

ALERT

Economic Impact Study Estimates Job Losses



Economic growth and job creation are essential to California's success. Every year, the California Chamber of Commerce identifies the legislation that will hinder job creation, tagging those bills as "job killers."

Encina Advisors, an economics firm, analyzed several of this year's job killer bills to determine just how many jobs would be lost statewide because of those bills:

- **AB 2932 (Low; D-Campbell):** This bill would have required employers with 500 or more employees to pay workers overtime after just 32 hours of work and would have required the workers' overall compensation to not change, thereby increasing the hourly rate of pay. It would have placed business in a vise between trying to find workers to cover operations

after the fourth day during the "Great Resignation" and sustaining a significant, across-the-board pay increase. The bill was not set for hearing and will not be moving forward.

Estimated Job Loss: Between 340,600–1.02 million jobs

- **AB 2182 (Wicks; D-Oakland):** AB 2182 significantly expands the Fair Employment and Housing Act (FEHA) by creating a new protected class, those with "family responsibilities." This includes anyone with a child under 18 or who cares for someone else (which is not limited to family members). It would require private and public employers to accommodate any unforeseen care obligation, regardless of the fact that leaves already exist for those exact situations. The economic analysis looked at the number of jobs that would be lost based on the spike in absenteeism and lost productivity. Notably, it did not include

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May 20 Deadline to Register for CalChamber In-Person Capitol Summit, Host Events



Just one week remains before the deadline to register for the in-person California Chamber of Commerce Capitol Summit, set for June 1 in Sacramento.

Once registered for the Summit, registrants have the option to RSVP at no additional cost for the International Forum and Sacramento Host events. Space is limited.

Chamber of Commerce Capitol Summit, set for June 1 in Sacramento.

Capitol Summit

Straight Talk

CalChamber President and CEO Jennifer Barrera will open the program with a straight talk drawing on her years overseeing the development and implementation of CalChamber policy and strategy.

Barrera is known for her success rate with the CalChamber's annual list of job killer legislation, efforts to reform the Private Attorneys General Act (PAGA)

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The Workplace

CalChamber Hiring Checklist Makes Onboarding Easy



In [Episode 151](#) of The Workplace podcast, CalChamber Labor and Employment Vice President Bianca Saad and CalChamber

employment law expert Matthew Roberts share highlights from the [CalChamber Hiring Checklist](#), and discuss obtaining documentation from remote workers, employee handbook best practices, and what employers should look for in a harassment training program.

The last two years of the COVID-19 pandemic have greatly threatened most small businesses, but their ability to be nimble and flexible with a smaller workforce has helped them succeed today, Roberts says in kicking off the podcast. These small businesses are now looking at growing their workforce as we start to make our way out of the pandemic.

"Of course, operating a business in California involves more than just selling goods and services," he says. "There's a complex set of employment laws that employers must follow."

To help small business members navigate through these laws, the CalChamber has created a [hiring checklist](#) to assist employers with onboarding new hires.

Many human resources professionals
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Labor Law Corner

Unlawful to Deduct an Outstanding Loan from Employee's Final Pay



Lisa Guzman
HR Adviser

What can an employer do when an employee leaves a company but has an outstanding loan owed to the company? Can the amount of the outstanding loan be taken out of the employee's final pay?

The short answer is no. An employer cannot deduct from an employee's final paycheck any amount representing the unpaid balance of a debt owed by the employee.

In California, wage deductions from final pay are highly regulated. An employer can lawfully make certain deductions from wages, including health insurance premiums and garnishments, but there are strict limitations on other deductions.

Labor Code

California Labor Code Section 221 states it is "unlawful for any employer to collect or receive from an employee any part of wage theretofore paid by said employer to said employee." This means an employer cannot take back wages already paid to an employee.

In addition, California Labor Code Section 300 states that no assignment of future wages can be made, unless they are assigned for necessities of life and then only to the person furnishing the necessities.

The courts also have held that employers are prohibited from making deductions from wages that are a "self-help" remedy for the employer. (*Sniadach v. Family Finance*, 395 US 337 (1969)).

The California Division of Labor Standards Enforcement (DLSE) wrote

in an opinion letter that "case law makes clear that deductions from an employee's final paycheck for debts owed to the employer are prohibited, even with prior written authorization."

