Governor Signs Job Creator Bill Helping Disaster Victims

Governor Gavin Newsom signed a California Chamber of Commerce-supported job creator bill last month that will help California businesses rebuild after disasters.

**SB 601 (Morrell; R-Rancho Cucamonga)** permits state agencies to establish a procedure to reduce licensing fees for individuals or businesses in California that have been affected by a federal or state-declared emergency, such as a natural disaster.

The bill unanimously passed both the Senate and Assembly before being signed by the Governor.

In the Wake of Disaster

**SB 601** comes after some of the most destructive and costly natural disasters in California history, including the Tubbs Fire in 2017 and the Camp Fire and Southern California debris flows in 2018. These three disasters alone have devastated communities and affected an estimated 381,784 businesses. Individuals are struggling to recover and replace important possessions, including licensing documents, which can delay resuming business after a disaster.

According to the nonpartisan Institute for Justice, licensing fees in California cost $486 on average, which may not be affordable for a business owner experiencing economic hardship following an event.

See Governor Signs Job Creator: Page 3

---

Homelessness, Public Safety Top Concerns for State Voters

California voters are anxious. Reports of steady growth and low unemployment cheer political leaders, but voters are disturbed by decaying public order and an unaffordable cost of living, according to a recently released California Chamber of Commerce poll, The People’s Voice, 2019.

Top of mind for voters is the erosion of public order.

**Homelessness**

Central to that perception is homelessness. Fully half of voters say they see homeless people on the street more than five times a week. Three out of four voters say homelessness has gotten worse in California, and their perception is not much better in their own communities, where 64% of voters say homelessness has gotten worse.

While voters generally prefer policy solutions created by officials closer to home, they are so frustrated with lack of action that Californians now put responsibility for solving the homelessness problem on state officials over local officials, by a 62%-38% margin.

Regarding proposed solutions, voters indicate a mix of compassion and no-nonsense. Voters most strongly supported:

See Homelessness: Page 4

---

2019 Public Affairs Conference
Governor’s Top Aides Review First Year

Ann O’Leary (center), chief of staff to Governor Gavin Newsom, Ana Matosantos, the Governor’s Cabinet secretary, and moderator CalChamber President and CEO Allan Zaremberg review the Governor’s first legislative year in office at the CalChamber Public Affairs Conference on October 16. More photos on Page 11 and at www.calchamber.com/publicaffairs.
**Labor Law Corner**

**Develop Policy on Referrals to Ensure Consistent Practices**

Truth is an absolute defense to any claim for defamation, but defending such a lawsuit can be an expensive saga.

For that reason, many employers prefer to simply provide dates of employment and position held. Other employers do provide a wealth of information, and again—as long as they are being truthful, the law protects them.

Future employers depend, to a certain degree, on getting information about applicants. It is helpful to find out if an applicant was frequently late, missed work often, was insubordinate, etc.

**Develop Policy**

Accordingly, it is important to develop a policy of precisely what you will/will not provide when you get that call for a reference. It also is advisable to have a specific person designated to provide whatever information you decide to provide, so your practice is consistent.

It also is imperative to make sure that in providing information, you don’t base it on a discriminatory reason. For example, if an employee was frequently late but the lateness was due to a physical problem, tardiness should not be cited. If you think an employee was a troublemaker, but indeed he/she was a whistleblower, it should not be mentioned.

**Answers ‘Without Malice’**

Civil Code Section 47(c) offers protection when answering the question of if a former employee is, or is not, eligible for rehire, as long as the statement is made “without malice.” It can be very telling to hear such a response from a former employer.

Last, there are cases on “negligent referral.” This occurs when the former employer provides little or no information on an ex-employee. When that failure causes harm to an innocent third party, the new employer can sue the previous employer for failing to disclose information the employer knew to be true and should have reported.

Negligent referral cases are not common, but there is that body of law that could come back to haunt a former employer.

Once an employer decides how to handle reference requests, it is a good idea to run the policy by an attorney to assure that it is a good course of action.

---

**California Chamber Officers**

Grace Evans Cherashore  
Chair

Mark Jansen  
First Vice Chair

Donna L. Lucas  
Second Vice Chair

Kailesh Karavadra  
Third Vice Chair

Terry MacRae  
Immediate Past Chair

Allan Zaremberg  
President and Chief Executive Officer

---

**HR Adviser**

Dana Leisinger  
HR Adviser

**Is an employer prohibited from providing a reason for separation when verifying past employment?**

No—an employer can provide reasons for separation/termination, but many employers are uncomfortable doing so due to concerns about a lawsuit from a former employee for defamation.

---

**CalChamber-Sponsored Seminars/Trade Shows**


**Labor Law**

HR Symposium. CalChamber. November 8, Huntington Beach. (800) 331-8877.


HR Boot Camp. CalChamber. December 12, Oakland. (800) 331-8877.

**International Trade**

China International Import Expo  
Bureau. November 5–10, Shanghai. +86-21-968888.


Global Trade Awards Gala. Women Leaders in International Trade — Los Angeles. November 7, Manhattan Beach. (213) 545-6479.

Hong Kong International Wine and Spirits Fair 2019. Hong Kong Trade Development Council. November 7–9, Hong Kong.


