

# ALERT

## Business Community PSA Encourages Vaccinations

*All Residents 16 and Older Eligible for Vaccines*



*Sign up to know when it's your turn to get the Covid-19 Vaccine.*

California's business community has released a new public service announcement (PSA), called "Do It For," encouraging Californians to get vaccinated when it's their turn.

The PSA is airing statewide on TV, radio and social media, reaching millions of California residents in both [English](#) and [Spanish](#).

"The key to opening up California's economy safely and responsibly is to get every Californian vaccinated," said Allan Zaremborg, CalChamber president and CEO.

California's business community has released a new public

### Slowing the Spread

"Over the past year, the business community has invested hundreds of millions of dollars to protect employees and customers, while dealing with unpredictable openings and closings, capacity limitations and other economic disruptions.

"Our efforts helped slow the spread, and now we're stepping up to be part of the solution in ending this pandemic by encouraging our employees and the general public to get vaccinated and help their local businesses and schools get back to normal," the coalition said.

*See Business Community PSA: Page 4*

## Three Bills Added to CalChamber Job Killer List



The California Chamber of Commerce this week added three bills to its annual list of job killer legislation. The additions bring the 2021 job killer list to a total of 23

legislative bills that would place California employers and the state's economy in harm's way should they become law.

Two of the bills added this week would increase labor costs on employers and a third would establish a new private right of action.

So far this year, the CalChamber has identified 25 job killer bills. One was amended to remove its job killer provisions and another failed to pass its first legislative committee, bringing the current total to 23.

The three additions to the list are:

### Workplace Safety

• **AB 701 (Lorena Gonzalez; D-San Diego) New Private Right of Action, PAGA Litigation, and Regulations for Warehouses.** Threatens warehouse employers with duplicative costly litigation by creating a new, independent private right of action, and a representative action under the Private Attorneys General Act (PAGA), for failing to comply with vague standards. Additionally invites ongoing litigation by creating a rebuttable presumption of retaliation for any adverse employment

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### The Workplace

## Vaccination Is Key to Reopen Economy



In **Episode 116** of The Workplace podcast, CalChamber President and CEO Allan Zaremborg and Dee Dee Myers, senior adviser

to Governor Gavin Newsom and director of the Office of Business and Economic Development (GO-Biz), discuss the COVID-19 vaccine and why it is critical to reopening the California economy.

### Reopening Set for June 15

Earlier this month, Governor Newsom

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May 12-13, 2021

**VIRTUAL CAPITOL SUMMIT & SACRAMENTO HOST BREAKFAST**



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## Labor Law Corner

# Premium Pay Penalty Due When Employee Given Late Meal Break



Ellen S. Savage  
HR Adviser

*Yesterday our store was very busy, so I could not let my employee leave for a meal break until very late in the day. Do I owe the employee a one-hour meal period penalty because their lunch break was late, or is it owed only if they didn't get a meal break at all?*

California's meal period penalty is owed both when an employer fails to provide an employee with a meal break at all, as well as when the meal break is

provided later than is legally required. The penalty is known as premium pay.

### Meal Break Mandate

California law mandates that meal breaks must be provided on shifts over a certain length, and also sets a time by which meal breaks must be taken. Employees who work more than five hours must be provided with a meal break of at least 30 minutes, and that meal break must begin no later than the end of the employee's fifth hour of work.

This means the employee must clock out for a meal break no later than 4 hours and 59 minutes after starting work. Note that there is an exception allowing an employee who works no more than six hours to waive their meal period with consent of the employer.

These rules regarding meal period requirements are contained in Labor Code Sections 226.7 and 512, as well as Section 11 of each of California's Industrial Welfare Commission (IWC) Wage Orders.

### Premium Pay Penalty

Labor Code Section 226.7(c) requires a penalty of one additional hour of pay at the employee's regular rate of compensation "if an employer fails to provide an employee a meal ... period in accordance with a state law, including, but not limited to, an applicable statute or applicable regulation, standard, or order of the Industrial Welfare Commission...."

Since providing a meal break that starts later than the end of the employee's fifth hour of work is not in accordance with the timing requirement in the state Labor Code and the IWC Wage Orders, one hour of premium pay is owed to an employee

who is not provided a meal break until after that time. This is true even though the employee eventually was provided with a meal break later in the day.

### Second Meal Break

A second meal break is required when an employee works longer than 10 hours. The meal break must begin no later than the end of the 10th hour of work. An employee may waive the second meal break if they will work no longer than 12 hours and have taken the first meal break as required.

