

# ALERT

## State of State Address

### Governor: State Will Persist in Leading Way for Nation



The need for perseverance was a recurring theme this week when Governor Edmund G. Brown Jr. delivered his 16th and final report on the state of the state.

He brought up the concept in discussing some of the major pending infrastructure projects, including the California WaterFix, transportation system maintenance and the high-speed rail system.

The Governor opened his remarks with a recap of bipartisan efforts in recent years that led to passage of pension and workers' compensation reform, the water bond, rainy day fund and the cap-and-trade program. These efforts, he said, show that "some American governments can get things done even in the face of deepening partisan division."

He thanked the firefighters, first responders and volunteers who helped deal with the recent fires and mudslides, calling them an example of people working together regardless of party.

On dealing with the environment, the Governor commented: "We can't fight nature. We have to learn how to get along with her."

He said he will be convening a task force of scientists and knowledgeable forest practitioners to review how forests are managed and suggest ways to reduce the threat of devastating fires. The task force also will look at how the state can increase resiliency and carbon storage capacity.

Turning to the state's leadership on measures to reduce greenhouse gas emissions, he called on legislators to renew the spending plan for revenues generated by the cap-and-trade auctions.

In addition, he pointed out that legislators had passed, with two-thirds of voters approving, a water bond that invests in safe drinking water, conservation and storage. "As the climate changes and more water arrives as rain instead of snow, it is crucial that we are able to capture the overflow in a timely and responsible way," the Governor pointed out.

He cited the work being done to

*See Governor: Page 4*

## CalChamber Welcomes Labor and Employment Attorney to Policy Team



Laura E. Curtis

Laura E. Curtis has joined the California Chamber of Commerce as a policy advocate. She specializes in labor and employment, workers' compensation, and elections/fair political practices issues.

"Laura is a strong addition to the business advocacy team at the Chamber," said Allan Zaremberg, CalChamber president and CEO. "Her expertise in labor and employment law will be a huge asset to our members as she advocates for policies that will improve California's job climate and helps stop job killing policies that will add to the cumulative burdens employers face each day."

Curtis has more than four years of experience as a labor and employment attorney. Her work history includes service as a labor and employment attorney with The Mitzel Group, LLP in San Francisco, and Littler Mendelson, PC, in Walnut Creek. She also was a workers' compensation attorney with Mastagni Holstedt, APC in Sacramento.

Before starting her legal career, Curtis was an outside sales representative for SimplexGrinnell-TYCO, provider of fire and life safety services, directing sales

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SAVE THE DATE • MAY 23-24, 2018

## CAPITOL SUMMIT & SACRAMENTO HOST BREAKFAST



### Inside

**New Immigration Enforcement Law: Page 3**

## Labor Law Corner

# Labor Code Includes Exceptions for Listing Hours Worked on Paystub



**Barbara Wilber**  
HR Adviser

*One of the criteria to be listed on the check stub is total hours worked. We have outside salespersons who do not keep time records. Do we have to list the total hours worked for these types of employees?*

No, you do not have to list the total hours worked for outside salespersons who meet the definition in the Industrial Welfare Commission orders. See CalChamber's [HRCalifornia.com](http://HRCalifornia.com) for more

information about the outside salesperson exemption.

California Labor Code Section 226(a) lists nine categories of information that must be included on the itemized wage statement, also known as a check stub. One of those categories, 226(a)(2), requires an employer to show the total hours worked by the employee, except as provided in subdivision (j).