Exporting Mechanics Webinar Series II: ECCN Classification Numbers. National
Governor Signs Job Creator Bill Helping Disaster Victims

From Page 1

emergency. Moreover, many occupations require a business license to be physically displayed in the workplace in order to operate—yet these documents often can be lost or destroyed in disasters like wildfires.

Under SB 601, a person or business can submit an application to an agency to lower or waive the fees required to obtain, renew or replace a license necessary to conduct business in the state.

Job Creator

CalChamber identified SB 601 as a job creator because it will help local economies recover after major disasters strike.

By granting a fee break to business owners, the bill will assist businesses in returning to work more quickly—and without the extra financial burdens that often come as a result of declared emergencies. Moreover, businesses will be able to promptly bring employees back to work and strengthen employment in the communities devastated by disaster.

To view the full job creator list, visit www.calchamber.com/jobcreators.

Staff Contact: Robert Moutrie
Homelessness, Public Safety Top Concerns for State Voters

From Page 1

- Funding more mental health and homeless service centers specifically focused on serving homeless populations (91% support; 60% strong support).
- Involuntary commitment of homeless individuals who have severe mental/behavioral issues that may be a danger or harm to themselves or others in the community (89% support; 49% strong support).
- Build more homeless shelters (86% support; 50% strong support).
- Allow law enforcement to arrest homeless people who use dangerous and illegal drugs (82% support; 49% strong support).

Public Safety

Another take on public order is growing unease over public safety. Seventy-nine percent agree (41% strongly) that homelessness and criminal behavior have become rampant throughout California.

Seventy-three percent agree (37% strongly) that street crime, shoplifting and car theft have become rampant throughout California.

And 60% agree (25% strongly) with the statement, “I no longer feel safe because of the danger and disorder in society today.”

Economy

Voters are also anxious about the economy. Job creation has been strong over the past decade, and voters have recognized this. But while the perception of new job creation has been increasing since 2015, this year it flat-lined. About two-thirds of voters have a positive impression of job creation, the same as last year.

The major differences are regional. Voters in the San Francisco Bay Area and San Diego/Orange/Los Angeles counties perceive very strong job creation, while inland voters in the Central Valley and Inland Empire are more pessimistic.

Indeed, when it comes to the quality of jobs, a strong majority of Bay Area voters believe most new jobs “lead to higher pay and middle class,” while significant majorities in the Inland Empire and Central Valley disagree, believing new jobs “tend to be dead ends and do not lead to middle class.” A slight majority of voters statewide perceive new jobs as “middle class,” but that feeling is trending downward from 2018.

Affordability

The central anxiety for voters is affordability.

Nine out of 10 voters agree that “earning enough to enjoy a middle class lifestyle is becoming almost impossible in my part of California,” with 52%—an absolute majority—strongly agreeing with that statement.

Finally and most sobering, a record high 2 out of 3 voters with children living at home say their kids “will have a better future if they leave California.” This is a 5 percentage point jump from 2018. More than a third (36%) strongly agree with this statement—a 9 percentage point jump from 2018. This should be a flashing caution sign to policy makers to address affordability issues for rising generations of Californians.

The CalChamber poll was conducted from September 24 – 28, 2019, with 1,000 online interviews of likely 2020 general election voters. The margin of error for the study is +/- 3.1% at the 95% confidence level.

Contact: Loren Kaye

CalChamber-Sponsored Seminars/Trade Shows

From Page 2


2nd Medical Device Research & Development Summit. March 23–24, 2020, Tel Aviv, Israel. +972-3-5626090, ext. 3.


CalChamber Calendar

Water Committee:
December 5, San Francisco

Board of Directors:
December 5–6, San Francisco

International Trade Breakfast:
December 6, San Francisco

Annual Meeting:
December 6, San Francisco
CalChamber Vote Record: Major Bills 2019

This report for the first year of the 2019–2020 legislative session focuses on California legislators’ floor votes on California Chamber of Commerce priority bills.

This is the 45th vote record the CalChamber has compiled 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.

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 records:

• 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 Alert “Status Reports.”
• The bills were voted upon by either the full Senate or Assembly. This year, the vote record covers 18 votes in the Senate and 20 votes in the Assembly.
• Unless otherwise noted, final floor votes are shown. Concurrence 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 abdinate 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

Agriculture, Food and Natural Resources

• AB 1783 (Robert Rivas; D-Hollister) Farmworker Housing. Imposes a more rigorous process on the development of farmworker housing than all other types of affordable housing. Passed Senate, September 10, 27-10. Assembly concurred in Senate amendments, September 11, 57-16. Signed—Chapter 866, CalChamber Supported.

• SB 347 (Monning; D-Carmel) Warning Labels. Increases frivolous liability claims and exposes beverage manufacturers and food retailers to fines and penalties by mandating state-only labeling requirements for sugar-sweetened drinks. Passed Senate, May 23, 21-11. In Assembly Health Committee. CalChamber Supported.