A meal break penalty is owed to an employee whose required second meal break is not provided, or provided later than the required time. If the employee were to be denied both meal breaks or given both meal breaks late, however, the statute requires payment of the penalty *only once for each workday*.

This means an employee who was provided late meal breaks multiple times in one day, or given no meal breaks at all, would receive only one hour of premium pay.

*Note that there is an exception to the meal break rules for employees working in the motion picture industry under IWC Wage Order 12, which allows those employees to work up to six hours without a meal period, even without a waiver.*

*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](http://www.hrcalifornia.com).*

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## CalChamber-Sponsored Seminars/Trade Shows

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

### Labor and Employment

HR Boot Camp Virtual Seminar. May 6-7, Online. (800) 331-8877.

Managing CFRA Leave as a Large Employer. CalChamber. May 27-28, Webinar. (800) 331-8877.

### International Trade

Small Business; Big Ideas: Protecting Your IP Rights. U.S. Commercial Service. April 26, Online. (514)

513-5224.

Virtual Visit by HRH Crown Prince Haakon of Norway to California. Norwegian Consulate General in San Francisco, Innovation Norway and Governor's Office of Business and Economic Development (GO-Biz), April 27-28, Online. (916) 322-0559.

A Seat at the Table: In Conversation with Ambassador Capricia Penavic

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## Vaccination Is Key to Reopen Economy

*From Page 1*

announced that California will be fully reopening its economy on June 15. Why, Zarembek asks Myers, did the Governor choose June 15?

Two science-based factors determined that decision, Myers replies. One factor is that COVID-19 vaccines are now widely available and when the podcast was recorded almost 23 million doses had already been distributed. Moreover, Californians can expect to see the vaccine supply increase in the coming weeks. [As of April 21, more than 26 million vaccines had been administered.]

The second factor is that there has been a substantial decrease in COVID-19 infection rates, and hospitalization and intensive care unit (ICU) rates, she says.

The eligibility for the COVID-19 vaccine opened to everyone over 16 years old on April 15, so the June 15 date was chosen to give people enough time to make their vaccination appointments and receive their two doses of the vaccine and reach peak immunity.

By June 15, Myers says, there should be a substantial number of people who have been vaccinated.

But just because the economy is reopening does not mean that the virus is no longer a threat. Myers cautions that the state will have moved on enough to reopen, but people will still need to take common sense safety precautions.

### Vaccine Is a ‘Game Changer’

Even though the COVID-19 vaccine is available, there is still some vaccine hesitancy, so it’s on us to educate people, Myers says. President Joe Biden said

that everyone who wants a vaccine will be able to get one by the end of May, so organizations and businesses should encourage people to get vaccinated. State officials will be working to make vaccines accessible to vulnerable communities and provide vaccines in close proximity to where people live.

Businesses can encourage their workers to get vaccinated by providing incentives, such as granting time off, she says.

The most important thing people can do to help fight this virus is to get vaccinated, she urges.

Zarembek agrees, saying, “There’s no question that vaccines are a game changer.”

He points out that the difference vaccines can have can be seen between California and wealthy countries that don’t have vaccines available. Countries like Germany and France remain locked down, while California is reopening.

In encouraging others to get vaccinated, Myers suggests that people highlight the fact that vaccinated people won’t have to wear a mask when they are in an indoor area with other vaccinated people. Vaccinated people also will be able to attend indoor concerts and sporting events.

“Let’s continue to be mindful so that we can go back to business and go back to the lives and activities that we love and that we’ve all missed so much,” she says.

### ‘Light at the End of Tunnel’

The COVID-19 pandemic has affected the business community unevenly, with some businesses prospering, while others, such as those in the tourism and hospital-

ity sector, were hit hard, Zarembek says.

Tourism and hospitality are a critical piece of California’s economy, Myers says, and another reason the Governor chose June 15 as the reopening date is to give businesses more predictability and time to prepare for conferences and events.

Visit California will soon be promoting areas of the state that people can visit, she adds, and travel rules for out-of-state visitors, such as vaccine requirements, will also be developed.

Will the state develop a way for people to prove they’ve taken the vaccine, Zarembek asks?

California will not be developing its own vaccine platform, or “vaccine passport,” Myers answers. Instead, the state is leaving it up to the private sector to develop platforms and it will be up to individuals to choose how they want to demonstrate that they’ve taken the vaccine, such as through provider documents or a vaccination card.

In wrapping up the podcast, Zarembek urges listeners to get vaccinated and encourage the people around them to get vaccinated as well.