## Exceptions

Subdivision (j) of Section 226 provides several exceptions to this rule:

(j) *An itemized wage statement furnished by an employer pursuant to subdivision (a) shall not be required to show total hours worked by the employee if any of the following apply:*

- (1) *The employee's compensation is solely based on salary and the employee is exempt from payment of overtime under subdivision (a) of Section 515 or any applicable order of the Industrial Welfare Commission.*
- (2) *The employee is exempt from the payment of minimum wage and overtime under any of the following:*
  - (A) *The exemption for persons employed in an executive, administrative, or professional capacity provided in any applicable order of the Industrial Welfare Commission.*
  - (B) *The exemption for outside salespersons provided in any applicable order of the Industrial Welfare Commission.*
  - (C) *The overtime exemption for computer software professionals paid on a salaried basis*

*provided in Section 515.5.*

- (D) *The exemption for individuals who are the parent, spouse, child, or legally adopted child of the employer provided in any applicable order of the Industrial Welfare Commission.*
- (E) *The exemption for participants, director, and staff of a live-in alternative to incarceration rehabilitation program with special focus on substance abusers provided in Section 8002 of the Penal Code.*
- (F) *The exemption for any crew member employed on a commercial passenger fishing boat licensed pursuant to Article 5 (commencing with Section 7920) of Chapter 1 of Part 3 of Division 6 of the Fish and Game Code provided in any applicable order of the Industrial Welfare Commission.*
- (G) *The exemption for any individual participating in a national service program provided in any applicable order of the Industrial Welfare Commission.*

Before using an exception, carefully review the definitions with legal counsel to be certain the exception applies to your business.

*The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at [www.hrcalifornia.com](http://www.hrcalifornia.com).*

### California Chamber Officers

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## CalChamber Calendar

**Water Committee:**

March 1, Coronado

**Board of Directors:**

March 1-2, Coronado

**International Trade Breakfast:**

March 2, Coronado

**Capitol Summit:**

May 23, Sacramento

**Quick Answers  
to Tough  
HR Questions**

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## New Law Restricts Immigration Enforcement at Worksites



As of January 1, California employers must comply with strict rules passed

under the new Immigrant Worker Protection Act (AB 450), which protects workers in the state from immigration enforcement while they're on the job.

Under AB 450, all employers, regardless of size, must limit U.S. Immigration and Customs Enforcement (ICE) agents' access to both the worksite and employee records, and must follow new notice obligations.

The Labor Commissioner and the Attorney General have authority to enforce the act's provisions and employer missteps can result in fines of \$2,000 to \$5,000 for a first violation and \$5,000 to \$10,000 for each subsequent violation.

### Warrants/Subpoenas Required

California employers can no longer consent voluntarily to allow ICE to enter nonpublic work areas or to access company records. Instead, ICE must present legal documentation in the form of a warrant or subpoena before employers can allow access.

The employer can take a federal immigration enforcement agent to a nonpublic area to verify the warrant, as long as no employees are present and the employer doesn't provide consent to search nonpublic business areas in the process.

Employers cannot voluntarily allow ICE agents to gain access to, review or obtain employee records without a subpoena or judicial warrant.

The prohibition does not apply to *Form I-9* or other documents for which a Notice of Inspection (NOI) was provided to the employer.

### Notify Employees

Employers must follow specific requirements related to *Form I-9* inspections. For example, within 72 hours of receiving a Notice of Inspection, California employers must post a notice to all current employees informing them of any federal immigration agency's inspections of *Forms I-9* or other employment records.

Employers also have obligations once the inspection is over. Within 72 hours of

receiving the inspection results, employers must provide each "affected employee" a copy of the results and a written notice of the employer's and employee's obligations arising from the inspection. The written notice must contain specific information and must be hand-delivered in the workplace, if possible. An "affected employee" is one identified by the inspection results as potentially lacking work authorization or having document deficiencies.

Unions also have the right to receive notices.

An employer that fails to follow any of these notice requirements can be fined between \$2,000 to \$5,000 for a first violation and \$5,000 to \$10,000 for each subsequent violation.

At the same time, federal penalties for *Form I-9* violations can range from a couple hundred dollars to more than \$20,000.

### Training/Documentation

California employers need to ensure that supervisors and any employees who are likely to interact with authorities arriving at the worksite are aware of the limitations on ICE access and the prohibition against voluntarily granting access without particular documentation.