Banking and Finance

• AB 857 (Chiu; D-San Francisco) Significant Risk to Taxpayer Dollars and Community Investment. Before amendments, jeopardized taxpayer dollars, community banks, and funding for small businesses that create jobs in local communities, by allowing the creation of local public banks. Job killer tag removed due to recent amendments but CalChamber still opposes as public banks would compete with existing commercial banks. Passed Senate, September 11, 25-11. Assembly concurred in Senate amendments, September 13, 42-29. Signed—Chapter 442. CalChamber Opposed/Former Job Killer 2019.

Climate Change

• AB 1195 (O’Donnell; D-Long Beach) Encourages Technological Innovation. Allows credit under the Low Carbon Fuel Standard to innovative crude technologies, including carbon capture and sequestration, energy storage, and renewable natural gas or biogas. Passed Senate, September 5, 33-6.


Education

• AB 23 (Burke; D-Inglewood) Workforce Coordination. Establishes the Business Workforce Coordination Unit, which will help provide California with a workforce that is employment-ready and trained in industry sectors that have the greatest workforce needs. Passed Senate, September 11, 40-0. Assembly concurred in Senate amendments, September 12, 79-0. Vetoed. CalChamber Supported/Job Creator 2019.

• ACA 14 (Gonzalez; D-San Diego) Jeopardizes State Workforce Goals. Unnecessarily impedes the ability of the University of California (UC) to use its restricted state funding in the most efficient manner possible by placing an unreasonable contract prohibition on the UC for support services. Adopted by Assembly, June 24, 57-12. Refused adoption in Senate, September 14, 23-12. CalChamber Opposed.

Elections

• AB 1451 (Low; D-Campbell) Prohibits Compensation on a Per Signature Basis. By making it harder to qualify ballot measures, Californians would be denied the right to address grievances with government through initiatives, referendums and recalls. Passed Senate, September 10, 24-12. Assembly concurred in Senate amendments, September 11, 58-18. Vetoed. CalChamber Opposed.

Energy

• AB 1083 (Burke; D-Inglewood) Promotes Transparency. Increases transparency and guides development of energy policy by having the California Council on Science and Technology review and provide analysis on pending legislation, thereby disclosing impacts to ratepayers. Passed Senate, September 11, 39-0. Assembly concurred in Senate amendments, September 12, 77-0. Signed—Chapter 818. CalChamber Supported.

Environmental Regulation

• AB 161 (Ting; D-San Francisco) Paper Receipt Ban. Mandates most businesses in California to provide the customer with the option to opt out of any receipt at all, thereby complicating loss prevention and returns for brick-and-mortar retailers. Passed Assembly, May 23, 43-24. Held in Senate Appropriations
CalChamber Vote Record: Major Bills 2019

From Previous Page
Committee Suspense File, August 30. CalChamber Opposed.
• SB 1 (Atkins; D-San Diego) Negatively Impacts Water Management and Increases Litigation. Undermines current state efforts to move forward with Voluntary Agreements through a rigid approach to water management that fails to appreciate science-based decision-making to manage and provide reliable water supplies for California and protect, restore, and enhance the ecosystems of the Bay-Delta and its tributaries. Passed Assembly, September 13, 48-22. Senate concurred in Assembly amendments, September 14, 26-14. Vetoed. CalChamber Opposed/Job Killer 2019.

Health Care
• AB 731 (Kalra; D-San Jose) Large Group Rate Review. Threatens employers with higher premiums by driving up administrative costs and imposing a burdensome rate and methodologies review process for health plans and insurers in the large group market. Passed Senate, September 5, 25-12. Assembly concurred in Senate amendments, September 9, 56-20. Signed—Chapter 807. CalChamber Opposed.

Housing and Land Use
• SB 329 (Mitchell; D-Los Angeles) Costly Rental Mandate. Imposes additional and unnecessary costs on rental property owners by prohibiting rental property owners from refusing to accept tenants because they have a Section 8 voucher. Passed Assembly, September 10, 46-21. Senate concurred in Assembly amendments, September 11, 25-12. Signed—Chapter 600. CalChamber Opposed.

Labor and Employment
• AB 628 (Bonta; D-Oakland) Uncapped New Leave of Absence for Employees and Their Family Members. Significantly expands the definition of sexual harassment under the Labor Code. Also, provides an unprecedented, uncapped leave of absence for victims of sexual harassment and their “family members” which is broadly defined. Failed passage in Assembly, May 29, 36-15. CalChamber Opposed/Job Killer 2019.

Legal Reform and Protection
• AB 51 (Gonzalez; D-San Diego) Ban on Arbitration Agreements. Significantly expands employment litigation and increases costs for employers and employees by banning arbitration agreements made as a condition of employment, which is likely preempted under the Federal Arbitration Act and will only delay the resolution of claims. Passed Assembly, May 22, 47-20. Passed Senate, September 5, 26-11. Signed—Chapter 711. CalChamber Opposed/Job Killer 2019.