The most important thing we can do as residents of California and as members of our communities is to get vaccinated, Myers says. The vaccine is working even better than was expected and it is the light at the end of the tunnel to get customers and the community back to normal.

State grant and loan programs through GO-Biz are available to help businesses reopen and bring employees back to work. For more information, visit <https://business.ca.gov/coronavirus-2019/>.



**UPDATES NOW IN EFFECT**

## CalChamber’s all-in-one 2021 California and Federal Labor Law poster reflects the most current notices for your employees.

**NEW POSTING WITH MANDATORY UPDATES EFFECTIVE JANUARY 1, 2021**

Our steady presence at the State Capitol and direct contact with state agencies bolster our commitment to providing you with the most accurate, up-to-date labor law notices year-round.

**BUY NOW**

## Rebate Program Aims to Help Businesses Explore Global Markets

Companies that do business internationally or seeking to start may want to consider saving time and money by signing up for the ATA Carnet, also known as the “passport for goods.”

The program enables companies doing business internationally to temporarily import goods for up to one year in multiple countries, without having to pay import duties or taxes.

The California Chamber of Commerce is joining the United States Council for International Business (USCIB) in offering a special rebate program to help businesses recover and get back to global business.

U.S. exporters of all sizes — especially micro, small and medium-sized businesses — can benefit by registering for the ATA Carnet before exploring new markets by promoting goods and services at trade shows and conferences abroad.

The initials “ATA” are an acronym of the French and English words admission temporaire/temporary admission.

### Authorized Service Providers

Since 1969, the USCIB has been the national guaranteeing and issuing association for ATA Carnets in the United States. Each year the United States issues more than 21,000 carnets for goods valued at

more than \$6 billion. Worldwide, more than 185,000 carnets covering goods valued at more than \$6 billion are issued.

The USCIB appointed two authorized service providers to issue carnets in the United States. Interested businesses can apply through either provider.

- Corporation for International Business (Boomerang Carnets), <https://ATACarnet.com>.

- Roanoke Insurance Group, <https://carnet.roanoketrade.com>.

### Goods Covered

With the ATA Carnet, businesses can transport nearly all types of nonconsumable goods, including commercial samples, professional equipment and goods for exhibitions. Examples include:

- broadcast equipment;
- computers;
- industrial machinery;
- jewelry;
- apparel for photo shoots and shows;
- sports gear and equipment;
- trade show booths;
- artwork and antiques.

### Benefits of ATA Carnets

- Saves time and money; helps cash flow.

- Is issued before departure.
- Can be processed in 24 hours.
- Streamlines the process for exports and imports.
- Simplifies the customs process with a single document.
- Eliminates duties, taxes and temporary importation bonds.
- Provides unlimited use in 87 countries and territories for one year.
- Easier and less costly than a temporary import bond.

The price of an ATA Carnet ranges from \$235 to \$475 depending on the value of the goods traveling. A standard security deposit equal to 40% of the value of the goods is required to guarantee the terms of the carnet. The ATA Carnet deposit can be secured with a surety bond that can be provided along with the ATA Carnet.

### Rebate

After being issued their ATA Carnet, new holders can apply for the rebate by filling out and [submitting this form](#) with a copy of the ATA Carnet Green Cover.

More information is available at the ATA Carnet page under Trade Services at [USCIB.org](https://USCIB.org).

**Staff Contact: Susanne T. Stirling**



Get Back to Global Business.

ATA Carnet saves you time *and* money!





\$50  
Rebate  
Offer!

## Business Community PSA Encourages Vaccinations

From Page 1

### Business Groups

The California Chamber of Commerce and other business leadership groups, including the California Asian Pacific Chamber of Commerce, the California African American Chamber of Commerce and the California Hispanic Chambers of Commerce, joined forces on this project on behalf of major employers, small businesses, and women- and minority-owned businesses because they recognize the role the safe, effective and life-saving vaccines play in reducing transmission, achieving herd immunity

and allowing businesses to re-hire and restart the economy.

### Job Loss

California’s economy has been hit hard by the COVID-19 pandemic, which decimated entire industries and disproportionately affected small and minority-owned businesses.

Over the last year, California has lost 1,253,400 jobs, the most of any state. New York, which saw the second-highest job loss during the pandemic, lost only half that number, approximately 674,200 jobs.

While California saw significant gains

in workforce numbers in February, conditions will continue to improve as vaccination rates allow for more aspects of the economy to reopen.

Repeated surveys have shown that business, especially an individual’s employer, is the most trusted resource on information regarding COVID-19.

Funding for the “Do It For” campaign is provided by a wide cross-section of the state business community.