The bottom line is that an employer is prohibited from deducting an outstanding loan from an employee's final paycheck.

If an employer makes an unlawful deduction from an employee's final pay to recover an outstanding loan or any other debt, an employee can file a wage claim with the DLSE or in court and the employer may face stiff penalties and potential attorney fees.

Written Agreement

Is there anything an employer can do to recover an outstanding loan from an employee upon termination?

Although an employer cannot deduct the amount of an outstanding loan from an employee's final paycheck, an employer can enter into a written agreement or promissory note with an employee specifying that the employee will be required to repay the loan.

See Unlawful to Deduct: Page 7

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CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor and Employment

Managing CFRA Leave as a Large Employer: Intensive Webinar. CalChamber. May 19–20, Online. (800) 331-8877.

HR Boot Camp Virtual Seminar. CalChamber. May 26–27: SOLD OUT, June 23–24, August 11–12, 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.

Managing CFRA Leave Requests at Your Small Business: Intensive Webinar. CalChamber. June 16–17, Online. (800) 331-8877.

Business Resources

Resilient Workplace Webinar. DRB Toolkit, California Office of Emergency Services (CalOES), Federal Emergency Management Agency (FEMA). May 25, Online. (877) 563-5628.

International Trade

2022 Taiwan Trade Shows. Taiwan

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

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

8th Annual Virtual Orange County World
See CalChamber-Sponsored: Page 8

CalChamber Calendar

Capitol Summit:

June 1, Sacramento

International Forum:

June 1, Sacramento

Water Committee:

June 1, Sacramento

ChamberPAC:

June 1, Sacramento

Board of Directors:

June 1–2, Sacramento

Host Breakfast:

June 1–2, Sacramento

CalChamber Hiring Checklist Makes Onboarding Easy

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als consider onboarding new hires as an annoying bureaucratic process that is better completed fast so that new employees can get started with their job duties right away. Roberts cautions that this attitude can sometimes cause employers to misstep.

Welcoming New Hires

Saad stresses that while it's important to ensure that the required documentation is in place for new employees, it's also important to make sure you're getting the new employee off to the right footing with the basic information they need.

"It's not just about the paperwork, and you know, cross checking off those boxes; we want our new employees to feel welcomed and excited to be joining the organization," she says.

A common question Saad hears is if employers can send out onboarding materials to the new hire as soon as the new hire has a start date.

While this may sound efficient, she warns, having the employee complete new hire paperwork and review the handbook prior to their start date raises wage and hour issues. This is because you're having an employee engaged in work, but they're not being paid for that time. Additionally, Form I-9 requirements are triggered on that first day of work for pay. So if the employer is sending things out early, it's going to start the clock for that as well.

Roberts points out that employers often want to get new hires their pamphlets, handbooks and forms right away, but when an employer does this, the new hire is now legally considered under their control for purposes of pay obligations.

Remote Employees

When hiring remote employees and filling out the I-9 Employment Eligibility Verification form, employers are obligated to visually inspect the employee's documents that establish identity and employment eligibility, Saad explains. Even for a remote employee, the employer will still need to physically lay eyes on the documents and it's not something that can be done over Zoom, for example.

There was some flexibility around this during the pandemic, but it was under a very limited circumstance and it's definitely not something that applies broadly across the board, she says.

If an employer is in a situation where they are hiring a remote worker and they don't have the means to send someone from the organization to the remote worker to verify documentation, California allows an employer to use an outside source.

Saad explains that if an employer is going to rely on an outside source, then the employer must use a licensed immigration consultant or an attorney. This means hiring a law firm, or an individual attorney who ideally works in employment law and is familiar with the nuances of the Form I-9.

"This is because ultimately the responsibility is going to be on the employer for that form to be filled out correctly," Saad says.

A hefty part of onboarding is ensuring that the new hire receives all the numerous pamphlets and posters that are required by state law, Roberts says. How does this work for remote employees?

Saad replies that whether an employee is working on site or remotely,

the requirements around posters and pamphlets are generally the same.

In both circumstances, the employer needs to make sure that posters are up in the workplace and that the pamphlets are provided to employees. There's no provision or exception for remote employees, or anything that explicitly allows for the electronic-only distribution of a pamphlet.