Privacy and Cybersecurity
• AB 25 (Chau; D-Monterey Park) Largely Exempts Employment Data. Largely exempts employee, job applicant, and contractor data from the California Consumer Privacy Act (CCPA), which is a necessary fix to prevent huge, additional compliance costs for businesses. Passed Senate, September 12, 40-0. Assembly concurred in Senate amendments, September 13, 78-0. Signed—Chapter 763. CalChamber Supported.
• AB 874 (Irwin; D-Thousand Oaks) Provides Two Clarifications of CCPA’s Definition of “Personal Information.” Adds reasonableness standard to the CCPA’s definition of personal information to avoid requiring businesses to compile consumer data in a way that would be hugely wasteful and harmful to consumer privacy. Passed Senate, September 11, 40-0. Assembly concurred in Senate amendments, September 12, 79-0. Signed—Chapter 748. Support.
• AB 1395 (Cunningham; R-San Luis Obispo) Creation of Onerous and Unnecessary Burdens for “Smart Speak-ers.” Creates unnecessary, unworkable requirements on smart speakers that will ultimately harm consumers’ ability to use this technology to its full potential. Passed Assembly, May 28, 44-6. In Senate Judiciary Committee. CalChamber Opposed.

Recycling
• AB 1080 (Gonzalez; D-San Diego) Unprecedented Product Regulation in California. Before amendments, substantially increased the cost to manufacture and ship consumer products sold in California by providing CalRecycle with broad authority to develop and impose costly and unrealistic new mandates on manufacturers of all single-use packaging and certain single-use plastic consumer products under an unrealistic compliance time frame that failed to address California’s lack of recycling and composting infrastructure. Job killer status removed due to September 6, 2019 amendments, but CalChamber still opposes. AB 1080 passed Assembly, May 30, 44-19. Senate Inactive File. SB 54 passed Senate, May 29, 28-8. On Assembly Floor. CalChamber Opposed/Former Job Killer 2019.

Unemployment Insurance
• AB 1066 (Gonzalez; D-San Diego) Unemployment During Trade Disputes. Significantly increases costs on employers engaged in a trade dispute by allowing employees on strike to receive unemployment benefits if the strike lasts more than four weeks. Passed Assembly, May 22, 51-19. Failed passage in Senate, September 14, 19-14. CalChamber Opposed/Job Killer 2019.
## 2019 Senate Vote Record

<table>
<thead>
<tr>
<th>Bill</th>
<th>Vote Record</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>AB 1783 Farmworker Housing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SB 347 Warning Labels</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 1195 Tech Innovation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 23 Workforce Coordination</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 1451 Petition Signatures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 1083 Energy Policy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 161 Paper Receipt Ban</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SB 1 H1s Water Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 731 Health Care Mandate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SB 329 Rental Mandate</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 826 Unencapped Leaves</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 1478 Leave Expansion</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 749 No-Rehire Provisions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 25 Employment Data</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 874 Smart Speakers</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 1080 Recycling Regulation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>SB 54 Recycling Regulation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AB 1066 Unemployment Insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>In Accord with CalChamber</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not in Accord with CalChamber</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not Voting or Absent</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Name</th>
<th>Vote Record</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen, Ben (D)</td>
<td>Y Y Y Y Y • Y</td>
<td>8 10 0</td>
</tr>
<tr>
<td>Archuleta, Bob (D)</td>
<td>N Y Y Y Y Y Y</td>
<td>9 9 0</td>
</tr>
<tr>
<td>Atkins, Toni (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>5 13 0</td>
</tr>
<tr>
<td>Bates, Patricia (R)</td>
<td>N N N Y N N Y</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Beall, Jim (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>5 13 0</td>
</tr>
<tr>
<td>Borgeas, Andreas (R)</td>
<td>N N Y Y N N Y</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Bradford, Steven (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>5 13 0</td>
</tr>
<tr>
<td>Caballero, Anna (D)</td>
<td>Y Y Y Y Y N Y</td>
<td>12 6 0</td>
</tr>
<tr>
<td>Chang, Ling Ling (R)</td>
<td>N N N Y Y N N</td>
<td>16 2 0</td>
</tr>
<tr>
<td>Dahle, Brian (R)*</td>
<td>N N Y N Y N N</td>
<td>16 0 0</td>
</tr>
<tr>
<td>Dodd, Bill (D)</td>
<td>• N Y Y N N Y</td>
<td>11 7 0</td>
</tr>
<tr>
<td>Durazo, Maria Elena (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>5 13 0</td>
</tr>
<tr>
<td>Galgiani, Cathleen (D)</td>
<td>Y Y Y Y Y N Y</td>
<td>10 8 0</td>
</tr>
<tr>
<td>Glazer, Steve (D)</td>
<td>• • Y Y N • Y</td>
<td>15 3 0</td>
</tr>
<tr>
<td>Gonzalez, Lena (D)*</td>
<td>N Y Y Y N Y Y</td>
<td>4 12 0</td>
</tr>
<tr>
<td>Grove, Shannon (R)</td>
<td>N N N Y Y N N Y</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Hertzberg, Bob (D)</td>
<td>Y Y Y N Y Y Y</td>
<td>7 11 0</td>
</tr>
<tr>
<td>Hill, Jerry (D)</td>
<td>Y Y Y Y Y N Y</td>
<td>7 11 0</td>
</tr>
<tr>
<td>Hueso, Ben (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>7 11 0</td>
</tr>
<tr>
<td>Hurtado, Melissa (D)</td>
<td>N Y N Y Y Y Y</td>
<td>• 11 7 0</td>
</tr>
<tr>
<td>Jackson, Hannah-Beth (D)</td>
<td>Y Y N N Y Y Y</td>
<td>6 12 0</td>
</tr>
<tr>
<td>Jones, Brian W. (R)</td>
<td>N N N Y Y N Y</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Leyva, Connie (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>5 13 0</td>
</tr>
<tr>
<td>McGuire, Mike (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>5 13 0</td>
</tr>
<tr>
<td>Mitchell, Holly (D)</td>
<td>Y Y Y Y N Y Y Y</td>
<td>4 14 0</td>
</tr>
<tr>
<td>Monning, Bill (D)</td>
<td>Y Y N Y Y Y Y</td>
<td>5 12 1</td>
</tr>
<tr>
<td>Moorlach, John (R)</td>
<td>N N N Y N N N</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Morrell, Mike (R)</td>
<td>N N N Y N N N</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Nielsen, Jim (R)</td>
<td>N N N Y N N N</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Pan, Richard (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>• 8 10 0</td>
</tr>
<tr>
<td>Portantino, Anthony (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>Y Y 5 13 0</td>
</tr>
<tr>
<td>Roth, Richard (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>Y Y 11 7 0</td>
</tr>
<tr>
<td>Rubio, Susan (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>• 9 9 0</td>
</tr>
<tr>
<td>Skinner, Nancy (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>4 14 0</td>
</tr>
<tr>
<td>Stern, Henry (D)</td>
<td>Y Y N N Y Y Y</td>
<td>• 5 13 0</td>
</tr>
<tr>
<td>Stone, Jeff (R)</td>
<td>N N N Y N N N</td>
<td>18 0 0</td>
</tr>
<tr>
<td>Umberg, Tom (D)</td>
<td>• • Y Y Y Y Y</td>
<td>6 12 0</td>
</tr>
<tr>
<td>Wieckowski, Bob (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>4 14 0</td>
</tr>
<tr>
<td>Wiener, Scott (D)</td>
<td>Y Y Y Y Y Y Y</td>
<td>4 14 0</td>
</tr>
<tr>
<td>Wilk, Scott (R)</td>
<td>• Y Y Y Y Y N</td>
<td>16 2 0</td>
</tr>
</tbody>
</table>

