

ALERT

Voters Reject Largest Tax Hike in California History

Chambers, Small Firms Boost No on 15 Message



Proposition 15, the largest property tax increase in California history, was declared defeated the evening of November 11 by a margin of more than 550,000 votes.

Since then, the margin has grown to more than 675,000 votes, with 52% of voters rejecting the measure and 48% supporting it.

The defeat of Proposition 15 ends an attempt by public employee unions to dismantle major portions of Proposition 13, the most important tax protection measure left in the highest tax state in

the country, overwhelmingly passed by voters more than 40 years ago.

Threat Averted

“California voters understood the very real threat Proposition 15 presented to small businesses, farmers and consumers,” said Allan Zaremberg, president and CEO of the California Chamber of Commerce.

“Voters in California smartly recognized that enacting the largest tax hike in California history would have been devastating to jobs, our economy and California’s future competitiveness.”

Zaremberg also thanked CalChamber members and especially small business

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CalChamber Poll

Voters Serious about Addressing Pandemic Consequences



Californians are taking the COVID-19 pandemic seriously, and expect their elected leaders

to do the same.

The sixth annual California Chamber of Commerce poll, *The People’s Voice, 2020*, found that voters are keenly aware of the widespread effects of the pandemic.

Nearly half of all voters have suffered an economic impact: reduced work hours, lost job, pay cut, or unpaid leave. More than six months after California first began shutting down its economy, nearly half of voters report their workplace is still not operating normally; instead, employers have reduced services, closed temporarily or permanently, or are operating online only.

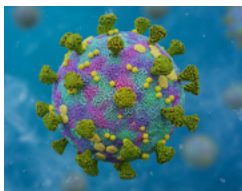
This perception extends to their communities. Nearly half of voters report “a lot of businesses” shut down in their communities, and nearly 6 in 10 report “a lot of jobs lost.”

Split on Future Direction

The bottom line: voters are deeply split over which direction to take in addressing economic recovery: just over

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COVID-19 Surge Prompts Return to Purple Restrictions to Slow Virus Transmission



In response to a sharp increase in the number of COVID-19 cases, Governor Gavin Newsom this week announced

he is “pulling an emergency brake” in the state’s recovery blueprint.

As of November 16, 41 of the 58 counties—representing 94.1% of the state’s population—have been sent back to the most restrictive (purple) tier, reflecting the widespread presence of the virus.

A 10 p.m.–5 a.m. [limit](#) on nonessential activities in purple tier counties was announced on November 19.

The number of COVID-19 cases since the start of the pandemic has surpassed the 1 million mark (1,059,267) and fatalities total 18,466.

At the news conference announcing the return to greater restrictions, the Governor said the state is experiencing a faster increase in cases than at the start of the pandemic or this summer.

To flatten the curve, as Californians have done before, the state Department of Public Health issued a [stronger face covering mandate](#), requiring people to wear a mask whenever they are outside their home, with limited exceptions.

Personal decisions are critical to the

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Cal/OSHA Corner**Recent Standards Board Rule Revisions Affect Many Businesses**

Mel Davis
Cal/OSHA Adviser

We are a small machine shop that specializes in custom automotive parts and one of our employees recently requested a copy of our Injury and Illness Prevention Program (IIPP). Is that required? What other non-COVID rule changes have occurred recently?

Injury/Illness Prevention Program

The Occupational Safety and Health Standards Board (OSHSB) recently revised Section 3203 of the General

Industry Safety Orders to require supplying the employee a copy of the IIPP.

New Sections 3203(a)(8)(A) through (8)(F) have been adopted that will require employers to provide to an employee or their designated representative access to some sections of the IIPP upon request.

Section 3203(A)(8)(C) limits the information to be given to the program elements in section (a). Records of steps taken to implement or maintain the IIPP are not required to be provided.

The employee may receive one printed copy or an electronic copy if they wish. If the employee requests a second copy within one year, the employer may impose a fee. Where multiple programs exist, only those programs applicable to the requesting employee need to be given.

Toilet Facilities

The regulations for toilet facilities, contained in Title 8 of the General Industry Safety Orders, have been revised to correspond with the Health and Safety Code (HSC) Section 118600.

The term "single-user toilet facility" is now used to be consistent with the HSC. Also, multiple facilities on a single site now may be designated for all-gender use provided the appropriate number of facilities are available for the number of employees.

