

ALERT

CalChamber Identifies 4 More Job Killer Bills



The California Chamber of Commerce this week added four bills to its job killer list, bringing the total number of bills on the list to 15.

• **AB 2183 (Stone; D-Scotts Valley)**

Forced Unionization Process for Agricultural Employees.

Limits an employee's ability to independently and privately vote for unionization in the workplace, by essentially eliminating a secret ballot election and replacing it with the submission of representation cards signed by over 50% of the employees, which leaves employees susceptible to coercion and manipulation by labor organizations. Also, unfairly limits an employer's ability to challenge the cards submitted by forcing employers to post an unreasonable bond, and then limits an employee's ability to decertify a union, by forcing them to go through the ballot election process instead of submission of representation cards. Also includes an unnecessary presumption of retaliation that is effectively unlimited in scope because it would apply for the duration of an election campaign, which could last for a year or more.

• **AB 2188 (Quirk; D-Hayward)**

Limits Employers' Ability to Keep Workplace Drug-Free.

Risks work-

place safety by promoting marijuana use to a protected class under California's discrimination law, on par with national origin or religion. Also effectively prohibits pre-employment drug testing, harming employers' ability to keep their workplace safe and drug free. In addition, would prohibit use of traditional marijuana tests, such as urine and hair testing, and compel employers to utilize saliva-based testing.

• **AB 2840 (Reyes; D-San Bernardino) Warehouse and Logistics Project Ban.** Circumvents the California Environmental Quality Act, creates an unprecedented ban on warehouses and logistics use projects irrespective of whether there are any project impacts, usurps local authority over land use decisions, exacerbates supply chain problems, and forces union labor for proposed private projects that are not banned.

• **AB 2932 (Low; D-Campbell) Increased Overtime Requirement.** Significantly increases labor costs by imposing an overtime pay requirement after 32 hours and other requirements that are impossible to comply with, exposing employers to litigation under the Private Attorneys General Act (PAGA).

For more information on the 2022 Job Killer list, visit www.calchamber.com/jobkillers.

Fair Pay Initiative Moves Closer to Qualifying for November Ballot



The effort to stop frivolous lawsuits against employers by replacing the state's Private Attor-

neys General Act (PAGA) continues to advance.

The campaign supporting the California Fair Pay and Employer Accountability Act has gathered more than 60% of the signatures needed to place the PAGA reform initiative on the ballot this November.

The California Chamber of Commerce strongly supports the initiative and encourages members to learn more about how it will help both workers and businesses.

Supporters may make monetary contributions through the initiative website at stoptheshakedown.com.

View Interview

CalChamber President and CEO Jennifer Barrera recently outlined the benefits of the PAGA reform initiative in an interview with KGET News.

To watch the interview, [visit this link](#).

Reforms Needed

The California Fair Pay and Employer Accountability Act would replace PAGA with increased enforcement mechanisms in the hands of the Labor and Workforce

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CalChamber
JUNE 1-2, 2022
CAPITOL SUMMIT & SACRAMENTO HOST BREAKFAST

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Cal/OSHA Corner

Standards Board to Consider Update to Required First-Aid Kit Contents



Mel Davis
Cal/OSHA Adviser

I hear that the Occupational Safety and Health Standards Board (Board) will be considering a revision to the requirement to obtain a physician's approval for the items to include in a job site first-aid kit. As the owner of a small business, I purchased an "approved" first-aid kit from a general retail store for use at my site. Is this considered an "approved by a physician" first-aid kit?

This is a question that has been asked and virtually been unanswered for most employers since the advent of Cal/

OSHA. If you had a first-aid kit and it was maintained with basic items, clean and accessible, it was accepted.

In 2010, a safety consultant asked the Board (Petition 519) to remove the requirement for a consulting physician to approve all first-aid kits. The petition was granted on March 17, 2011.

The petitioner noted it would be very difficult for a consulting physician to be sufficiently familiar with the wide variety of possible injury/illness risks to determine knowledgeably the appropriate and necessary contents for the first-aid kit.

The petitioner recommended Construction Safety Orders (CSO), Section 1512, which contained a list of minimal first-aid materials as an alternative to the consulting physician. An advisory committee was convened on June 29, 2011, and developed recommendations that will be considered by the Board later this month.