"So those pamphlets, for example, would have to be mailed or otherwise provided in hardcopy fashion to that employee. Now, the handbook — that one is a little bit easier," she says.

Employee Handbooks

There's always a lot of confusion over whether an employee handbook is even required, Roberts says.

Saad agrees, saying that the good news is that employee handbooks are not currently required in California. This means that an employer can provide it electronically and does not need to provide a hard copy.

While a handbook is not required, it is still a best practice to have one. It's a great tool for employers to provide their employees with information about the organization's policies and expectations, she says.

"It's also a great way to demonstrate compliance with the law in certain areas, because even though a handbook in and of itself isn't a requirement, what we do have in California is the requirement for certain policies," she says.

For example, California requires employers to have a written harassment discrimination and retaliation prevention policy; and a lactation accommodation policy (which needs to be provided at the time of hire). There also are other

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CalChamber Member Feedback

"The CalChamber is laser focused on positive outcomes for the business community and has an unsurpassed track record of success, not only in the Legislature, but with the regulatory agencies, the courts and at the ballot box."

Charles D. Ahlem
Founding Co-Owner
Hilmar Cheese Company, Inc.

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the effects of increased costs in litigation under FEHA. AB 2182 was placed on the Assembly Appropriations Committee Suspense File on May 11 pending a review of its fiscal impacts to the state.

Estimated Job Loss: Approximately 15,900 jobs

• **SB 1162 (Limón; D-Goleta):** While this bill has multiple parts that will lead to increased litigation and increased administrative costs, the economic analysis focused on Section 1 of the bill. That section undermines SB 973 (Jackson; D-Santa Barbara) from 2020 by publicly releasing the pay data reports SB 973 had committed to keeping in the purview of the Department of Fair Employment

and Housing, exposing businesses to litigation. Indeed, several years ago, a plaintiff's attorney said he would use similar data to "hammer companies" with lawsuits. By encouraging litigation, SB 1162 would require companies to divert revenue from operations to litigation costs. It is also important to note that SB 1162 will spur future troublesome legislation, like SB 1458, that would use this data to further increase costs on businesses, which is not captured in this job loss estimate. SB 1162 is set to be considered by the Senate Appropriations Committee on May 16.

Estimated Job Loss: Approximately 2,100 jobs

• **SB 1044 (Durazo; D-Los Angeles):**

This bill would allow any worker to subjectively decide not to come to work or to leave work during a state of emergency or emergency condition. There are no exceptions for those workers who are essential in providing emergency services, like healthcare workers, or who aid emergency workers like utilities, communications, or those who provide essential public services. Similar to AB 2182, this would result in significant costs due to this absenteeism. SB 1044 is on the Senate Appropriations Suspense File pending a review of its fiscal impacts to the state.

Estimated Job Loss: Approximately 20,200 jobs

Staff Contact: Ashley Hoffman

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policies employers may include in their handbook, such as those pertaining to protected leaves of absence.

Including these policies in a handbook is a great way to demonstrate your compliance with the law, Saad points out.

Harassment Prevention Training

One of the major highlights on the Hiring Checklist is sexual harassment prevention training, Roberts says.

Employers with five or more employees are required to provide sexual harassment prevention training. Employers are required to provide one hour of training to nonsupervisory employees, and two hours of training to supervisors, Saad explains. The training also needs to happen within six months

of an employee's hire or promotion.

So, for example, if an employee is being promoted, even if they had previously taken the nonsupervisory training, the clock is going to begin ticking for their supervisory training.

The onboarding process is a great time to get harassment prevention training for new hires out of the way, especially given the six-month time period, Saad says.

When an employer is looking for a training program, they should make sure that the program is not just demonstrating obvious inappropriate conduct and is simply checking the boxes in terms of what's illegal harassment.

The program should go over gray areas, such as unintended comments or offhand remarks that someone could

innocently make, but could still unintentionally create a hostile work environment, she stresses.

"These are the types of scenarios and discussions that I think are really valuable for employees to know about and to learn about so that again, they know that they've got the support of their employer, they're working for an employer who cares about these things, and that all of that goes toward morale,...productivity and retention," she says.