Construction Elevators

As the result of an Appeals Board Decision after Reconsideration (DAR), Section 1630(a) of the Construction Safety Orders (CSO), Elevators for Hoisting Workers, has been clarified.

As previously written, subsection (a)

required a construction elevator for upper floor access if the building to be built was 60 feet or taller in height. Subsection (d) required the first landing to be at 36 feet. It had been common practice to install the lift when the building had reached 36 feet.

The DAR found the elevator did not have to be installed until the building was at 60 feet, a conclusion that was not acceptable to the construction industry. Therefore, the industry petitioned the OSHSB to revise the regulation to clearly indicate the hoist is to be installed at 36 feet.

Fall Protection

Section 8615 of the Telecommunication Safety Orders formerly permitted point-to-point travel at elevated locations by qualified persons without fall protection equipment unless extreme conditions prevented gaining a firm hand or foothold while traveling.

Also, the term "equipment" was not equivalent to federal OSHA's use of the term. Therefore, to make California's regulation at least as effective as federal OSHA, references have been made to ensure the fall protection system meets the requirements of Section 1670 of the CSO, Section 2940.6(c) of the Electrical Safety Orders, Section 3270.1 of the General Industry Safety Orders and others.

Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.

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CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor Law

HR Boot Camp Virtual Seminar.

CalChamber. December 10–11,
Online. (800) 331-8877.

International Trade

Taiwan Halal Online Trade Mission to Southeast Asia. Taiwan External Trade Development Council. Through November 26, Online.

Taiwan Green Products and Energy Online Biz Meeting. Taipei Economic and Cultural Office. November 26–27,

Virtual. (415) 362-7680.

International Market Research Webinar.

U.S. Commercial Service. December 1, Webinar. (800) 872-8723.

Taiwan Hardware Online Biz Meeting.

Taipei Economic and Cultural Office.

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Next Alert: December 4

New Employment Laws in Effect Now; Others Coming on January 1, 2021



New Laws

Many new employment-related laws were signed into law at the end of the legislative

session. Unless otherwise stated, these new laws take effect January 1, 2021.

COVID-19-Related Laws

- **SB 1159** establishes a rebuttable workers' compensation presumption for workers that contract COVID-19 under certain conditions and requires employers to report COVID-19 cases to their workers' compensation carriers. The bill went into effect immediately upon signing and remains in effect until January 1, 2023.

- **AB 1867** also took effect immediately upon being signed, which was September 9, 2020. That bill expands supplemental paid sick leave for COVID-19-related reasons for certain employers not already covered by the federal Families First Coronavirus Response Act (FFCRA). That law will expire when the FFCRA does (currently set to expire on December 31, 2020).

- **AB 685** establishes stringent COVID-19 recording and reporting requirements when employers receive notice of a potential COVID-19 exposure at the workplace. Among other things, AB 685 requires employers to provide a number of notices to different groups of employees within one business day after receiving notice of a potential COVID-19 exposure. Employers must also notify their local public health department if an "outbreak" occurs at the worksite. The bill increases the enforcement authority of the California Division of Occupational Safety and Health (Cal/OSHA) related to COVID-19. AB 685 takes effect January 1, 2021.

- **AB 2043**, another urgency measure that went into effect immediately when signed (September 20, 2020), requires Cal/OSHA to disseminate to agricultural employers and employees, information on the best practices to prevent COVID-19 infections, both in English and Spanish. This law remains in effect only until the end of the state of emergency.

- Two bills related to personal protec-

tive equipment (PPE) became law. **AB 2537** requires public and private employers of workers in a hospital to supply certain employees with PPE, maintain a three-month stockpile of PPE and provide inventory information to Cal/OSHA upon request. **SB 275** requires the state to develop a stockpile of PPE, and, beginning January 1, 2023, certain employers must maintain PPE stockpiles as specified.

Leaves of Absence

- **SB 1383** significantly expands the California Family Rights Act (CFRA) beginning January 1, 2021. Notably, this bill expands employer coverage to include all employers with five or more employees, which is much fewer than the previous 50 or more employees requirement. This is a major development. Small businesses will need to quickly get up to speed on CFRA's requirements in order to be ready by January 1.

SB 1383 also expands the definition of "family members" beyond what is covered under the federal Family and Medical Leave Act (FMLA), which will affect larger employers who will have to administer CFRA and FMLA separately in some cases.