### More Information

For more information on the state’s efforts, please visit [myturn.ca.gov](https://myturn.ca.gov).

# Drought Preparations Picking Up as State Dry Spell Continues with No Relief in Sight



California's water supply levels are continuing to drop closer to those at the beginning

of 2014, which was the start of the last drought cycle.

The whole state is in some sort of drought, with conditions ranging from abnormally dry to exceptional drought, according to the U.S. Drought Monitor map. As reservoir levels continue to drop, hydropower production also may decline.

Dry conditions and the resulting water supply cutbacks pose challenges for food producers.

The state is particularly dry because 2020 was a very hot climatic year combined with a very dry water year. Although the state carried over about 300,000 acre-feet at Lake Oroville, the reservoir is holding 53% of its historic average while Lake Shasta is at 61% of historic average.

## Governor's Order

On April 21, Governor Gavin Newsom [directed state agencies](#) to act immediately "to bolster drought resilience and prepare for impacts on communities, businesses and ecosystems if dry conditions extend to a third year."

At a news conference the same day, he signed a drought emergency declaration for Mendocino and Sonoma counties in the Russian River watershed.

The Governor emphasized the importance of a regional approach to tackling the drought and said the administration is prepared to add drought declarations for other communities if local conditions warrant it.

The administration's drought task force, chaired by Resources Agency Secretary Wade Crowfoot, has been actively monitoring water conditions statewide since last fall.

## Allocation Cutbacks

In March, state and federal water officials cut projected amounts of water they plan to send farmers and cities. The state Department of Water Resources (DWR) cut initial allocations of 10% to 5% of requested supplies. The U.S. Bureau of Reclamation told its water contractors

that the Bureau was freezing allocations and not to expect to receive any water until a reassessment in June.

The State Water Resources Control Board (State Water Board) sent notices to California's 40,000 water users, from small farms to big cities, informing them of likely cuts to water supplies. It was a preliminary warning to water rights holders that there isn't enough supply to fulfill all the water rights on the books. The State Water Board will probably know by May or June if orders to stop taking surface water will be necessary.

The Reclamation Bureau announced this month that springtime operations at Shasta Dam will adjust to benefit endangered winter-run Chinook salmon in the Sacramento River during this critically dry water year.

Change is coordinated between state and federal agencies plus the Sacramento River Settlement Contractors to preserve the limited supply of cold water behind the dam.

What the Bureau's announcement means is that warmer water will be released from the dam, holding back cold water for later in the year when the salmon need it. The releases will bypass Shasta's powerplant, reducing the hydropower generated. Shasta's powerplant provides power to an estimated 250,000 households per day.

## Colorado River Basin

Lake Mead and Lake Powell (close to the Arizona-Utah border) haven't rebounded from hot, dry conditions of the last 21 years. The reservoirs will likely drop later this year, leading to mandatory conservation by some of the biggest users of the river's water.

It looks like Lake Mead on the Arizona-Nevada state line will drop below 1,075 feet in elevation in June. That's going to trigger a shortage declaration. Federal officials, however, regularly issue long-term projections in August with cuts taking place in January.

Arizona, Nevada and Mexico voluntarily gave up Colorado River water under a drought contingency plan in 2019. The two U.S. states would be the first to be subject to mandatory cuts. California eventually will have to reduce its Colorado River draw if the drought continues.

## Reducing Water Use

Many water districts and agencies have been working with their customers for the last couple of months to reduce water usage. Not every district has groundwater supplies to fall back on, so early conservation is necessary.

There were 40 applications for water transfers in the first quarter of this year — up from 19 applications in 2020. But transferring water works only if there are supplies to transfer.

Earlier this week, the Marin Municipal Water District became the first in the state to impose mandatory conservation measures, with penalties being enforced starting May 1.

## Food Production

Agricultural operations have been trying to decide how much to plant or whether to decrease herds depending on water availability.

Since the end of February, farmers have been planting in the Central Valley and planting continues in some commodities. Ranchers in the Klamath area are culling herds to reduce the need to purchase supplemental feed and water for cattle. Orchardists will have to keep irrigating so their trees don't die, whereas other types of growers can fallow land to save water.

## Lessons from History

California learned much from the last drought cycle. Conservation measures are embedded into how water is used. Businesses upgraded equipment and employed water-saving strategies in operations. Agriculture continued investments in technology to grow more produce using less water. Residential users purchased newer water-saving appliances, changed landscaping, and found ways to reduce their water usage.

The state is in better shape to deal with drought than it was in 2014. Still, a drought now brings a whole set of new problems for business and agriculture to contend with on the heels of staying viable through a pandemic that caused many disruptions and financial hardships.