*Sworn into office June 12, 2019.*
## 2019 Assembly Vote Record

<table>
<thead>
<tr>
<th>AB</th>
<th>Description</th>
<th>In Assembly Floor</th>
<th>Not Voting or Absent</th>
<th>In Accord with CalChamber</th>
<th>Not in Accord with CalChamber</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>1783 Farmworker Housing</td>
<td>Y</td>
<td>7</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>347 Warning Labels</td>
<td>Y</td>
<td>11</td>
<td>9</td>
<td></td>
</tr>
<tr>
<td>C</td>
<td>857 Public Banks</td>
<td>Y</td>
<td>6</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>D</td>
<td>4637 Tech Innovation</td>
<td>Y</td>
<td>19</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>E</td>
<td>3379 Jeopardizes Workforce</td>
<td>Y</td>
<td>4</td>
<td>16</td>
<td></td>
</tr>
<tr>
<td>F</td>
<td>1451 Petition Signatures</td>
<td>Y</td>
<td>8</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>G</td>
<td>1083 Energy Policy</td>
<td>Y</td>
<td>5</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>J</td>
<td>161 Paper Receipt Ban</td>
<td>N</td>
<td>19</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>K</td>
<td>1731 Health Care Rate Review</td>
<td>Y</td>
<td>7</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>L</td>
<td>329 Rental Mandate</td>
<td>Y</td>
<td>7</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>M</td>
<td>3266 Uncapped Leaves</td>
<td>Y</td>
<td>5</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>1478 Loan Expansion</td>
<td>Y</td>
<td>11</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>O</td>
<td>623 Arbitration Agreements</td>
<td>Y</td>
<td>16</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>P</td>
<td>511 No-Reform Provisions</td>
<td>Y</td>
<td>16</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Q</td>
<td>749 Employment Data</td>
<td>Y</td>
<td>9</td>
<td>11</td>
<td></td>
</tr>
<tr>
<td>R</td>
<td>1395 Smart Speakers</td>
<td>Y</td>
<td>20</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>S</td>
<td>54 Recycling Regulation</td>
<td>Y</td>
<td>19</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>T</td>
<td>1066 Unemployment Insurance</td>
<td>Y</td>
<td>16</td>
<td>3</td>
<td></td>
</tr>
</tbody>
</table>

### Aguiar-Curry, Cecilia (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: Y
- Not in Accord with CalChamber: 7

### Arambula, Joaquin (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: Y
- Not in Accord with CalChamber: 11

### Bauer-Kahan, Rebecca (D)
- In Assembly Floor: Y
- Not Voting or Absent: N
- In Accord with CalChamber: 8
- Not in Accord with CalChamber: 12