For example, an employee can take 12 weeks of leave to care for a sibling under the CFRA and then another separate 12 weeks to cover an illness under the FMLA for total of 24 weeks of protected leave. Employers, big and small, should become familiar with the law's details and be prepared to revise or implement compliant policies and practices by 2021.

- **AB 2992** expands the prohibition on discrimination and retaliation against employees that are victims of crime or abuse when they take time off for judicial proceedings or to seek medical attention or related relief for domestic violence, sexual assault, stalking or other crime that causes physical or mental injury.

- Currently, an employee can use up to half of their accrued sick leave to care for a family member, also known as "kin care." **AB 2017** revises the law to clarify that the employee has the right to designate sick leave as kin care, or not, in order to avoid a designation error and

unintentional draw down of kin care time when the sick days were actually taken for personal sick leave.

Worker Classification

- Early in this year's legislative session, roughly 30 bills were introduced to either repeal or revise AB 5. In the end, only one bill survived and was signed into law, **AB 2257**. The bill doesn't change the underlying framework of AB 5, but it makes some revisions and clarifications to some of the existing exceptions and added new ones. AB 2257 went into effect when it was signed on September 4, 2020.

Wage and Hour

- Notably, **AB 1947** extends the time an individual can file a complaint of discrimination or retaliation with the California Division of Labor Standards Enforcement (DLSE), also known as the California Labor Commissioner. Under current law, workers alleging they were discriminated or retaliated against in violation of any Labor Commissioner-enforced law have six months to file a complaint with the Labor Commissioner, but beginning January 1, 2021, AB 1947 extends that time to one year.

- A couple of narrow industry-specific rest break bills were signed this year. **AB 1512** applies only to security guards and **AB 2479** provides exceptions for safety-sensitive positions at petroleum facilities to 2026.

Pay Data

- **SB 973** requires a private employer that has 100 or more employees and is required to file an annual Employer Information Report (EEO-1) under federal law, to submit a pay data report to the Department of Fair Employment and Housing (DFEH) that contains information about employees' race, ethnicity and gender in various job categories on or before March 31, 2021. The DFEH is given related enforcement authority.

This essentially creates California's version of the federal EEO-1 information that some employers must submit to the federal Equal Employment Opportunity Commission (EEOC).

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CalChamber Webinar Explains Paid Sick Leave Requirements



The California Chamber of Commerce joined with the California Labor Commissioner's Office on November 20 to present a free live webinar and question-and-answer session on "Understanding California's Paid Sick Leave and Supplemental Paid Sick Leave Requirements."

Erika Frank, CalChamber executive vice president and general counsel, served as moderator of the employer outreach event.

Joining her from the California Labor Commissioner's Office were: Von A. Boyenger, senior deputy labor commissioner; and Max Norris, staff attorney.

The 60-minute session for CalChamber members and customers was designed to provide the most current information on employer obligations for

paid sick leave and recently expanded supplemental paid sick leave. The Q&A session provided the opportunity to delve further into compliance requirements and best practices.

The Division of Labor Standards Enforcement (DLSE) investigates allegations of illegal and unfair business practices and helps level the playing field for law-abiding employers.

Recycling Overhaul Keys: Standardized Compliance Path, Infrastructure



Overhauling California's recycling market requires a balance of the right mandates with a compliance pathway, California Chamber of Commerce Policy Advocate Adam Regele told legislators this week at an informational joint hearing on plastic use in California.

The [joint hearing](#), held on November 16 by the Assembly Natural Resources Committee and Recycling Select Committee, focused mostly on the problems plastic pollution has on communities and the natural environment, with

some committee-selected panelists suggesting increasing recycling fees or banning plastic single use packaging.

Regele testified that the CalChamber wants to be part of the solution that provides business with a compliance pathway. He emphasized that in order to create a circular economy in California, there needs to be statewide standardization that provides predictability for companies to design and invest toward. The current patchwork of local requirements and approaches to recycling is incongruous with a statewide approach and the broader state objective of scaling the program beyond California's borders, he said.

Lastly, Regele pointed out that addi-

tional investments in recycling and composting infrastructure will be critical to meeting California's waste diversion goals, and has the co-benefit of providing good paying jobs within the state.