Consider designating a trained point-person(s) for front-line staff to contact if immigration agents arrive at the worksite. These individuals should be trained to ask for a warrant or subpoena.

California employers also need to create and document processes to meet all pre- and post-inspection notice requirements. Since the 72-hour timeframes are short, standardized posting and notice processes will help employers meet their compliance obligations.

The Labor Commissioner has until July 1, 2018, to create a model posting template. The California Chamber of Commerce has developed a template for CalChamber members to use to meet the posting requirement until the Labor Commissioner develops an official template.

The *CalChamber Notice to Employees: Government Inspection of Employment Eligibility Records* is [available for members in English](#) and in [Spanish](#) in the Forms & Tools section on [HRCalifornia.com](http://HRCalifornia.com).

### Workplace Eligibility

The act also makes it unlawful for employers to reverify the employment eligibility of current employees in a time or manner not allowed by federal employment eligibility verification laws.

Federal law already prohibits unlawful reverification practices, such as reverifying unexpired documentation. The new state law adds an additional state civil penalty of up to \$10,000.

Compliance in this area is going to be tough and only time will tell what legal challenges this new law may bring. In the interim, however, employers will need to comply.

Given the potential conflicts or confusion between an employer's obligations under federal law and these new California requirements—as well as the federal administration's statements that it intends to increase worksite enforcement actions in 2018—employers should consult a labor or immigration attorney with any questions or concerns.

More detailed guidance is available on [HRCalifornia.com](http://HRCalifornia.com).

**Staff Contact:** Gail Cecchetti Whaley

## CalChamber Welcomes Labor and Employment Attorney to Policy Team

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and service teams and leading product training in the company's San Francisco region. She also was an account coordinator at Binger Communications, Inc. of San Diego, and a congressional intern in the Washington, D.C. office of Congressman Robert T. Matsui.

Curtis will be taking over responsibilities in the policy area previously handled by Jennifer Barrera, who will assume leadership of CalChamber's Policy Unit in the coming weeks.

Curtis holds a B.A. in communications with a minor in political science from the University of California, San Diego. She earned a J.D. from Santa Clara University School of Law, where she worked on the *International Law Journal*.



## Opposition Stops More Holdover Job Killer Bills



Several job killer bills that remained eligible for consideration this year failed to advance in the Assembly this month.

Falling short of votes needed to pass an Assembly policy committee was a bill that would have reduced rental housing supply, **AB 1506 (Bloom; D-Santa Monica)**.

Held in the Assembly Appropriations Committee were an unfair scheduling mandate, **AB 5 (Gonzalez Fletcher; D-San Diego and Kalra; D-San Jose)**, and a targeted tax on contractors, **AB 43 (Thurmond; D-Richmond)**.

### AB 1506

AB 1506 would have discouraged new construction and decreased the rental housing supply by allowing cities and counties to adopt rent control measures without any limitations through the repeal of the Costa-Hawkins Rental Housing Act (a California law that created a state-wide formula for local governments to follow if they elect to implement rent control) and expanding rent control to single-family homes and condominiums.

#### Key Vote

AB 1506 failed to secure enough votes to pass the Assembly Housing and

Community Development Committee on January 11.

Ayes: Bonta (D-Oakland), Chiu (D-San Francisco), M. Stone (D-Scotts Valley).

Noes: **Choi (R-Irvine); Steinorth (R-Rancho Cucamonga)**.

No votes recorded: Chau (D-Monterey Park), Wood (D-Healdsburg).

### AB 5

AB 5 would have burdened small and large employers with a scheduling mandate that requires employers to offer additional hours of work to employees before hiring a new employee or contractor and exposes employers to multiple threats of costly litigation for technical violations that do not cause an employee any harm.