### Berman, Marc (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 6
- Not in Accord with CalChamber: 14

### Bigelow, Frank (R)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 19
- Not in Accord with CalChamber: 1

### Bloom, Richard (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 4
- Not in Accord with CalChamber: 16

### Boerner Horvath, Tasha (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 8
- Not in Accord with CalChamber: 12

### Bonta, Rob (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15

### Brough, Bill (R)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 19
- Not in Accord with CalChamber: 0

### Burke, Autumn (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 7
- Not in Accord with CalChamber: 13

### Calderon, Ian (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 7
- Not in Accord with CalChamber: 13

### Carrillo, Wendy (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15

### Cervantes, Sabrina (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 10
- Not in Accord with CalChamber: 10

### Chau, Ed (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15

### Chen, Phillip (R)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 20
- Not in Accord with CalChamber: 0

### Chiu, David (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 14

### Choi, Steven (R)
- In Assembly Floor: •
- Not Voting or Absent: N
- In Accord with CalChamber: 19
- Not in Accord with CalChamber: 0

### Chu, Kansen (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15

### Cooley, Ken (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 11
- Not in Accord with CalChamber: 3

### Cooper, Jim (D)
- In Assembly Floor: •
- Not Voting or Absent: Y
- In Accord with CalChamber: 16
- Not in Accord with CalChamber: 4

### Cunningham, Jordan (R)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 19
- Not in Accord with CalChamber: 0

### Daly, Tom (D)
- In Assembly Floor: •
- Not Voting or Absent: Y
- In Accord with CalChamber: 16
- Not in Accord with CalChamber: 4

### Diep, Tyler (R)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 17
- Not in Accord with CalChamber: 2

### Eggman, Susan Talamantes (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 9
- Not in Accord with CalChamber: 11

### Flora, Heath (R)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 20
- Not in Accord with CalChamber: 0

### Fong, Vince (R)
- In Assembly Floor: N
- Not Voting or Absent: N
- In Accord with CalChamber: 19
- Not in Accord with CalChamber: 0

### Frazier, Jim (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 16
- Not in Accord with CalChamber: 4

### Friedman, Laura (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15

### Gabriel, Jesse (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 6
- Not in Accord with CalChamber: 14

### Gallagher, James (R)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 19
- Not in Accord with CalChamber: 1

### Garcia, Cristina (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 7
- Not in Accord with CalChamber: 13

### Garcia, Eduardo (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 6
- Not in Accord with CalChamber: 9

### Gipson, Mike (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 8
- Not in Accord with CalChamber: 12

### Gloria, Todd (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 4
- Not in Accord with CalChamber: 16

### Gonzalez, Lorena (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 4
- Not in Accord with CalChamber: 16

### Gray, Adam (D)
- In Assembly Floor: N
- Not Voting or Absent: Y
- In Accord with CalChamber: 16
- Not in Accord with CalChamber: 3

### Grayson, Tim (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 13
- Not in Accord with CalChamber: 7

### Holden, Chris (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15

### Irwin, Jacqui (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 12
- Not in Accord with CalChamber: 8

### Jones-Sawyer, Reginald (D)
- In Assembly Floor: Y
- Not Voting or Absent: Y
- In Accord with CalChamber: 5
- Not in Accord with CalChamber: 15
### 2019 Assembly Vote Record

<table>
<thead>
<tr>
<th>Bill</th>
<th>Committee</th>
<th>Floor Action</th>
<th>Vote Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>AB 1783 Farmworker Housing</td>
<td>Y</td>
<td>Y</td>
<td>NV</td>
</tr>
<tr>
<td>AB 347 Public Banks</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>AB 1195 Tech Innovation</td>
<td>Y</td>
<td>•</td>
<td>Y</td>
</tr>
<tr>
<td>AB 23 Workforce Coordination</td>
<td>N</td>
<td>N</td>
<td>N</td>
</tr>
<tr>
<td>AB 1451 Petition Signatures</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>AB 1083 Energy Policy</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>AB 161 Petition Bank</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>SB 731 Health Care Rate Review</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>SB 628 Uncapped Leaves</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>SB 749 No-Retire Provisions</td>
<td>Y</td>
<td>Y</td>
<td>Y</td>
</tr>
<tr>
<td>SB 5 Employment Data</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>SB 25 Smart Speakers</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>SB 44 Recycling Regulation</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>SB 1080 Unemployment Insurance</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>SB 1066 In Accord with CalChamber</td>
<td>N</td>
<td>N</td>
<td>Y</td>
</tr>
<tr>
<td>SB 54 Not In Accord with CalChamber</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
<tr>
<td>SB 54 Not Voting or Absent</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
</tr>
</tbody>
</table>

**On Assembly Floor:**
- Kalra, Ash (D)
- Kamlager-Dove, Sydney (D)
- Kiley, Kevin (R)
- Lackey, Tom (R)
- Levine, Marc (D)
- Limón, Monique (D)
- Low, Evan (D)
- Maireschein, Brian (D)
- Mathis, Devon (R)
- Mayes, Chad (R)
- McCarty, Kevin (D)
- Medina, Jose (D)
- Melendez, Melissa (R)
- Mullin, Kevin (D)
- Muratsuchi, Al (D)
- Nazarian, Adrin (D)
- Obernolte, Jay (R)
- O'Donnell, Patrick (D)
- Patterson, Jim (R)
- Petrie-Norris, Cottie (D)
- Quirk, Bill (D)
- Quirk-Silva, Sharon (D)
- Ramos, James C. (D)
- Rendon, Anthony (D)
- Reyes, Eloise (D)
- Rivas, Luz (D)
- Rivas, Robert (D)
- Rodriguez, Freddie (D)
- Rubio, Blanca (D)
- Salas, Rudy (D)
- Santiago, Miguel (D)
- Smith, Christy (D)
- Stone, Mark (D)
- Ting, Phil (D)
- Voepel, Randy (R)
- Waldron, Marie (R)
- Weber, Shirley (D)
- Wicks, Buffy (D)
- Wood, Jim (D)
CalChamber Best Business Votes 2019

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 2019. 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.