The need for more infrastructure in California is supported by [Cal Recycle reports](#) stating that "[t]here is minimal manufacturing infrastructure in California for recycled glass, paper, plastic . . . in terms of the number of facilities and the estimated throughput . . . with the supply . . . exceed[ing] the manufacturing capacity by more than 300 percent."

A recording of the hearing is available in the Assembly media archives at <https://www.assembly.ca.gov/media-archive>.

Staff Contact: Adam Regele

CalChamber-Sponsored Seminars/Trade Shows

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December 8–9, Virtual. (415) 362-7680.
USMCA – The Near-Shoring and Re-Shoring Solution. National Association of District Export Councils. December 10, Webinar.

Virtual 2020 Global Trade Awards.
Women in International Trade-LA (WIT-LA). December 10, Virtual. (213) 545-6479.

Cyber Security Trade Mission to South America. U.S. Department of Commerce, International Trade Administration. March 1–5, 2021 and March 8, 2021, Peru, Chile, Uruguay, Argentina (optional stop). Applications due November 13, 2020. (410) 962-4539; (202) 482-3773; (703) 235-0102.

Taiwan Trade Show 2021. Taiwan External Trade Development Council.

March 1–October 30, 2021, Taiwan. (886) 2-2725-5200.

Cyber Security Business Development Mission to India. U.S. Department of Commerce, International Trade Administration. April 19–23, 2021, New Delhi, Mumbai, optional stops in Bangalore or Hyderabad. (303) 844-5655; (202) 482-3773.

2021 SelectUSA Investment Summit. International Trade Administration. June 6–9, 2021. Washington, D.C. (800) 424-5249.

Expo Dubai 2021. Expo 2020 Dubai UAE. October 1, 2021–March 31, 2022, Dubai, United Arab Emirates. (+971) 800 EXPO (3976).

12th World Chambers Congress: Dubai 2021. International Chamber of Commerce World Chambers Federa-

tion and Dubai Chamber of Commerce & Industry. November 23–25, 2021, Dubai, United Arab Emirates. world-chamberscongress@iccwbo.org

CalChamber Calendar

Water Resources Committee:

December 3, Zoom

ChamberPAC Advisory Committee:

December 3, Zoom

Board of Directors:

December 3 & 4, Zoom

Annual Meeting:

December 4, Sacramento - RSVP

dave.kilby@calchamber.com or call (916) 444-6670, ext. 202.

Poll: Voters Serious about Addressing Pandemic Consequences

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half want to continue to safely reopen businesses to stabilize the economy and preserve jobs, while just under half want to return to tougher restrictions in order to limit the spread of the virus.

The demographics of this issue reflect the health and economic effects. The strongest proponents of tougher restrictions are young people, Hispanics and residents in the Los Angeles area. Strongest proponents of safely reopening to stabilize the economy are older voters, Republicans and residents of San Diego/Orange counties and the Central Valley.

Nearly 7 in 10 voters are concerned about the risks that they or their immediate family members face from working outside the home during the pandemic, with half of them very concerned. More promising, voters seem satisfied with the efforts their employers are taking to keep them safe, with more than half reporting their employers are doing “a lot” to protect them from contracting COVID-19, and another third reporting employers are doing “some” COVID-19 protection.

Nonetheless, voters remain pessimistic about our economic recovery. Half of voters believe “the worst is yet to come” regarding the economic impact of COVID-19, such as businesses shutting down, while only 1 out of 7 voters believe that “the worst is behind us.”

The inescapable conclusion is that elected leaders will be judged on their response to COVID-19. Governor Gavin

Newsom’s approval ratings have eroded slightly since the summer. He retains today a 50% - 50% excellent/good v. fair/poor rating, down from a 57% - 43% margin in just the four months since July.

Need to Update Labor Laws

An obvious starting point for directly addressing some of the issues related to reopening the economy would be to update labor laws to reflect facts on the ground.

Because of the pandemic, many Californians are currently working from home, many with school-age children who are taking remote learning, and many lack adequate child care. Telecommuting has become the new normal—and could very well become entrenched long after the pandemic is brought to heel.

Voters overwhelmingly agree (86%, 42% strongly) that the state’s labor laws should be changed so that employees working from home have more flexible hours as well as relaxed meal and break times.