More Information

For more information on the CalChamber Hiring Checklist, visit <https://hrcalifornia.calchamber.com/forms-tools/forms/hiring-checklist>. Not a CalChamber member? The form is also available with a [free trial](#).

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World Trade Month: International Trade Critical to Weather Economic Downturns



Susanne T. Stirling

After a year of global economic recovery from the COVID-19 pandemic that has been hindered by a supply chain crisis, the war in Ukraine and rising inflation,

international trade has been put to the test. But as we celebrate World Trade Month this May, the importance of international trade during these times is clear.

Maintaining and improving worldwide free trade remains more critical than ever as most companies that export have an easier time riding out fluctuations in the U.S. economy and are more likely to stay in business. World Trade Month activities each May provide many opportunities to acknowledge the importance of global trade to the economies of California and the United States.

Global Economic Outlook

In April 2022, the World Trade Organization (WTO) [projected](#) that global trade growth in 2022 would be cut almost in half from the 4.7% the WTO forecasted in October to between 2.4% and 3%. This decrease is due largely to Russia's war in Ukraine, as these two countries are important suppliers of essential products, especially food and energy. Russia alone accounts for 9.4% of world trade in fuels, including a 20% share in natural gas exports.

The International Monetary Fund has a similar [outlook for 2022](#), as inflation accelerates, becoming a "clear and present danger" for many countries, even before the war in Ukraine broke out. The United States has reached its highest level of inflation in 40 years amidst tight labor markets. Europe has seen similar record-breaking inflation in some countries, while inflation also has crept into parts of Asia. Many central banks have moved to tightening monetary policy.

California Trade Connections

California's diverse economy relies heavily on exports and imports of both goods and services by California-based companies. The trade network is complex and interconnected, involving exports and imports through California's transportation gateways, as well as inflows and outflows of human and capital resources.

Commentary

By Susanne T. Stirling

The statistics underscore the importance of our international connections. In 2021, California exported \$175.12 billion to 226 foreign economies, a return to previous levels after exports decreased to \$156.1 billion in 2020 as a result of the COVID-19 pandemic.

California maintained its perennial position as a top exporting state, accounting for nearly 10% of total U.S. exports. California's top export markets are Mexico, Canada, China, Japan and South Korea.

Trade a Long-Standing Priority

With trade being a top-tier national issue, the California Chamber of Commerce continues to communicate its international trade priorities to secure a national free trade agenda.

Such an agenda is in keeping with the CalChamber's long-standing support of expanding international trade and investment, fair and equitable market access for California products abroad, and eliminating disincentives that impede the international competitiveness of California business.

About a third of CalChamber members are engaged in international commerce, and more than two-thirds are small or medium-sized enterprises.

2022 Trade Priorities

Indo-Pacific

• **Indo-Pacific Economic Framework (IPEF)** is at the forefront of the United States' international trade agenda this month as President Joe Biden hosts

a Southeast Asian Leaders summit this week (May 12) and travels to South Korea and Japan, on his first trip to Asia as President.

Many stakeholders, including the CalChamber, have recommended prioritizing the Indo-Pacific as China's influence grows in the region. The Biden administration has said it does not envision a "traditional trade agreement" for the IPEF.

They will seek fair and resilient trade, supply chain resilience, infrastructure and decarbonization, and tax and anticorruption. Many stakeholders also are pushing for a digital pact component. IPEF negotiations are expected to begin shortly this year.

The **Indo-Pacific** is the most populous, fastest-growing and most economically dynamic part of the world. By 2030, it will represent 66% of the world's middle class, and 59% of all goods and services sold to middle class consumers will be sold in the Indo-Pacific. Developing nations in the region will need about \$1.5 trillion in investment every year for the next decade to develop the infrastructure necessary to sustain their growth.

Despite the Indo-Pacific region's growth, over the last decade, growth in U.S. exports to Asia has lagged behind overall U.S. export growth. The United States is gradually losing market share in trade with Asian countries.

Meanwhile, Indo-Pacific countries have signed more than 150 bilateral or regional trade agreements, while the United States has just four trade deals in the Indo-Pacific region — with Australia, Singapore, South Korea and Japan.

