Guide

As part of its trade promotion program, the CalChamber recently joined other organizations and companies in

supporting the publication of the *California Export Guide*. The *Guide* aims to help California companies "go global" and is published by ThinkGlobal Inc. in partnership with the Center for International Business Education and Research (CIBER) at San Diego State University.

Publisher Greg Sandler notes in the opening letter to the *Guide* that California leads the nation in attracting foreign direct investment (FDI), but continued growth in FDI and exporting "will require maximizing existing state, federal and private sector resources, and implementing new trade- and investment-related initiatives."

In 2015, California exported to 229 foreign markets. Exports from more than 75,000 California companies supported more than 775,000 jobs.

Articles in the *Guide* provide information on subjects ranging from shipping and logistics to trade finance and international law.

Also included is a directory of international trade resources.

The *Guide* is available online at <http://California.Think.Global>. A Spanish version will be published shortly.

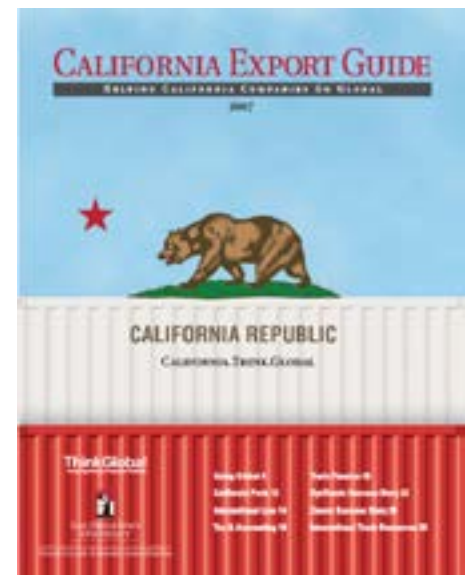
CalChamber Position

The CalChamber continues to support free trade worldwide, expansion of international trade and investment, fair and

equitable market access for California products and services abroad and elimination of disincentives that impede the international competitiveness of California business.

Although trade is a nationally determined policy issue, its impact on California is immense. Trade offers the opportunity to expand the role of California's exports. In its broadest terms, trade can literally feed the world and raise the living standards of those around us.

Staff Contact: Susanne T. Stirling



Moderate Dems Expand as Super Majority Returns to Assembly

From Page 1

Fullerton area Assembly District 65 and David Hadley in the Torrance-based Assembly District 66.

The Assembly Democrats will most likely have a 55-25 super majority for the next two years. On the Senate side, the Republicans appear to have fared better and are currently holding the two GOP open seats. This is subject to change as the GOP candidate in the open Senate District 29, Ling Ling Chang (Diamond Bar), is clinging to a narrow lead that could be erased as the final ballots are counted.

Moderate Democrats

In races where two Democratic candidates squared off against one another, the business community continued to add to the number of moderate Democrats.

Promoting moderate or business-friendly Democrats has helped the employer community fight off the job killing impulses of the labor-backed progressive legislative agenda.

Senate pro-business Democratic major victories include the election of Bill Dodd in Senate District 3, which includes portions of Napa, Sonoma, Solano and Yolo counties. Dodd won with support from large sectors of the business community and the education reform coalition. The California Chamber of Commerce supported Dodd directly by contributing to his campaign.

In the San Francisco-based Senate District 11, Democrat Scott Weiner was elected with the help of local business leaders, education reformers, real estate interests and CalChamber.

Moderate Democrats added to their

ranks in the Assembly in a number of intra-party races:

- Tim Grayson won in Assembly District 14, an open East San Francisco Bay Area district, with major backing from education reformers, energy companies, agriculture and CalChamber.

- Marc Berman will represent Assembly District 24, an open San Mateo area seat. He was heavily backed by real estate, agriculture and medical organizations.

- The open Salinas-area Assembly District 30 will again be represented by Anna Caballero, who previously served two terms before accepting a post in the Brown administration. CalChamber supported Caballero early on, and her campaign received most of its support from charter school proponents.

See Moderate Dems Expand: Page 7

CalChamber Participates in Equal Pay Task Force Meeting at Capitol



California Chamber of Commerce Policy Advocate Jennifer Barrera joined other members of the

California Pay Equity Task Force recently to discuss how to implement changes to the state Equal Pay Act.

The revisions went into effect on January 1 as a result of CalChamber-supported SB 358 (Jackson; D-Santa Barbara). The mission of the Task Force, created by the California Commission on the Status of Women and Girls, is to bring together a diverse group of stakeholders to facilitate meaningful implementation of revisions to California's Equal Pay Act.

The Task Force, led by Commissioner Lauri Damrell and Labor Commissioner Julie Su, met for the third time on October 24 at the State Capitol. A list of the other diverse members of the Task Force is available at www.women.ca.gov/CaliforniaPayEquityTaskForce.aspx.

"The Task Force is a diverse group of stakeholders who are really focused on making sure the Equal Pay Act is a success for both employers and employees," said Barrera. "It is an honor to work with such talented and knowledgeable individuals who are all dedicated to making sure women receive equal pay for performing substantially similar work."