What’s more, having had a taste of telecommuting, voters agree (92%, 55% strongly) with policies that would make it easier for businesses to allow employees to telecommute under a variety of conditions—not just during a pandemic emergency—such as for employees with school-age children, those without child care, and to encourage more work-from-home to reduce commutes and high-

way congestion and cut greenhouse gas emissions.

Voters are also very concerned about the effects of the pandemic on public schools, and are looking to state leaders for better guidance. Those polled agree that distance learning is an effective way to contain the spread of COVID-19, but are very concerned (87%, 48% strongly) that distance learning is almost impossible for poor or disadvantaged public school students without access to computers or internet.

Voters agree (85%, 53% strongly) that Governor Newsom and state leaders should provide specific guidance on how and when schools can reopen. They also crave more information (87%, 42% strongly) about how public schools are teaching their children and about educational alternatives to traditional public schools.

Methodology

The CalChamber poll was conducted by Core Decision Analytics and Pierrepont Analytics with online interviews from November 6–9, 2020, with 1,009 online interviews of California 2020 general election voters. The margin of error for this study is +/- 3.1% at the 95% confidence level and larger for subgroups. This is the sixth year CalChamber has published a voter survey.

Contact: Loren Kaye

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employers and local chambers of commerce for stepping up to add their voices to the large coalition that educated voters about the 5 flaws of a proposed \$12.5 billion per year tax increase.

“CalChamber members, the state’s small business employers and our network of local chambers of commerce were a powerhouse in this campaign. They deserve our thanks and appreciation for their hard work and engagement, making sure that their customers, clients and affiliates understood what passing Proposition 15 would mean for our economy.

“Small businesses put a face on the reality of higher taxes in California and helped voters clearly understand that the measure would lead to higher costs and fewer jobs in their towns and cities and in our state,” he said.

Diverse Coalition

The No on Prop 15 committee was led by a bipartisan coalition that included the CalChamber and was one of the most diverse coalitions ever assembled.

The coalition included social justice and civil rights organizations such as the California State Conference of the

NAACP, California State National Action Network, Latino groups, veterans, local chambers of commerce, private sector labor unions and hundreds of small businesses across California.

As of November 19, an estimated 318,948 ballots remained to be counted, according to the website of the Secretary of State at electionresults.sos.ca.gov. County election officials must report final official results on state contests by December 4. Results will be certified by December 11.

‘Bet on Yourself’: Women Leaders Share Stories of Success, Tips to Help Others

Five of the state’s top women leaders, representing the private sector and state government, recently joined the California Chamber of Commerce in a panel webinar to recount their personal journeys to success and share strategies to help women on their paths to leadership and entrepreneurship.

The October 30 webinar, “[Women in Leadership: Pathways to Success](#),” was moderated by CalChamber Executive Vice President Jennifer Barrera, who oversees the development and implementation of policy and strategy, and represents the CalChamber on legal reform issues. Joining her on the panel were:

- State Senator Melissa Hurtado, Senate District 14;
- Assemblymember Jacqui Irwin, 44th Assembly District;
- Sandra Floyd, president and CEO of OUTSOURCE Consulting Services;
- Maryam Brown, president of Southern Gas Company; and
- Donna Lucas, CEO and president of Lucas Public Affairs.

A recording of the webinar is available at www.calchamber.com/webinars/20201030-women-in-leadership.

CalChamber podcasts, webinars, blogs, and other training materials on diversity and inclusion are available for free at www.calchamber.com/diversity.

Journeys to Success

To kick off the webinar, each panelist shared the journeys they took to be where they are now.

Always looking for ways to help disadvantaged communities and create economic opportunities for struggling families, **Senator Melissa Hurtado** realized that she couldn’t generate change if she was on the “outside.” So she ran for city council. Once on the city council, she realized that her community also needed investment, leading her to run for the State Senate.

Along the way, friends motivated her and gave her the confidence to pursue her goals. Getting to where she is now took

“a little bit of luck,” but it also took not letting others tell her it couldn’t be done, she says.

Originally from Tennessee, **Sandra Floyd** began a career at Pacific Bell, where she met a mentor who helped her succeed at the company. Floyd retired early from Pacific Bell and later opened

torial race. A mentor connected her with George Deukmejian’s campaign for governor, and after Deukmejian won the governorship, Lucas began her career as press secretary.