**Staff Contact: Valerie Nera**

# 27 CalChamber Members on *Fortune* List of 100 Best Companies to Work For



Twenty-seven California Chamber of Commerce member companies have been selected by

*Fortune* as among the 100 best companies to work for in 2021.

Company responses to COVID-19 were a significant factor in compiling this year's list. The magazine describes its honorees as "the most heroic companies" for supporting their people and communities in the United States during this historically challenging year.

## Featured Companies

Following are the 27 CalChamber member firms on *Fortune*'s "100 Best Companies to Work For" list and what the employees had to say about their employers.

- **Cisco** (information technology, No. 1) The company leadership "works to ensure that the company is an active member of the communities in which we operate and are quick to provide resources to support the most vulnerable." Their attention to the health and welfare of the surrounding community is "extraordinary."

- **Salesforce** (information technology, No. 2) "During this pandemic, our company has shown its true colors. What the executive team has done to support our communities and country is outstanding and makes me so grateful every day." One employee is on the WINDforce employee group and "asked our executive team if they could consider sending a large amount of PPE to a Native American tribe and guess what? They did!"

- **Capital One Financial Corporation** (financial services and insurance, No. 9) "During the COVID-19 crisis this company not only took care of its employees, but also paid third-party contractors who couldn't come to our closed offices and worked in the company cafeteria, security, and janitorial services... The CEO and management show that they care about people with their actions."

- **Intuit Inc.** (financial services

and insurance, No. 11) Intuit has been "awesome" during the pandemic. It established multiple programs to help employees deal with being a caretaker, maintain a work/life balance and take care of themselves and their families. Employees also are receiving "additional days to 'recharge' so we can really unplug and not feel like we should be 'on' and none of it decreases our PTO [paid time off] balance."

- **Target Corporation** (retail, No. 14) "Target is one of the most philanthropic companies in the world! One of our beliefs is that we have a moral obligation to humanity... Not only do we care for each of our team members, we care deeply for each of our guests and our communities."

- **Marriott International Inc.** (hospitality, No. 15) "Hands down, the way Marriott took care of their associates during the pandemic was beyond unbelievable!" The hospitality industry was hit hard during the pandemic and many positions were furloughed. Marriott partnered with outside companies that were hiring hourly and executive positions and made sure employees had access and references to get a new job/career if they chose that path.

- **Hyatt Hotels Corporation** (hospitality, No. 16) During the pandemic Hyatt Hotels suspended operations for seven months. During this time all 800 colleagues were kept on furlough status in order to have their health insurance remain active. In addition, the company covered 100% of all employee premiums and benefits.

- **Comcast** (telecommunications, No. 21) During the pandemic the company made every effort to keep all employees working with no layoffs. It accommodated the employees at every level as they balanced health, childcare, and all other instances as the pandemic continued. Mike Burnett, regional vice president of technical operations for Comcast California, is a CalChamber Board member.

- **Bank of America** (financial services and insurance, No. 22) The CEO's commitment to no layoffs during the pandemic "has given everyone I've spoken to huge peace of mind. That's a massive commitment to make during

a time of uncertainty." Julian Parra, regional executive, is a CalChamber Board member.

- **Perkins Coie LLP** (professional services, No. 23) The firm responded "incredibly well" to the pandemic, transitioning to remote work in just 10 days, regardless of the employee's role in the company. All resources needed to work from home and cope with emotional stress were provided. Added benefits rolled out included a free subscription to a meditation app to promote wellness.

- **Nugget Market Inc.** (retail, No. 24) With health being a major focus of concern, employees said they appreciate the "Thank You" pay all associates have received during the pandemic. "Although it is still concerning to have so much exposure due to our service to the public, I feel comforted to know that if I get sick I will be taken care of because of the financial stability and amazing benefits the company has always offered."

- **Kimley-Horn and Associates Inc.** (professional services, No. 30) "The company is upfront and honest about its plans and why they are making them." The company has taken the time to create plans and explain them to the employees. "It can be easy to be a great company when times are perfect, but they have really shown that they care and are a great company when times are more uncertain."

- **Experian** (financial services and insurance, No. 31) "Leadership focuses on ensuring employees have what we need to be our best... the response to COVID has been amazing. They rapidly transitioned us to work from home with great support for the different situations that each employee faced."

- **Deloitte** (professional services, No. 34) Deloitte has done a lot for its employees through the pandemic including helping parents financially with young children at home as well as kids learning virtually. "I am grateful for how they have rallied around their employees during the pandemic." Garrett Herbert, regional managing partner – West Region, is a member of the CalChamber Board.