The mandate would have applied to small employers with as few as 10 employees, creating a host of complications and concerns, including:

- Mandating the employer to offer additional hours of work to employees in facilities where the employee does not work;
- Mandating an employer to contact an employee who may have explicitly told the employer he/she was not interested in the additional hours of work; was unavailable; or the additional hours of work would have required the employee to work overtime, thereby increasing the cost to an employer;

• AB 5 fails to indicate what an employer actually has to do to satisfy the “offer” requirement of additional hours;

• The requirement to use a “transparent and nondiscriminatory process” to pick among numerous available employees to receive the additional hours of work exposes the employer to threats of litigation, fines and administrative complaints when one employee is given the additional time over the other;

• Imposing an unreasonable document retention mandate on employers.

### AB 43

AB 43 would have unfairly targeted one category of taxpayers to fund a benefit for all of the state by imposing a tax on contractors for the privilege of doing business with the Department of Corrections and Rehabilitation, and requiring the contractor to absorb the cost while maintaining a price of lowest responsible bidder.

In announcing that Assembly Appropriations would be holding AB 43, the chair said the committee encourages the author to reintroduce the proposal with language that will limit the scope of the state’s liability.

January 19 was the deadline for bills introduced last year to be sent along for consideration by the entire Assembly.

**Staff Contacts: Jennifer Barrera, Laura E. Curtis, Marti Fisher**

## Governor: State Will Persist in Leading Way for Nation

### From Page 1

restore the Sacramento and San Joaquin watersheds to protect water supplies and improve salmon runs, as well as the California WaterFix “a long-studied and carefully designed project to modernize our broken water systems.”

The Governor commented that local water districts, north and south, are providing leadership and the financing for the project because “they know it is vital for their communities, and for the whole state. That is true, and that is the reason why I have persisted.”

The California economy also depends on the mobility provided by a modern and efficient transportation system, the Governor said. “The vote on the gas tax was not easy but it was essential.”

The funds made available by SB 1 are “absolutely necessary” to maintain California roads and keep transit systems in

good repair, the Governor said. “Fighting a gas tax may appear to be good politics, but it isn’t. I will do everything in my power to defeat any repeal effort that may make it to the ballot.”

Admitting that he likes trains and he likes “high-speed trains even better,” the Governor compared the obstacles facing the high-speed rail project to those encountered by the building of the Bay Area Rapid Transit System (BART), the Golden Gate Bridge and the Panama Canal. “But build it they did and build it we will—America’s first high-speed rail system.”

On education, the Governor cited his budget proposal to link spending with local accountability plans and said the answer to the achievement gap between students from wealthier areas and those from low-income families “is not more micro-management with intrusive state laws.”

He highlighted his proposal to create a

California online college so that working Californians between the ages of 25 and 34 who lack a postsecondary degree or certificate can get the training they need, conveniently and at a low cost.

The Governor also called on listeners to take time to understand how the system of crime and punishment has evolved, how other states and nations devise their systems, and what changes California might make. Instead of enacting new laws, he said, lawmakers should consider the overall system and what truly protects public safety.

He returned to perseverance in his conclusion: “We too will persist against storms and turmoil, obstacles great and small. The spirit of democracy never dies. It’s alive in this chamber, in the hearts of Californians and in people throughout the world. Let this be a great year—for California, for our nation, and for our future.”

## June Ballot

# CalChamber Backs Constitutional Changes on Cap-and-Trade, Transportation Funds



Two proposed constitutional amendments that will appear on the June 2018 ballot are

being **supported** by the California Chamber of Commerce in accordance with a vote of its Board of Directors.

## ACA 1: Cap-and-Trade

**This constitutional amendment** requires that beginning January 1, 2024, revenues from the cap-and-trade auctions be deposited into the Greenhouse Gas Reduction Reserve Fund. ACA 1 requires a one-time legislative supermajority approval of the cap-and-trade expenditure plan before the funds can be returned to the Greenhouse Gas Reduction Reserve Fund to be appropriated.