The Task Force has created subcommittees of its members to address various issues regarding implementation of the Equal Pay Act. These subcommittees include identifying challenges and barriers both employees and employers face with regard to the Equal Pay Act, creating relevant job descriptions and classifica-

tions, providing guidance with definitions of new terms utilized in the SB 358 changes to the Equal Pay Act, as well as how state and federal agencies will enforce this law. At the most recent meeting, the subcommittees provided written reports to the Task Force on these topics as well as proposed ideas on how to address these issues with the expertise of the various Task Force members.

CalChamber-Supported Legislation

Last year, the CalChamber worked closely with Senator Hannah Beth Jackson (D-Santa Barbara) to pass SB 358, which seeks to eliminate pay disparity based on gender.

SB 358, which received overwhelming support in both houses as it moved through the Legislature, will ensure that women are paid equally for work that is substantially similar to the work of their male colleagues, and are not retaliated against if they discuss or ask how much their male colleagues are paid.

According to a CalChamber analysis, SB 358 will strengthen California Labor Code Section 1197.5, which precludes an employer from discriminating against an employee in pay on the basis of gender.

More Clarity

Equal pay for equal work has been the law in California for decades. While SB 358 strengthens this law, it also provides clarity on ambiguous provisions that will help California employers avoid costly litigation.

First, the term "equal" has proven too rigid and in limited cases, created absurd results that have provided a false sense of security for employers to justify a wage

differential. Some employers have actually interpreted the term "equal" to mean absolutely identical job duties and title, and pay men a higher wage than women on minor variations. This was never the intent of the law and certainly is not how the federal counterpart, the California Equal Pay Act, or similar anti-discrimination laws have been interpreted with regard to wage discrimination. SB 358 modifies the term "equal" to "substantially similar" in order to emphasize the intent and application of the law.

Second, SB 358 defines the term "bona fide factor" to provide further guidance to employers regarding the bases that can legitimately justify a wage differential such as education, training, and experience. Although some have commented that SB 358 removed work performed on different shifts or in different establishments as a justification for a difference in pay, it did not, as specifically set forth in Senator Jackson's letter to the *Senate Daily Journal* on May 26, 2015.

Overall, SB 358 creates a fair balance between ensuring employees receive the same wages for the same work regardless of their gender, while also allowing an employer to continue to manage its workforce and determine appropriate wages for non-gender-related reasons.

Next Steps

The task force will meet again after the new year.

Any guidance the Task Force provides on these issues will be a benefit to both employers and employees. It will assist employers in providing clarity and reducing uncertainty when evaluating their workforces and making pay decisions.

Staff Contact: Jennifer Barrera

Moderate Dems Expand as Super Majority Returns to Assembly

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- Raul Bocanegra will return to the Assembly by regaining his Los Angeles-area seat, Assembly District 39, with backing from CalChamber, energy companies and insurance interests.

- Laura Friedman won in Assembly District 43, a Burbank/Glendale district, with heavy backing from charter school proponents, medical insurance interests and CalChamber.

In addition to the loss of the GOP seats,

Democratic Assemblywoman Cheryl Brown, a CalChamber friend, appears to have lost her Assembly District 47 seat in San Bernardino County to fellow Democrat Eloise Gomez Reyes. This loss came despite the best efforts of business groups, including energy companies, insurance interests and telecom companies.

Finally, in the open Assembly District 27, another intra-party battle saw business-backed Madison Nguyen likely lose to labor-backed Ash Kalra.

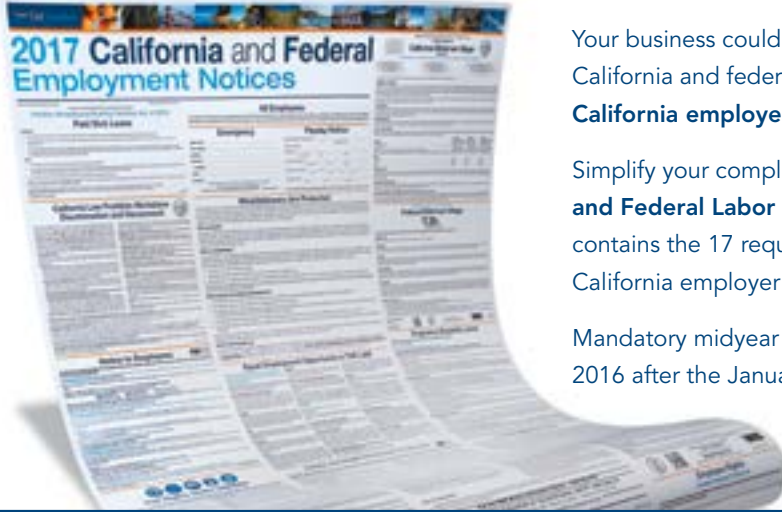
Election Updates

Enjoy the bliss of silence as this bruising political cycle has concluded, but remember that while there is no more shouting for the next 30 days, there will be lots of counting.

Stay current on the election results in our key districts by visiting our election website: <http://election.calchamber.com>

Staff Contact: Martin Wilson

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



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®.

PURCHASE NOW at calchamber.com/2017poster or call (800) 331-8877.

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