- **The Cheesecake Factory Incorporated** (hospitality, No. 35) The

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## CalChamber Members on *Fortune* List of 100 Best Companies to Work For

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company provided everyone with a free meal everyday throughout the period of being furloughed. It provided employees with home essentials, such as toilet paper, and nonessential items, like games and fun things to pass the time in quarantine. They offered help in filing for unemployment as well as resources to find temporary jobs during the shutdown.

• **PricewaterhouseCoopers**

**LLP** (professional services, No. 38) “Leadership was clear in both messaging and actions that top priorities were employee safety, avoiding layoffs and promoting well-being. There were frequent webcasts to keep all of us updated, provide ongoing guidance on working virtually and team together.” Stefanie Kane, Southwest managing partner, is a CalChamber Board member.

• **KPMG LLP** (professional services, No. 39) “With the pandemic, leadership communicated early and often, acted in a timely manner to prevent staff from exposure, implemented a program for individuals to take equipment to their home offices, and asked employees about their thoughts on returning to the office.” Communication has increased via meetings and “all hands calls to promote a sense of connection and understanding about firm updates.” Lisa Daniels, managing partner, is a CalChamber Board member.

• **Progressive Insurance** (financial services and insurance, No. 40) The immediate response to the pandemic to enable their near total employee population to work from home and provide all the tools and equipment needed to do their job remotely makes this a great place to work. They modified their bonus/gainshare policy to pay out quarterly rather than the end of the year in order to provide funds to those with job losses within their families.

• **Ernst & Young LLP** (professional services, No. 41) “Rather than lay off people for fear of decreased revenue, our leadership has decided to eliminate bonuses and other expenses so that we can keep people on the payroll.” The company encouraged the global EY community to help others, such as by making donations to help government agencies manage testing and tracking. “I feel our firm and our people care about each other and the broader global

community.” Kailesh Karavadra, West Growth Markets leader, is CalChamber first vice chair.

• **Accenture** (professional services, No. 44) “Their response to COVID-19 was great! They stepped in and made accommodations in a way that really made a difference. The benefit they extended for dependent backup care was huge for my family!” They are also helping parents with children heading back to school.

• **Bain & Company** (professional services, No. 55) “When Bain says it is a people first company, it means it... When the pandemic hit, the company immediately made clear that every person’s job was safe and that the executive team would take the pay hits required if the business suffered — layoffs were not coming and people could rest easy.” The company invested heavily to ensure employees had the personal capacity to continue working and made sure every employee had a chance to openly discuss and solve their individual needs. Jason Glickman, partner, is a CalChamber Board member.

• **Bright Horizons Family Solutions** (education and training, No. 64) “I joined this company as part of an acquisition and thought there was a lot of internal hype, but the way the company has responded to the pandemic has really made me believe that the top-level management takes our company values very seriously.”

• **IBM** (information technology, No. 72) “The response to COVID-19 and the support of employees with external commitments to caretaking, etc., was first class. Ditto the dedication to creating an open and welcoming environment to a wide range of employees, with a dedication to diversity that seems to be consistently reflected in programs and initiatives rather than just in statements of support.”

• **Scripps Health** (health care, No. 76) “I like that the CEO has been very engaged with the fight against COVID, reaching out to the press with real information. When a lot of the San Diego community was questioning whether COVID was such a big deal, he allowed the ICU staff to share their stories, which led to national press coverage of the situation.”

• **Farmers Insurance** (financial services and insurance, No. 84) “Before there was any mention of the dangers of spreading COVID in the workplace,

we were getting the option to work from home if we felt safer doing so. On top of that, the flexibility and understanding that I have four kids at home that now have to be essentially home schooled and that my work schedule might have to change, was more than I could have ever expected. The amount of stress [that took off of us] is immeasurable.”

• **NuStar Energy** (transportation, No. 96) NuStar “goes out of their way to care for the employees,” seen during the pandemic by protecting employees through remote workplace requirements. This huge undertaking included equipping the employees with tools and resources needed to work remotely. “NuStar has elected the employee first mentality and has not had any layoffs to date.”

• **Alston & Bird LLP** (professional services, No. 97) “The flexibility of being a working mother. Whether that is using the array of childcare services provided in our benefits, or the understanding of my direct manager and others in the department to care for my family as needed, they still treat me the same as everyone else, and therefore I know my family and job are both safe. I am allowed plenty of space to figure out creative ways to problems and get input from others on best ways to execute.”