In the 1990s, Lucas became an entrepreneur, buying a statewide public affairs firm and later selling it to a global communications firm. Going down a “fascinating road” of working in public policy and politics, Lucas is now CEO of Lucas Public Affairs, a renowned public relations firm that focuses on the intersection of politics, policy and communications and works with government, mission-driven nonprofits and corporations.

Through her journey, Lucas credits the numerous mentors she has had for instilling confidence in her and pushing her to further her career. And times have changed. She notes that when she was working for Governor Deukmejian, there were virtually no women in senior positions. Twenty years later when she began working in Governor Arnold Schwarzenegger’s administration, about 60% of senior positions were held by women.

Although the equity is improving, it’s still vitally important to help others along the way, especially women and people of color, she says.

Barrera agrees, adding that it’s important “to find that mentor who is really going to be your champion along the way.”

Assemblymember Jacqui Irwin recalled how she had to lobby her San Fernando Valley high school assistant principal to grant female students their own swim team. Although the high school should have had a girls’ swim team under Title IX, it took Assemblymember Irwin six months of lobbying to get the swim team approved. When the team was finally formed, they placed No. 2 in Los Angeles Unified. The experience taught her many valuable lessons.

“...one of the biggest lessons that I learned was that if you don’t keep pushing forward, they will push you back,” she says.

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Clockwise from top left: Assemblymember Jacqui Irwin, 44th Assembly District; Jennifer Barrera, executive vice president, CalChamber; State Senator Melissa Hurtado, Senate District 14; Sandra Floyd, president and CEO of OUTSOURCE Consulting Services; Donna Lucas, CEO and president of Lucas Public Affairs; and Maryam Brown, president of Southern Gas Company.

a successful bridal shop, but six years later realized that dealing with brides was getting to be too much. She decided entering the world of human resources was better suited to her skills and interests, and founded OUTSOURCE Consulting Services. Along the way, she has met many mentors who have encouraged her to serve on boards and take on positions of leadership.

The daughter of parents who met at the State Capitol, **Donna Lucas** grew up in a political family but decided to turn to a career in music publishing and in the 1980s was working for Ozzy Osbourne. Her life turned to public policy after she fell victim to a crime and she became passionate about California’s gubernatorial

Women Leaders Share Stories of Success, Tips to Propel Women Forward

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It also taught her that persistence pays off. After graduating from college and becoming an engineer, she also learned that it's important for women to take on difficult subjects like science and math in order to help build self-confidence. She points out that in the last decade or so, the work culture has changed, but there used to be a problem with tokenism and a mentality that there could be only one woman in leadership. The competitiveness it created held women back from supporting each other.

But mentors don't necessarily have to be female, Assemblymember Irwin says. After starting a family, Assemblymember Irwin became involved in local matters and was urged to run for city council by a male council member. After she served on the city council, a male colleague encouraged her to run for the state Legislature.

Overall, she says, her life journey has taught her that women who want positions of leadership need to be persistent, goal-oriented, cannot be afraid of failure, and need to identify people who can help them achieve their goals.

Maryam Brown grew up the daughter of immigrants and pursued a career in engineering and law, but it was being an engineer that opened her eyes and brought her to the energy field. As an intellectually curious person, it was hard for Brown to navigate through her career and figure out where she wanted to go. But in the end, she came to realize that she could not fight the river and urges others to let their rivers take them to their destiny. Looking back at her experiences, she says that her career has been a "series of purposeful, but not necessarily prescribed, steps."

Like the other women on the panel, Brown has seen the importance of mentors throughout her life, being prepared, and betting on herself to vie for positions of leadership. Most important, Brown has learned throughout her career that different leaders are needed for different times, and that leaders must adapt in order to meet the needs of a particular situation.

Skills, Knowing It All

Asked about what skills a good leader should have, Floyd pointed out that a

good leader should have tenacity to adapt to the environment, be authentic and be willing to listen to others.

Assemblymember Irwin added that leaders should set the example they want others to follow. A good leader, she says, should also be self-confident enough to surround themselves with people who are smarter than they are.

Good communication skills also are important, Lucas says. A leader doesn't always have to know what they are doing, but a leader must be willing to listen and learn from others.

Mentorships, Securing Opportunities

How, Barrera asks, do women take advantage of opportunities?

The golden rule, Brown answers, is "be ready." Do your homework, she stresses, and think about who your audience is on the other side of the table.