Upon the effective date of the two-thirds vote appropriation, monies from the sale of cap-and-trade allowances will return to being subject to a majority vote of the Legislature.

The one-time supermajority vote will provide additional negotiation and bipartisan support for the expenditure plan, with the negotiation process allowing time to evaluate which programs funded by the spending plan are operating as intended.

The CalChamber Board voted to support this measure because ACA 1 will encourage bipartisan support for an expenditure plan and allow for a process to negotiate expenditures that furthers the goals of the Legislature as a whole. The pause on expenditures will allow time to evaluate the efficacy of programs that are being continuously funded.

## ACA 5: Transportation

**ACA 5 is a constitutional amendment** to restrict the expenditures of motor vehicle taxes and fees.

It is a companion measure to CalChamber-supported **SB 1 (Chapter 5, Statutes of 2017)**, which enacted the Road Repair and Accountability Act of 2017.

This constitutional amendment will protect funds raised by the Act so that the money can be used only for transportation purposes. The constitutional amendment specifically identifies the two funding sources in SB 1 that are not currently protected by the Constitution: revenue derived from the diesel sales tax and the Transportation Improvement Fee.

If approved by the voters, ACA 5 would amend the California Constitution in the following ways:

- Exempt appropriations of revenues generated from the Road Maintenance

and Rehabilitation Account created by SB 1, or any other revenues deposited into the account pursuant to that measure, from counting toward the state appropriations limit.

- Require revenues derived from the sales tax on diesel fuels to be deposited into the Public Transit Account, and prohibit the Legislature from temporarily or permanently diverting or appropriating those revenues for purposes other than researching, planning, constructing, improving, maintaining, and operating public streets and highways and transportation systems.

- Require that revenues derived from SB 1's proposed Transportation Improvement Fee on vehicles, except for specified administrative expenditures to collect the revenues, be used solely for transportation purposes. These revenues would not be used for debt service on any existing state transportation general obligation bonds, but only for future bond debt service, if specifically authorized in a future general obligation bond. The Legislature would be prohibited from borrowing those revenues or using them for unauthorized purposes.

The CalChamber Board voted to endorse this measure to add additional protections for the new transportation revenues approved under SB 1.

## CalChamber-Sponsored Seminars/Trade Shows

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

### Labor Law

HR Boot Camp. CalChamber. February 13, Modesto; February 28, San Diego; April 11, Oakland; April 26, Costa Mesa; June 5, Santa Clara; August 21, Sacramento; September 5, Long Beach. (800) 331-8877.

Leaves of Absence: Making Sense of It All. March 15, Sacramento; March 22, Pasadena; June 21, San Diego; August 10, Oakland. (800) 331-8877.

### Business Resources

Protecting Sensitive Business and Customer Data. IRS. February 1, Webinar.  
Capitol Summit and Sacramento Host

Breakfast. California Chamber. May 23–24, Sacramento. (916) 444-6670.

TECHSPO LA 2018. TECHSPO. June 13–14, Santa Monica. (800) 805-5385.

### International Trade

Israeli HLS Technologies Delegation. The Israel Export and International Cooperation Institute, and Israel Ministry of Economy and Industry. February 13–16, Los Angeles, San Francisco and Seattle.  
Import Compliance Training Program. Orange County Center for International Trade Development. February 23, Santa Ana. (714) 564-5415.

Asia Pacific Business Outlook Conference. University of Southern California

Marshall School of Business. April 16–17, Los Angeles. (213) 740-7130.

Business Forum: Innovations in Safety and Security. U.S. Consulate in Hong Kong and the U.S. Commercial Service. April 18–20, Hong Kong. (703) 235-0103.

SelectUSA Investment Summit. U.S. Department of Commerce. June 20–22, Oxon Hill, MD. (800) 424-5249.