Proposed Revisions

As previously stated, Section 1512 of the CSO already has the alternative to

use items from a recommended list or as determined by an employer-authorized, licensed physician. The proposal revises the title of the section from "Emergency Medical Services" to "Medical Services and First Aid." Also, the title of General Industry Safety Orders (GISO) Section 3400 was revised to be consistent with CSO Section 1512.

Proposed revisions to Section 1512(c)(1), First-Aid Kit, include adding the phrase "and other materials" and removal of six existing items as being no longer considered appropriate.

Also proposed is the addition of four new items for consistency with the new proposed Section 3400(c)(3) Table 1.

The items proposed for removal are safety pins, scissors, forceps, emesis basin, portable oxygen and its breathing equipment, and tongue depressors.

The four new proposed items are medical exam gloves, single-use antibiotic treatment, single-use antiseptic application, and single-use cardiopulmonary resuscitation (CPR) disposable barrier device.

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Labor and Employment

Covering the Bases: California Wage and Hour Compliance. CalChamber. April 21, Webinar. (800) 331-8877.

HR Boot Camp Virtual Seminar. CalChamber. May 5-6 – SOLD OUT, May 26-27, June 23-24, Online. (800) 331-8877.

Leaves of Absence: Making Sense of It All Virtual Seminar. CalChamber. June 9-10, August 25-26, Online. (800) 331-8877.

International Trade

Maritime Transportation Data Initiative Hearings. Federal Maritime Commission. April 12, Carriers (1); April 19, Carriers (2); Online. (202) 523-5725.

2022 Taiwan Trade Shows. Taiwan External Trade Development Council. Through October 30, Online and In-Person. +886-2-2725-5200.

30th Annual Africa and Diaspora International Conference. Center for African Peace and Conflict Resolution, California State University, Sacramento. April 28-30, Sacramento. (916) 278-6282.

2022 World Trade Week Southern California: Global Trade: Reconnecting the World. Los Angeles Area Chamber of Commerce. May 5, Los Angeles. (213) 580-7569.

Trade Mission to South America. U.S. Department of Commerce, International Trade Administration. May 15-20. (800) 872-8723.

Annual Export Conference. National Association of District Export Councils. May 19-20, Washington D.C.

Maritime Transportation Data Summit. Federal Maritime Commission. June 1, Washington D.C. (202) 523-5725.

Enlit Africa 2022. U.S. Commercial Service, Governor's Office of Business and Economic Development (GO-Biz), Power Africa, U.S. Small Business Administration. June 7-9, Cape Town, South Africa. (279) 666-8635.

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The Workplace

Important Human Resources Bills to Watch This Year



In Episode 148 of The Workplace, CalChamber employment law expert Matthew Roberts and CalChamber policy advocate

Ashley Hoffman discuss three job killer bills under consideration in the California Legislature: **SB 1044 (Durazo; D-Los Angeles), AB 2182 (Wicks; D-Oakland) and SB 1162 (Limón; D-Goleta).**

The framework of potential laws is coming into view at the California Legislature, and we are beginning to see this year's priorities, Roberts says in kicking off the podcast. Already there are a significant number of employment law-related proposals that could have far-reaching implications for most or all businesses in California.

SB 1044

One problematic proposal being considered is SB 1044, a CalChamber job killer bill that would allow employees to leave work or refuse to show up to work if the employee subjectively feels unsafe or there is a state of emergency or emergency condition, Hoffman says.

Recent amendments require the employee to now provide notice where feasible and made some effort to narrow the state of emergency language into threats that are more imminent and ongoing.

The CalChamber, Hoffman says, has three main concerns about the bill:

- First, even with the amendments, there is concern regarding what an "ongoing risk" is. For example, if there

are nearby fires and the air quality index is over a certain threshold, an employee could leave the worksite, even if the California Division of Occupational Safety and Health (Cal/OSHA) has deemed it safe to work.

- The second concern is that SB 1044 takes the determination of what is safe completely out of the hands of Cal/OSHA and other agencies and puts it subjectively onto the employee.

- Finally, Hoffman explains, there are concerns about the impacts of allowing first responders, health care workers and other essential workers to leave their jobs. For example, an agricultural worker may need to attend to livestock that may otherwise perish.

There also is a risk for litigation associated with this bill.

If a worker leaves the worksite and the employer assigns their job duties to someone else, there could be an allegation that they've been replaced, Hoffman points out.