Lucas agrees. Always prepare—being prepared, she says, is what makes all the difference when you are offered opportunities.

Lucas notes that the culture is shifting—three of her firm's major corporate clients have women leading the helm. Still, it is important that opportunities are created for women through conscious mentorships.

"I think we need to continue to help women come along," she says.

Organizations like SheShares help women coming into the professional world meet women leaders, and learn about the challenges and successes those leaders have had.

Mentorship programs also can be started on a company level. Lucas' firm, for example, has a mentorship program that helps interested employees develop their careers. These programs are a great investment for companies, Lucas says, because "you're growing your biggest asset, which is your talent."

Life Balance

During the virtual panel, Barrera also posed questions asked by attendees. One person asked: How do you make sure you have time for everything?

"I have learned to delegate," Floyd answers. While she is always there if she is needed, she also lets her staff figure things out on their own.

"You have to let your employees make decisions, even if they're the wrong decisions," she says.

Brown answers that you can't have it all, all the time. It's important to set boundaries around the aspects of your life that need care and attention.

"Don't be so busy making a living that you forget to make a life," she says.

Parting Words of Advice

To wrap up the webinar, Barrera asked each panelist for their final words of advice.

Floyd advised viewers to never give up. If you have a passion for something, pursue it and stay focused on what you want to achieve, she says.

Brown reminded watchers to be willing to bet on themselves and value what they bring to the table.

"Don't let failure lead you to a lifetime of regret," Assemblymember Irwin said.

Lucas said to invest in oneself and to take the time to think about what you want to do. Most important, people should try to pave the way for others, and reach behind them to pull others up with them.

Lastly, Senator Hurtado urged others to listen to their heart and not be afraid to follow it. They should look back on everything they've come across with positivity, as the experiences are going to propel them to move forward.

New Employment Laws in Effect Now; Others Coming on January 1, 2021

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White Paper

More detail is available in the [New California Employment Laws Effective Now and Coming January 1, 2021](#) white paper, available for CalChamber members on [HRCalifornia](#).

Nonmembers can download the white paper at <https://hrcalifornia.calchamber.com/overview/new-2021-california-labor-laws>.

A View from Australia

Shared Values Underpin Enduring Mateship Producing Jobs, Prosperity for Both Partners



The following answers to questions posed by the California Chamber of Commerce

are from Ambassador Jane Duke, consul general at the Australian Consulate General in Los Angeles, and Consul General Nick Nichles of the Australian Consulate General in San Francisco.

Australia-California Relations

Please describe your thoughts on the unique relationship between Australia and California.

Australia has no more important strategic and economic partner than the United States. Our relationship is underpinned by common values and deep historical and cultural bonds. As Alliance partners, we work together to shape an Indo-Pacific region that is open, inclusive, prosperous and rules-based.

With the United States' biggest economy and population, California plays a particularly important role in our relationship. In fact, Australia has two Consulates General in California—one in San Francisco and one in Los Angeles.

Today, tens of thousands of Australians are residents in California, and in a usual year, hundreds of thousands would visit for business or as tourists.

Our state legislatures and leaders from our major cities enjoy close relationships, and Australian and California educational institutions and universities share an extensive number of partnerships.

This is not a new phenomenon — people-to-people links between Australia and California stretch back to the gold rushes of the mid-19th century.

With a common language, similar legal system, and shared entrepreneurial spirit, more than 400 innovative, creative and traditional Australian businesses operate today in California, employing over 15,000 Californians. And investment by Californian businesses in Australia is always welcomed.

Australian economy is due to success in containing spread of the virus as well as the unprecedented scale of Australia's fiscal, monetary and regulatory response.

Quick regulatory action helped keep the total number of COVID-19 cases in Australia to below 28,000 (to the end of October 2020). To manage the effects on the economy, temporary and targeted support has replaced lost incomes, helped workers remain connected to employment, and supported business confidence.

Australia's economic recovery plan is

focused on growing the economy so Australia can create jobs, increase economic resilience and create a more competitive and income-generating economy.

Australia has an abundance of unique experiences to offer tourists, and to support that sector, and the 1 in 13 jobs that rely on tourism, Australia has provided billions of dollars in economic support to internationally dependent tourism regions and businesses.