### Methodology

To compile the ranking, people analytics firm Great Place to Work® surveyed more than half a million workers at companies with at least 1,000 U.S. employees. The survey examined issues such as how trustworthy, caring and fair the company is in times of crises; employees’ physical, emotional and financial health; and the company’s broader community impact.

The analysis paid close attention to how employees’ experiences varied depending on their job role, gender, race/ethnicity, payroll status, and other characteristics.

Confidential employee feedback accounted for 60% of each company’s score, while 40% was based on the programs each company said they created to support their people and communities in response to the pandemic.

To see the full list of 100 Best Companies to Work for, visit <https://fortune.com/best-companies/2021/>.

## CalChamber-Sponsored Seminars/Trade Shows

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- Marshall. World Trade Center Washington D.C. and World Trade Center Dublin. April 27, Online. (202) 759-0074.
- Overview of Architecture and Engineering in Latin America. U.S. Commercial Service. April 27, Online. (800) 872-8723.
- Saudi Arabia: NEOM Sector Updates and Strategic Partnerships. Business Council for International Understanding. April 27, Online. (212) 490-0460.
- Leverage an Algorithm to Find Your Best New Markets! U.S. Commercial Service. April 27, Online. (800) 872-8723.
- Trademark Basics Boot Camp, Module 4: Application Filing Walk-Through. U.S. Patent and Trademark Office. April 27, Online. (800) 786-9199.
- Advocacy: Leveling the Playing Field for U.S. Defense Firms. U.S. Commercial Service. April 28, Online. (800) 872-8723.
- FDA 2021 and Beyond, It's Not Just About PPE. Foreign Trade Association. April 28, Online. (888) 223-6459.
- Getting the Crew Back Together: Navigating Frequent Return to Work COVID-19 Storms. Foreign Trade Association. April 28, Online. (888) 223-6459.
- Mexican Automotive Sector Overview. U.S. Commercial Service. April 28, Online. (800) 872-8723.
- Tech Download: Cybersecurity in Malaysia, Singapore and the Philippines. U.S. Commercial Service. April 28, Online. (800) 872-8723.
- Argentina Video Chat. U.S. Commercial Service. April 29, Online. (800) 872-8723.
- Export Finance Tools. Northern California Small Business Development Center. April 29, Online. (707) 826-3919.
- Opportunities for U.S. Environmental Technologies in Latin America. U.S. Commercial Service. April 29, Online. (800) 872-8723.
- Forced Labor: What It Is and How to Survive an Audit. Foreign Trade Association. April 29, Online. (888) 223-6459.
- California-Baja California IT and Aerospace Virtual Mission. Governor's Office of Business and Economic Development (GO-Biz), U.S. Commercial Service and U.S.-Mexico Chamber of Commerce. May 3–6, Online. (279) 666-9104.
- How to Finance and Increase Your Company's Export Sales and Limit Risks. U.S. Commercial Service, EXIM Bank and Small Business Administration. May 3, Online. (800) 872-8723.
- Mexico Natural Care Products "Coffee Chat." U.S. Commercial Service. May 3, Online. (800) 872-8723.
- Doing Business with Italian Ports – The Ports of Genoa. U.S. Commercial Service. May 4, Online. (800) 872-8723.
- Increase Market Share through Website Localization. U.S. Commercial Service. May 4, Online. (800) 872-8723.
- 9th Annual World Trade Week: Trade Challenges and Opportunities in a Post-COVID World. The Port of Hueneme. May 4, Online. (805) 488-3677.
- Insights Outreach Navigation Workshop: Partnering with DHS Using CRADAs (Technology Transfer and Commercialization Program Tools). Department of Homeland Security. May 4, Online. (202) 282-8010.
- Key Export Controls. U.S. Commercial Service. May 4, Online. (800) 872-8723.
- Making the Most of Virtual Trade Shows: Practical Tips for U.S. Companies. U.S. Commercial Service. May 4, Online. (617) 565-4302.
- Cosmetics and Personal Care Opportunities in Ethiopia. U.S. Commercial Service. May 5, Online. (800) 872-8723.
- European Union Natural Care Products "Coffee Chat." U.S. Commercial Service. May 5, Online. (800) 872-8723.
- International Sales Channels "Go to Market" Strategies for U.S. Exporters. U.S. Commercial Service. May 5, Online. (800) 872-8723.
- U.S.-Mexico-Canada Agreement: First Year in Review. U.S. Commercial Service. May 5, Online. (800) 872-8723.
- RAISE (Rural America's Intelligence Service for Exporters) Market Intelligence to Grow Your Exports. U.S. Commercial Service. May 6, Online. (800) 872-8723.
- Export Documentation Coffee Chat. U.S. Commercial Service. May 6, Online. (800) 872-8723.
- World Trade Week Southern California Kickoff. Los Angeles Area Chamber of Commerce. May 6, Virtual. (213) 580-7500.
- Virtual ICT Roundtable with United Nations. U.S. Commercial Service. May 6, Online. (800) 872-8723.
- Global Intellectual Property Coffee Chat. U.S. Commercial Service. May 6, Online. (800) 872-8723.
- China Medical Equipment Fair. California Small Business Export Program. May 13, Shanghai, China. (714) 951-5446.
- Virtual Trade Mission Preparation and eTrade Readiness. California International Trade Center. May 13, Online. (562) 938-5290.
- Digital Business Solutions: Introduction to Website Globalization for Manufacturers, Part 1. U.S. Commercial Service. May 13, Online. (800) 872-8723.
- Orange County World Trade Week - Trade: The Path to Recovery and Growth in 2021. Southern California District Export Council. May 18–20, Online.
- 95th Annual World Trade Week: Exploring the International Trade Landscape. Foreign Trade Association. May 20, Online. (888) 223-6459.
- A Seat at the Table: In Conversation with HRH Princess Reema bint Bandar, Ambassador of the Kingdom of Saudi Arabia to the United States. World Trade Center Washington D.C. and the World Trade Center Dublin. May 25, Online. (202) 759-0074.
- 2021 Virtual Export Conference. National Association of District Export Councils (NADEC). May 26 and May 27.
- Federal Maritime Commission Trade and Compliance Seminar. Foreign Trade Association. May 27, Online. (888) 223-6459.