So, this bill does not provide the employer with flexibility, especially in an emergency situation, to be able to cover for missing employees. Moreover, this would fall under the purview of the Private Attorneys General Act (PAGA).

AB 2182

One bill that that was discussed last year and has returned this legislative session, Roberts says, is AB 2182. This job killer bill adds a new protected class to the California Fair Employment and Housing Act (FEHA).

Specifically, AB 2182 proposes to add as a protected class, a class of "family responsibilities," and broadly defines this class to include any worker who has a child

under 18, or any worker who provides care either to a family member, whether or not they live with you, or anyone in your household, which is not limited to a family member, Hoffman explains.

About 33% of workers have a child under 18, so the sheer number of people that this new class would cover would be quite expansive, she points out. Additionally, there is a reasonable accommodation requirement to also follow the interactive process that would apply where either a school or other care facility is unexpectedly unavailable.

Does the bill, Roberts asks, envision the same kind of interactive process that is required for disability or religious-based reasons for child care or care of a family member then?

Yes, it does, Hoffman answers. And the failure to engage in the interactive process is its own cause of action under FEHA.

"So even if you do ultimately accommodate someone, if they don't think that you interacted with them in good faith, they can file a lawsuit on that basis alone," she adds.

The bill creates a unique circumstance that makes it hard for the employer to engage in the interactive process, because this law applies where there is an unforeseen event.

"So in reality, it's going to be a worker calling and saying, 'I can't come to work right now,' or 'I need to leave work right now,' and so it's not actually giving you time to engage in the interactive process, like you normally would have, in most cases involving a disability or a religious belief," Hoffman says.

What is also problematic is that the bill broadly defines what a family

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CalChamber Member Feedback

"As our state moves toward economic recovery, the California Chamber of Commerce continues to support the expansion of international trade and investment, fair and equitable market access for California products abroad, and elimination of disincentives that impede the international competitiveness of California business."

Stuart P. Wolf
President and Chief Executive Officer
Woolf Farming and Processing

Standards Board to Consider Update to Required First-Aid Kit Contents

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The newly proposed items are considered necessary for the modern practice of first aid and are currently recommended to be included in first-aid kits in the American National Standards Institute (ANSI) Z308.1 Standard: Minimum Requirements for Workplace First Aid Kits and Supplies. The exam gloves and CPR device are existing requirements from the bloodborne pathogen regulations, GISO Section 5193.

Another proposed revision to GISO Section 3400 will permit an employer to evaluate the need for first-aid supplies and ensure there are adequate quantities and types of first-aid material readily

available for employees on every job.

Also, at least one first-aid kit with the appropriate contents will be available on site and if necessary, additional kits will be available.

A minimum first-aid materials list, Table 1, is included in lieu of a physician-provided list. Two notes provide further cautions that additions to the recommended listing may be needed for some workplaces and deviations from a typical worksite will require employers to consider additional factors.

Upcoming Hearing

The Board hearing on the proposed revisions to Section 1512 of the

Constructive Safety Orders and Section 3400 of the General Industry Safety Orders is set for April 21.

This proposed rulemaking is open for public review and comment. Readers who wish to submit comments can find the complete text of the proposal at www.dir.ca.gov/OSHSB/First-Aid.html.

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.

Important Human Resources Bills to Watch This Year

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member is. This new class includes as family any individual related by blood or whose close association is the equivalent of a family relationship, she explains.

SB 1162

The last bill discussed in the podcast is SB 1162, a job killer bill that expands pay data reports and will encourage litigation against employers and undermine their ability to hire.

Of significant concern to the CalChamber, Hoffman says, is that SB 1162 requires that pay data reports be public, so that someone could look up any company and see the data report that was submitted.

A similar bill introduced five years ago, AB 1209, also sought to require

the publication of pay data, and a vocal class action PAGA attorney stated in an interview with the *Sacramento Business Journal* that if pay data is published online, then companies would be hammered with lawsuits against them.

In addition to the concerns about the potential litigation this bill would create for employers, the CalChamber also is concerned that the data requested is overly broad. The job categories covered by this bill include professionals and administrative staff, which will each encompass a lot of people, Hoffman points out.

“The EEOC [U.S. Equal Employment Opportunity Commission] actually came out and said, ‘Well, we don’t think this data is actually going to be used to show differentials and pay between people with

comparative jobs,’” she says.