<table>
<thead>
<tr>
<th>Senate</th>
<th>Assembly</th>
<th>Less than 40% with CalChamber</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bates, Patricia (R) 18-0</td>
<td>Chen, Phillip (R) 20-0</td>
<td>Aguiar-Curry, Cecilia (D) 7-12</td>
</tr>
<tr>
<td>Borgeas, Andreas (R) 18-0</td>
<td>Flora, Heath (R) 20-0</td>
<td>Burke, Autumn (D) 7-13</td>
</tr>
<tr>
<td>Grove, Shannon (R) 18-0</td>
<td>Kiley, Kevin (R) 20-0</td>
<td>Calderon, Ian (D) 7-13</td>
</tr>
<tr>
<td>Jones, Brian W. (R) 18-0</td>
<td>Mathis, Devon (R) 20-0</td>
<td>Garcia, Cristina (D) 7-13</td>
</tr>
<tr>
<td>Moorlach, John (R) 18-0</td>
<td>Obermolt, Jay (R) 20-0</td>
<td>Levine, Marc (D) 7-13</td>
</tr>
<tr>
<td>Morell, Mike (R) 18-0</td>
<td>Patterson, Jim (R) 20-0</td>
<td>Low, Evan (D) 7-13</td>
</tr>
<tr>
<td>Nielsen, Jim (R) 18-0</td>
<td>Waldron, Marie (R) 20-0</td>
<td>Maireschein, Brian (D) 7-13</td>
</tr>
<tr>
<td>Stone, Jeff (R) 18-0</td>
<td>Brough, Bill (R) 19-0</td>
<td>Rivas, Robert (D) 7-13</td>
</tr>
<tr>
<td>Dahle, Brian (R) 16-0*</td>
<td>Bigelow, Frank (R) 19-1</td>
<td>Garcia, Eduardo (D) 6-9</td>
</tr>
<tr>
<td>Wilk, Scott (R) 16-2</td>
<td>Choi, Steven (R) 19-1</td>
<td>Kamlager-Dove, Sydney (D) 6-13</td>
</tr>
<tr>
<td>Chang, Ling Ling (R) 16-2</td>
<td>Cunningham, Jordan (R) 19-1</td>
<td>Berman, Marc (D) 6-14</td>
</tr>
<tr>
<td>Glazer, Steve (D) 15-3</td>
<td>Fong, Vince (R) 19-1</td>
<td>Gabriel, Jesse (D) 6-14</td>
</tr>
<tr>
<td>Caballero, Anna (D) 12-6</td>
<td>Gallagher, James (R) 19-1</td>
<td>Mullin, Kevin (D) 6-14</td>
</tr>
<tr>
<td>Dodd, Bill (D) 11-7</td>
<td>Mayes, Chad (R) 19-1</td>
<td>Chiu, David (D) 5-14</td>
</tr>
<tr>
<td>Hurtado, Melissa (D) 11-7</td>
<td>Melendez, Melissa (R) 19-1</td>
<td>Quirk, Bill (D) 5-14</td>
</tr>
<tr>
<td>Roth, Richard (D) 11-7</td>
<td>Voepel, Randy (R) 19-1</td>
<td>Reyes, Eloise (D) 5-14</td>
</tr>
<tr>
<td>Galgiani, Cathleen (D) 10-8</td>
<td>Lackey, Tom (R) 18-2</td>
<td>Bonta, Rob (D) 5-15</td>
</tr>
<tr>
<td>Archuleta, Bob (D) 9-9</td>
<td>Diep, Tyler (R) 17-2</td>
<td>Carrillo, Wendy (D) 5-15</td>
</tr>
<tr>
<td>Rubio, Susan (D) 9-9</td>
<td>Gray, Adam (D) 16-3</td>
<td>Chau, Ed (D) 5-15</td>
</tr>
<tr>
<td>Allen, Ben (D) 8-10</td>
<td>Cooper, Jim (D) 16-4</td>
<td>Chu, Kansen (D) 5-15</td>
</tr>
<tr>
<td>Pan, Richard (D) 8-10</td>
<td>Daly, Tom (D) 16-4</td>
<td>Friedman, Laura (D) 5-15</td>
</tr>
<tr>
<td>Hill, Jerry (D) 7-11</td>
<td>Frazier, Jim (D) 16-4</td>
<td>Holden, Chris (D) 5-15</td>
</tr>
<tr>
<td>Hueso, Ben (D) 7-11</td>
<td>Rubio, Blanca (D) 16-4</td>
<td>Jones-Sawyer, Reginald (D) 5-15</td>
</tr>
<tr>
<td>Hertzberg, Bob (D) 7-11</td>
<td>Salas, Rudy (D) 15-5</td>
<td>Muratsuchi, Al (D) 5-15</td>
</tr>
<tr>
<td>Jackson, Hannah-Beth (D) 6-12</td>
<td>Quirk-Silva, Sharon (D) 14-6</td>
<td>Nazarian, Adrin (D) 5-15</td>
</tr>
<tr>
<td>Umberg, Tom (D) 6-12</td>
<td>Rodriguez, Freddie (D) 14-6</td>
<td>Rendon, Anthony (D) 5-15</td>
</tr>
<tr>
<td>Monning, Bill (D) 5-12</td>
<td>Grayson, Tim (D) 13-7</td>
<td>Rivas, Luz (D) 5-15</td>
</tr>
<tr>
<td>Atkins, Toni (D) 5-13</td>
<td>Smith, Christy (D) 13-7</td>
<td>Santiago, Miguel (D) 5-15</td>
</tr>
<tr>
<td>Beall, Jim (D) 5-13</td>
<td>Irwin, Jacqui (D) 12-8</td>
<td>Weber, Shirley (D) 5-15</td>
</tr>
<tr>
<td>Bradford, Steven (D) 5-13</td>
<td>O’Donnell, Patrick (D) 12-8</td>
<td>Wood, Jim (D) 5-15</td>
</tr>
<tr>
<td>Durazo, Maria Elena (D) 5-13</td>
<td>Petrie-Norris, Cottie (D) 12-8</td>
<td>Ting, Phil (D) 4-14</td>
</tr>
<tr>
<td>Leyva, Connie (D) 5-13</td>
<td>Ramos, James C. (D) 12-8</td>
<td>Kalra, Ash (D) 4-15</td>
</tr>
<tr>
<td>McGuire, Mike (D) 5-13</td>
<td>Cooley, Ken (D) 11-3</td>
<td>Bloom, Richard (D) 4-16</td>
</tr>
<tr>
<td>Portantino, Anthony (D) 5-13</td>
<td>Arambula, Joaquin (D) 11-9</td>
<td>Gloria, Todd (D) 4-16</td>
</tr>
<tr>
<td>Stern, Henry (D) 5-13</td>
<td>Cervantes, Sabrina (D) 10-10</td>
<td>Gonzalez, Lorena (D) 4-16</td>
</tr>
<tr>
<td>Gonzalez, Lena (D) 4-12*</td>
<td>Medina, Jose (D) 10-10</td>
<td>Limón, Monique (D) 4-16</td>
</tr>
<tr>
<td>Wieckowski, Bob (D) 4-13</td>
<td></td>
<td>McCarty, Kevin (D) 4-16</td>
</tr>
<tr>
<td>Mitchell, Holly (D) 4-14</td>
<td></td>
<td>Stone, Mark (D) 4-16</td>
</tr>
<tr>
<td>Skinner, Nancy (D) 4-14</td>
<td></td>
<td>Wicks, Buffy (D) 4-16</td>
</tr>
<tr>
<td>Wiener, Scott (D) 4-14</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Sworn into office June 12, 2019.
2019 Public Affairs Conference
Inside Look at Elections, Legislation, Consumer Privacy Act