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## CalChamber Calendar

### Capitol Summit:

May 12, Online

### Board of Directors:

May 12–13, Online

### Host Breakfast:

May 13, Online



## Call for Nominations: 2022 James Irvine Foundation Leadership Awards



James Irvine Foundation is now accepting nominations for the 2022 Leadership Awards.

Irvine, a long-time partner with the California Chamber of Commerce on various public policy projects, has honored 100 Californians with Leadership Awards since the program began in 2006.

Each year, the Leadership Awards

recognize individuals who are advancing breakthrough solutions to critical issues facing California. Each recipient's organization receives \$250,000 and the Foundation helps them share their solutions with policymakers and peers.

### You Can Nominate a Leader!

To find these leaders, the Foundation relies on partner organizations, businesses and citizens to suggest nominees. Irvine encourages nominations that reflect the

diversity of California's populations, regions, and sectors. You can submit a nomination at <https://irvineawards.org/nominations/>.

Past recipients of the awards can be found at <https://irvineawards.org/award-recipients/>. All Californians benefit from a vibrant public service sector, whether leaders are in private industry, government or nonprofit organizations.

Nominations are open until May 7, 2021.

## Three Bills Added to CalChamber Job Killer List

From Page 1

action associated with an employee's work performance, and compels duplicative and likely inconsistent regulations from both Labor Commissioner and Cal/OSHA regarding appropriate performance levels in warehouses.

### Labor and Employment

- **AB 650 (Muratsuchi; D-Torrance)**

#### Healthcare Workers: COVID-19

**Bonuses.** Imposes at least an estimated

\$6 billion in direct payroll costs on healthcare providers through mandatory bonuses retroactive to January 1, 2021, which will jeopardize access to affordable healthcare due to the billions of dollars the healthcare industry has lost during the pandemic. Prohibits healthcare providers from reducing staff even if they are unable to afford to continue to pay those bonuses.

### Workers' Compensation

- **AB 1465 (Reyes; D-San Bernardino) Workers' Compensation: Medical Provider Networks.** Mandates creation of state-run Medical Provider Network for workers' compensation claims, which will impose millions of dollars of costs on the current system as well as the state while reducing injured workers' access to quality care.

The full job killer list can be found at [www.calchamber.com/jobkillers](http://www.calchamber.com/jobkillers).

## Great Savings on California Harassment Prevention Training

Are you providing mandatory California harassment prevention training to your employees every two years? What about out-of-state supervisors who manage California employees? And seasonal or temporary employees you hire directly (which is a new requirement)?

Whether you need to train employees or supervisors, **save 20% through April 30, 2021**. Preferred and Executive members receive their additional 20% member discount.



Engaging Movie-Quality Videos | Expert Commentary

**BUY NOW** at [calchamber.com/hpt2021](http://calchamber.com/hpt2021) or call (800) 331-8877. Priority Code H21A