The CalChamber’s concern is that this overly broad data is not going to meaningfully show anything and will not be able to show whether unlawful or inappropriate practices are going on. It will just be used by plaintiffs or the media for their own purposes, Hoffman says.

These bills are only proposals at the moment and are not yet law, Roberts reminds listeners. These proposals are subject to change, so employers should stay tuned for updates throughout the year as the legislative session goes on.

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California Works

PRIDE Industries: Business Excellence with a Positive Social Impact



This article is part of a series of profiles of CalChamber member companies that are contributing to the state's economic strength and ability to stay competitive in a global economy. Visit www.calchamber.com/californiaworks to learn more about this series and read past and future profiles.

In 1966, a group of parents came together to discuss how to create employment opportunities for their adult children with disabilities. They knew these young adults had much to offer the workforce and sought a solution that would enable them to experience the dignity, independence, and purpose that comes with a job. That solution was PRIDE Industries.

Fast-forward 56 years, and PRIDE Industries, led by President and CEO Jeff Dern, a member of the CalChamber Board of Directors, is now the nation's leading employer of people with disabilities. So successful is its employment model, that it has expanded to provide jobs for those with other barriers to employment, including veterans, former foster youth, and trafficking survivors.

The company employs people in a wide range of fields, including, for example, manufacturing and logistics for the likes of HP, Inc., the General Services Administration, and the U.S. Air Force—all while providing a full spectrum of support services.

As PRIDE Industries has grown, so has the reach of its mission. The company now shares its expertise with companies of all sizes to help them achieve their diversity and inclusion goals — expanding the founders' dream from a local effort into a service that benefits thousands of people across the country every year.

Expansive Services

Facilities Management

Few companies provide deep expertise in facilities management services with the opportunity for such a power-

ful social impact. Combining facilities expertise, comprehensive maintenance programs, and solutions-oriented management for reliable results, PRIDE Industries and its employees manage all types of facilities—from public and private sector to government, industrial, and high-tech. Services include:

- Operations and Maintenance;
- Custodial Services;
- Critical and Renewable Energy;
- Engineering and Environmental;
- Project Services;
- Grounds and Landscaping.

Manufacturing and Logistics Services

Whether a product is simple or complex, time-sensitive or evergreen, PRIDE Industries designs custom, end-to-end manufacturing and logistics solutions that ensure timely delivery, high quality, and satisfied end-users.

PRIDE Industries helps companies large and small — like tech leader HP and medical device manufacturer Avanos — achieve greater efficiencies and cost savings. And it does this while creating jobs for people with disabilities, eliminat-

ing waste and redundancy, and hedging supply chain risk with a domestic supplier. Services include:

- Medical Device Manufacturing;
- Aerospace and Defense Manufacturing;
- Electronics Manufacturing;
- Supply Chain and Logistics;
- Packaging and

Fulfillment.

Inclusive Talent Solutions

As the business world reckons with diversity, equity and inclusion (DEI), the “I” in DEI — the inclusion of people with disabilities in the workplace — often is overlooked. PRIDE Industries has grown its own workforce with dedicated, enthusiastic employees — 60% of whom have a disclosed disability.

The company knows first-hand that diversity in the workplace boosts retention, morale and performance. It leverages

decades of hiring and training experience to guide other organizations to success through inclusion. Services include:

- Recruitment and Placement Solutions;
- Training for Employees;
- Training for Companies;
- Featured Employers.

You Don't Hire an Individual; You Hire a Company

PRIDE Industries doesn't just train and place employees; it provides wrap-around support that ensures success for both the employee and the business hiring that worker.

PRIDE supports employees with transportation and ongoing coaching and

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PRIDE Industries: Business Excellence with a Positive Social Impact

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mentoring, providing everything they need to excel at their jobs.

It also trains other employees at the business about working with people with disabilities and consults with the employer on workplace accommodations and safety.

Industries Served

The range of industries served by PRIDE Industries is as diverse as California itself. The company works with public and private businesses and institutions including:

- Aerospace;
- Airports;
- Commercial Facilities;
- Correctional Facilities;
- Education;
- Federal Government;
- Food and Beverage;
- Hospitals;
- Military Installations;
- Municipal Facilities;
- Renewable Energy;
- Retail.

The Michael Ziegler PRIDE Industries Foundation

The Michael Ziegler PRIDE Industries Foundation provides the extra support necessary for people with diverse abilities to experience long-term job success. The foundation is named for PRIDE's former president and CEO (also a former CalChamber Board member).