83rd Thessaloniki International Fair. HELEXPO. September 8–16, Thessaloniki, Greece.

China International Import Expo. China International Import Export Bureau. November 5–10, Shanghai, China.

## Nominate an Outstanding Small Business Leader



The California Chamber of Commerce is seeking nominations for its annual Small Business

Advocate of the Year Award.

The award recognizes small business owners who have done an exceptional job with their local, state and national advocacy efforts on behalf of small businesses.

"Telling the business story is an important part of every advocacy program," said Dave Kilby, CalChamber executive vice president, corporate affairs. "We look forward to receiving many nominations so that the CalChamber can recognize outstanding spokespersons from around the state."

### Application

The application should include information regarding how the nominee has significantly contributed as an outstanding advocate for small business in any of the following ways:

- Held leadership role or worked on statewide ballot measures;
- Testified before state Legislature;
- Held leadership role or worked on local ballot measures;
- Represented chamber before local



At the 2017 presentation of the CalChamber Small Business Advocate of the Year Award are (from left) recipients Michael Wynn Song of Oxnard and Dean Seif of Corona; CalChamber President/CEO Allan Zaremberg; Stephanie Plante, San Rafael Chamber Board chair (accepting for Timothy Long); and 2017 CalChamber Chair Susan Corrales-Diaz.

government;

- Active in federal legislation.

The application also should identify specific issues the nominee has worked on or advocated during the year.

Additional required materials:

- Describe in approximately 300 words why nominee should be selected.
- News articles or other supporting materials.

- Letter of recommendation from local chamber of commerce president or chairman of the board of directors.

### Deadline: April 23

Nominations are due by April 23. The nomination form is available at [www.calchamber.com/smallbusiness](http://www.calchamber.com/smallbusiness) or may be requested from the Local Chamber Department at (916) 444-6670.

## China to Focus on Imports with International Expo in November



In May 2017, Chinese President Xi Jinping announced that China will hold a **China International Import Expo (CIIE)**

November 5–10, 2018 at the National Exhibition and Convention Center in Shanghai.

It is a significant move for the Chinese government to hold CIIE to give firm support to trade liberalization and economic globalization and actively open the Chinese market to the world. The expo will facilitate the gathering of representatives from countries and regions all over

the world to strengthen economic cooperation and trade, and to promote global trade and world economic growth in order to make the world economy more open.

The hosts, the Ministry of Commerce of the People's Republic of China and Shanghai Municipal People's Government, are joined by supporters including the World Trade Organization, United Nations Conference on Trade and Development, and United Nations Industrial Development Organization.

The Chinese government is welcoming government officials, business communities, exhibitors and professional purchasers across the world to participate in CIIE and to explore the Chinese market.

The China International Import Expo Bureau National Exhibition and Convention Center (Shanghai) Co., Ltd. would like to work with all countries, regions and international organizations to make CIIE a world-class expo, providing new channels for countries and regions to do business, strengthen cooperation and promote common prosperity of the world economy and trade.

In 2017 the United States exported \$116,699.9 billion of goods to China, and imported \$461,119.3 billion, for a trade deficit of \$344.4 billion. In 2016, California exported \$14.340 billion of goods to China and imported \$144.017 billion, for a trade deficit of \$129.677 billion.

**Staff Contact: Susanne T. Stirling**





**"For over 125 years, the Chamber has been the premier business advocate to government—educating legislators of employers' concerns about new laws and regulations."**

Susan Corrales-Diaz  
President and Chief Executive Officer  
Systems Integrated  
2017 CalChamber Chair

#### CAPITOL WATCHDOG

Each year, CalChamber tracks more than 3,000 legislative proposals on behalf of member businesses.

#### MAJOR VICTORIES

CalChamber scores major victories for employers through targeted advocacy and political action. See [www.calchamber.com/majorvictories](http://www.calchamber.com/majorvictories)

#### ABOUT US

CalChamber is the largest broad-based business advocate in California, working at the state and federal levels to influence government actions affecting all California business. As a not-for-profit, we leverage our front-line knowledge of laws and regulations to provide affordable and easy-to-use compliance products and services.