Pollsters Adam Rosenblatt (left) and Robert Green of PSB Research open the 2019 CalChamber Public Affairs Conference on October 15 with a recap of the annual CalChamber survey of California voter attitudes. See story on Page 1.

A panel discussion on legislative and tax ballot measures on October 16, the second day of the 2019 CalChamber Public Affairs Conference, features (from left) moderator Jennifer Barrera, CalChamber; Senators Steve Glazer and Scott Wilk; and Assemblymembers Sharon Quirk-Silva, Kevin Kiley and Bill Brough.

CNN political analysts Mary Katharine Ham (left) and Jen Psaki join moderator Rob Stutzman, Stutzman Public Affairs, in a lunchtime look at the national political scene on October 16, the second day of the 2019 CalChamber Public Affairs Conference.

The closing session on the second day of the CalChamber Public Affairs Conference examines the California Consumer Privacy Act. From left are moderator Jennifer Barrera, CalChamber; Senator Andreas Borgeas; Assemblymember Jacqui Irwin; and Senator Brian Jones.

More photos at www.calchamber.com/publicaffairs.

Special Thanks To The 2019 CalChamber Public Affairs Conference Major Sponsors
Goldie says, “Our labor law posters and pamphlets for 2020 include mandatory updates.”

Your Loyal Compliance Companion (and HR’s Best Friend)

Keeping on top of required updates to mandatory employment notices doesn’t have to be “ruff”—not when CalChamber keeps you posted. Make sure you’re ready for January 1, 2020. Your preordered posters, pamphlets and kits (shipping in mid-December) reflect the most up-to-date notices, so you know you’re in compliance:

- California and Federal Labor Law Poster
- California Required Notices Kit (Poster and Pamphlets)
- California City and County Labor Law Posters
  - Select Out-of-State Posters

Preferred and Executive members receive their 20 percent member discount.

PREORDER at calchamber.com/required2020 or call (800) 331-8877.