All donations directly fund employment support programs and the I AM ABLE Helpline, where live operators connect callers with jobs.

The Foundation works with individuals throughout their employment journeys to advance career opportunities and to provide access and choice. While PRIDE Industries provides the services and support, the people it serves ultimately find their own success through hard work and commitment.

People with Disabilities

Unemployment among people with disabilities remains high. As a result, many cannot live independently and must rely on benefit programs. Through training, job coaching, assistive technology, and custom job placement, people with disabilities can obtain and retain employment successfully.



PRIDE Industries

President and CEO: **Jeff Dern**

Revenue (2021): **\$370 million**

Team members: **6,311 total (3,747 team members with disabilities)** as of March 2022

Company headquarters: **10030 Foothills Boulevard, Roseville, CA 95747**

People services:

- **Employment preparation**
- **Job placement**
- **On-the-job support**
- **Independent living services**

Foster Youth and Trafficking Survivors

Former foster youth face daunting obstacles to entering the labor market. Studies show that four years after aging out, 50% have no earnings. Those that do obtain employment have an average annual income of only \$7,500.

With support and mentorship during their first job, former foster youth and survivors of human trafficking are much more likely to escape poverty and lessen their reliance on government assistance.

Military Veterans

Not all military jobs translate easily into civilian jobs. As a result, more than 50% of veterans leave their civilian jobs after re-entering the workforce, citing a lack of career advancement opportunities, an absence of meaningful work, and an unfamiliar workplace culture.

Solution for Tight Job Markets

As companies struggle to hire front-line workers, more are turning to PRIDE Industries for support. Studies show that people with disabilities have higher attendance and attention rates and make the overall workplace more empathetic, creative and productive.

Quite simply, the employees love to work and are extremely happy to be in the community and bring commitment and enthusiasm that are contagious.

Benefits Outweigh Costs of Inclusive Hiring

There is a myth that employing disabled workers is expensive. The [Job Accommodation Network's 2020 sur-](#)

vey found that accommodating disabled employees doesn't cost a thing for most employers (56%) — and the other 44% pay at most \$500.

The survey covered 3,369 employers, out of which 1,029 companies provided hard data related to their actual accommodation costs.

The study also found that investing in the welfare of employees boosts workforce morale and loyalty while contributing to overall business success.

Award-Winning Service

PRIDE Industries was awarded the 2021 Global Technology SMT and Packaging Award. This award recognizes PRIDE Industries' innovation in electronics manufacturing processes, engineering services, and supply chain management. PRIDE is honored to have received this industry recognition for delivering top-quality results for its customers across all its manufacturing services.

Work with PRIDE Industries

PRIDE Industries has partnered with hundreds of small businesses, large corporations, and government entities to build their electronic devices and their medical equipment, keep their grounds green and their facilities pristine, and package and ship thousands of products. Its inclusive recruiting services enable these businesses to qualify for tax incentives, achieve their inclusion and diversity goals, and attract social impact — environmental, social and corporate governance (ESG) — investors.

We've Reached Peak Budget



Loren Kaye

The Legislative Analyst has cried “last call” for the state budget bash.

Even as the State Legislature enjoys the prospect of spending record

budget surpluses, [its top fiscal adviser has warned](#) of severe budget problems ahead — no matter if the economy overperforms or slides into recession.

What’s more, raising taxes won’t solve these problems.

Constitutional Mandates

The challenge facing state leaders is how to comply with three constitutional mandates that direct how the Legislature prioritizes spending, and how or whether it can spend surplus revenues:

- Since 1979, the constitution requires revenues in excess of a spending limit be returned to taxpayers. In 1990 the mandate was changed to split excess revenues between taxpayers and schools. This limit, which increases annually by inflation plus population, has only come into play once in the intervening 43 years, in 1986.

- Since 1988, the state must provide schools with at least 40% of General Fund revenues, and also ensure that General Fund and property tax revenues together grow by at least inflation plus enrollment.

- Since 2014, certain surplus state general revenues must be set aside into a rainy-day reserve. If these funds outstrip an annual cap, then the excess must be

spent on infrastructure or reducing the state’s unfunded pension or retirement health care liabilities.

Together, these voter-adopted mandates direct the Legislature and Governor to spend taxes prudently, lay aside reserves for the inevitable economic down cycles, target schools as a top fiscal priority, and keep overall spending in line with economic growth.