Australia's supply chains have held up well during the pandemic, with most disruptions

short and solved by the private sector. The most significant short-term disruptions were from restrictions on the movement of people, the collapse in global passenger flights and the associated fall in airfreight capacity.

In response, Australia provided temporary support to help keep international freight routes and flights operating for time-vital imports and exports.

Our experience has shown that an open, rules-based global trading system, and a free and open market-based trade and investment environment, are our best tools to promote resilient global supply chains and protect global prosperity.

See Shared Values: Page 9



Ambassador Jane Duke, consul general, Australian Consulate General, Los Angeles



Consul General Nick Nichles, Australian Consulate General, San Francisco

Impact of COVID-19

As countries all over the world feel the pandemic, what is the economic impact of COVID-19 on Australia?

The COVID-19 pandemic has had a profound impact on Australia's health system, community and economy. Yet Australia entered the COVID-19 pandemic from a position of economic and fiscal strength.

While the Australian economy is now in its first recession in 29 years, it is expected to contract by 3.75% in 2020, avoiding what has been seen in some other, more affected markets.

The relatively muted impact on the

Shared Values Underpin Enduring Mateship Producing Jobs, Prosperity

From Page 8

U.S.-Australia Agreement

What does the U.S.-Australia Free Trade Agreement mean for Australia?

The U.S.-Australia Free Trade Agreement, or AUSFTA as we call it, means jobs and prosperity—not just for Australia, but for the United States too.

This year we are celebrating its 15th anniversary. This has given us the opportunity to reflect on the immense benefits it has generated for Australians and Americans.

Since AUSFTA came into force, two-way trade between our countries has doubled to US\$67 billion, with U.S. exports making up about two-thirds of that amount.

Two-way investment has almost tripled to a monumental \$US1.3 trillion, and today, U.S. companies employ 320,000 people in Australia, while Australian companies employ more than 150,000 people in the United States. It is estimated that U.S. exports to Australia support a further 300,000 American jobs.

The commitments we made in AUSFTA also provide long-term certainty for traders and investors. This certainty, which is at the heart of enduring prosperity, has been particularly important during this time of global economic upheaval. It has allowed us to be optimistic about the future.

Our partnership is only growing closer, with significant collaboration across a range of emerging sectors,

including critical minerals, frontier, space and digital technologies. Recent achievements by Australian and U.S. companies to assist patients in each country during the pandemic further demonstrate the value of certainty created by AUSFTA.

AUSFTA is not only a key pillar of our economic relationship; it embodies the idea of our enduring partnership, our Mateship.

For over 100 years, Australian and American troops have served side-by-side in every major conflict—a symbol of our shared values and enduring military, economic and cultural alliance.

These shared values will underpin our growing partnership over the next 15 years and beyond.

Staff Contact: Susanne T. Stirling

COVID-19 Surge Prompts Return to Purple Restrictions

From Page 1

state's effort to tamp down the virus, California Health and Human Services Secretary Dr. Mark Ghaly said in a statement.

Just 11 counties are in the red tier

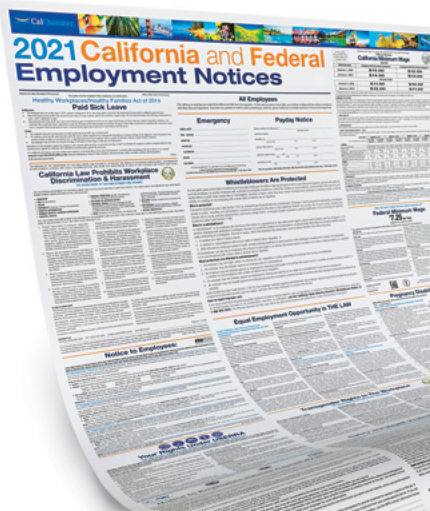
(substantial virus presence), four in the orange (moderate) tier and two in the yellow tier (minimal)

The updated tier assignments and recap of the restrictions at each level appear at covid19.ca.gov.

For links to the updated mandates and new podcasts that include keeping up-to-date on shifting requirements, see the California Chamber of Commerce coronavirus resource page at www.calchamber.com/coronavirus.

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Mandatory Updates to Required Notices for January 1, 2021

Will you be ready to post and hand out updated employment notices starting January 1? Now's the time to preorder your California and Federal Labor Law posters and pamphlets, California Wage Order posters, as well as applicable California city and county posters and select out-of-state posters.

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