#### FOR MORE INFORMATION

Contact Drew Savage,  
Vice President, Corporate  
Relations, (916) 930-1277.

# Advocacy Return on Investment

## 2017 Sample Return on Investment for CalChamber Members

Government-run health care (payroll tax) stopped (SB 562)	\$200 billion
Prevailing wage on residential construction amended (AB 199)	\$7.4 billion
Transportation funding investment (SB 1)	\$5.2 billion
Small business death tax stopped (SB 726)	\$4.5 billion
Accelerated salary threshold for exempt employees stopped (AB 1565)	\$4.1 billion
Targeted tax on sweetened drinks stopped (AB 1003)	\$4 billion
Facility-specific greenhouse gas caps stopped (AB 378)	\$2.2 billion
Targeted tax on high earners stopped (AB 1356)	\$2.1 billion
Lower vote threshold to approve local property taxes stopped (SCA 6)	\$1.9 billion
Threat to in-state oil/gas production stopped (SB 188)	\$1.5 billion
Dialysis center mandates stopped (SB 349)	\$270 million
Agricultural water use mandates stopped (AB 1667)	\$200 million
Targeted tax on alcohol defeated (AB 479)	\$170 million
Tax on businesses contracting with prison industry stopped (AB 43)	\$150 million
Ban on polystyrene foam food service containers stopped (SB 705)	\$150 million
Tax on medication distributors (AB 1512)	\$88 million
Increased permitting fees stopped (SB 774)	\$3 million

### Total Definable Return

**\$233.9 Billion**

## Return Per California Employee

**\$16,049**

## Other Savings from Legislation Stopped, Amended or Enacted

### \$70,000 per lawsuit prevented

Sweeping, unclear environmental standards stopped (SB 49)
Internet provider information use restrictions stopped (AB 375)
New discrimination mandate stopped (AB 569)
State-only labeling on certain products stopped (SB 602)
Unnecessary limits on confidentiality agreements stopped (AB 889)
Elimination of local initiative power vetoed (AB 890)
Unlimited access to employer Injury/Illness Prevention Program documents vetoed (AB 978)
Ambiguities clarified, employer burden reduced with amendments on use of criminal history information (AB 1008)
Mandated gratuity payments stopped (AB 1099)
Prohibitions on coastal properties erosion protections stopped (AB 1129)
Public shaming of employers on lawful gender pay differentials vetoed (AB 1209)

### \$44,000+ per average settlement

Greater transparency in Proposition 65 cases enacted, prevents litigation (AB 1583)
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### \$10,000–\$25,000 fines/penalties prevented

Employer liability, administrative burdens limited in immigration cases through amendments (AB 450)
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### \$10,000 maximum civil liability prevented

Expanded state authority to order new water use restrictions stopped (AB 1669)
--

### \$4,000 per alleged violation prevented

Gender pricing mandate exposing companies to costly litigation stopped (AB 1576)
--

### Plus \$500,000

Federal grant to increase small business export activities, boost trade in foreign markets secured from U.S. Small Business Administration
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**TUESDAY, JANUARY 30, 2018 | 10:00 - 11:30 AM PT**

## **2018 Employment Law Updates Webinar**

If you're not up to date on new employer obligations for the new year, don't miss our annual live webinar on January 30. Learn how recent state and federal court cases, new laws and regulatory changes apply to your workforce.

Our legislative presence at the State Capitol means you can trust CalChamber for accurate information and clear explanation of employment-related legislation signed into law for 2018.

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



This webinar is mobile-optimized for viewing on tablets and smartphones.

**LEARN MORE** at [calchamber.com/2018updates](http://calchamber.com/2018updates) or call (800) 331-8877.

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