Guest Commentary By Loren Kaye

How It Works

To date, the Legislature and Governor have managed to balance these voter-mandated priorities — except during recessions, when spending outpaces tax revenues.

This time it’s different: future revenue surpluses will force budget cuts. Here’s how it works:

With the state budget reaching the constitutional “state appropriations limit (SAL),” every additional dollar in revenues above that limit must either be offset by tax reductions, spent on infrastructure or emergencies, or returned equally to taxpayers and schools over the next several years.

But from that surplus dollar of revenue, the constitution also mandates 40 cents be spent on public schools, and up to 20 cents deposited in the rainy-day reserve.

Therefore, each additional dollar of surplus taxes creates \$1.60 in obligations, which must be drawn from the parts of the budget not protected by the constitution — namely, four-year colleges and universities, courts and public safety, and health care and the social safety net.

The coming budget challenge is

the consequence of the tax system that produces revenues which exceed underlying population and economic growth, mostly by heavily taxing the most productive elements of the dynamic California economy.

Ironically, the most direct way to avoid future reductions in the safety net and higher education would be to cut taxes. Increasing taxes only makes the matter worse.

Logical Solution

Tax cuts would be the logical solution, given California’s notorious worst-in-the-nation tax bite. But the Legislature may choose a different path: tinkering with the SAL to create a little more room for spending, but also asking voters to loosen the spending limit to allow it to spend some or all future surplus tax revenues.

But lawmakers should avoid the temptation to seek a blank check from voters, who to this day remain skeptical of schemes that may lead to taxes on themselves.

If elected leaders decide to go to the voters to change the constitutional spending limit, they should choose a modest path, such as proposing that any spending on prudent budget strategies be exempt from the SAL, like deposits into rainy-day reserves or reducing the state’s unfunded pension and retirement health benefits liabilities.

Californians should welcome Peak Budget: the hard limit on spending now facing the Legislature. It may prod a serious examination and reconsideration of the massive tax burden shouldered by the most productive sectors of our society.

Loren Kaye is president of the California Foundation for Commerce and Education, a think tank affiliated with the California Chamber of Commerce.



Capitol Insider

presented by CalChamber

The Capitol Insider blog presented by the California Chamber of Commerce offers readers a different perspective on issues under consideration in Sacramento.

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Fair Pay Initiative Moves Closer to Qualifying for November Ballot

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Development Agency (LWDA) so that workers recover wages faster and employers are no longer targeted by frivolous private litigation.

PAGA was enacted in 2004 to help the LWDA enforce California's labor laws. It allows employees to sue for any Labor Code violation as if they were the state. Because it deputizes private attorneys to file lawsuits on behalf of those employees, it has been abused.

Frivolous lawsuits brought under PAGA have cost California businesses billions of dollars, all while workers are left waiting years to receive very little and attorneys walk away with millions.

Attorneys can leverage PAGA's penalties to get big settlements even if the claims have no merit. The employer ends up paying a hefty sum with much of the money going to the attorneys and very little going to workers or the state.

PAGA lawsuits have increased more

than 1,000% since the law took effect in 2004. By 2016 and every year since, the LWDA has received between 4,600 to 6,000 PAGA notices. Employers have paid out billions of dollars in PAGA penalties since 2004.

PAGA Benefits Trial Attorneys

A review of PAGA data demonstrates that workers get about five times less in a PAGA case than they would if they had filed a claim with the LWDA. They also wait almost twice as long to get the money they are owed.

Meanwhile, PAGA attorneys walk away with an average of \$372,000 per case.

PAGA Court Case

- Average Award Paid by Employer: \$1,118,777.38.
- Average Award Received by Employees: \$1,256.38.
- Average Case Duration: 526 days.

LWDA-Decided Cases

- Average Award Paid by Employer: \$789,936.
- Average Award Received by Employees: \$5,941.
- Average Case Duration: 343 Days.

Initiative Reforms

The California Fair Pay and Employer Accountability Act would solve PAGA problems by:

- Replacing PAGA with alternative enforcement mechanisms through the state;
- Ensuring 100% of penalties go to workers;
- Speeding up recovery of wages and penalties for workers;
- Doubling penalties where employers willfully violate the law; and
- Creating a consultation unit the employer can contact about interpreting labor laws.

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Covering the Bases: California Wage and Hour Compliance

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