Trade Promotion Authority

• **Renew Trade Promotion Authority**, which expired on July 1, 2021, to enable the United States to easily pursue new trade deals. Trade promotion authority (formerly called fast track trade negotiating authority) is the process by which Congress gives authority to the President and/or U.S. Trade Representative to enter into trade negotiations to lower U.S. export barriers.

Traditionally, trade promotion author-

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CalChamber Board Member Margaret Wong Joins Committee of 100



Margaret Wong

Margaret Wong, president and CEO of McWong International, Inc., and a member of the California Chamber of Commerce Board of Directors, has been extended

membership to the prestigious Committee of 100.

A nonpartisan leadership organization of prominent Chinese Americans in business, government, academia and the arts, the **Committee** invites individuals who are pioneers in their respective fields across the arts, science, technology, busi-

ness, and finance to join based on their extraordinary achievements.

Wong, a global entrepreneur, founded McWong International in 1984 and has launched several other highly successful enterprises. A Hong Kong native and American citizen, Wong has won the prestigious President's "E" Award and "Export Businesswoman of the Year" – U.S. Department of Commerce/MBDA. She has led numerous successful delegations from the United States to China, including several with California Governors and U.S. agencies.

She has been a CalChamber Board member since April 2011.

"I am honored and humbled by the invitation to join the Committee of 100," said Wong. "I look forward to continuing the work of fostering mutual understanding and collaboration between the U.S.

and China, particularly in the area of business."

Wong was accepted into the Committee during its annual Conference & Gala, held May 5–7 in Washington D.C.

About McWong International

For more than 35 years, McWong International has produced superior lighting controls and related electrical power and protection components. Today, McWong has engineered IoT solutions for today's rapidly changing marketplace. With advanced design and manufacturing facilities, McWong offers extensive component choices for OEMs as well as robust solutions for contractors, ESCOs and facility managers.

More information about McWong can be found at www.mcwonginc.com.

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and leadership working with employers on critical issues, including most recently those arising from the COVID-19 pandemic.

Elections

Next will come two sessions focused on elections:

- Election Year Voter Attitudes, presented by pollster Adam Rosenblatt, Core Decision Analytics.
- Primary Preview: Pundits Talk June/November Elections. CalChamber Executive Vice President, Public Affairs Martin R. Wilson will moderate the discussion by longtime consultants Andrew Acosta, Acosta Consulting; Rob Stutzman, Stutzman Public Affairs; and Christy Wilson, Wilson Public Affairs.

Award Presentations

Before breaking for lunch, attendees will see the recipients of the CalChamber President's Circle and Small Business Advocate of the Year awards.

The President's Circle award, first presented in 2009, recognizes local chambers of commerce for excellence in business advocacy and helping their members comply with California employment laws.

The Small Business Advocate of the Year award recognizes small business owners who have done an exceptional job with their local, state and national advocacy efforts on behalf of small businesses. Honorees are nominated by local

chamber of commerce executives. The CalChamber has presented the award annually since 1996.

Top Policy Issues

Delving into the hottest policy issues will be CalChamber Executive Vice President and Chief of Staff for Policy Ben Golombek; Policy Advocate Ashley Hoffman, who specializes in labor and employment and workers' compensation issues; and Senior Policy Advocate Adam Regele, who specializes in environmental policy, housing and land use, and product regulation issues.

Moderating the discussion will be former Assemblymember Autumn Burke, now principal at Axiom Advisors.

International Forum

After the Summit, attendees have the option to stop by the CalChamber International Forum (a separate RSVP is required).

The afternoon forum will focus on trade issues for the California trade/business community, including the consular corps. Featured speakers will include California Lieutenant Governor Eleni Kounalakis, and members of the international team at the Governor's Office of Business and Economic Development (GO-Biz).

In addition, forum attendees will hear from Arun Venkataraman, assistant secretary of commerce for global markets and director general of the U.S. and Foreign

Commercial Service at the U.S. Department of Commerce in Washington D.C.

Sacramento Host Reception/Breakfast

Scheduled for the evening of June 1 is the Sacramento Host Reception. This event is co-sponsored by the CalChamber and the Sacramento Host Committee to provide networking opportunities for business leaders from industries throughout the state.

The reception also gives attendees the opportunity to discuss key issues facing the state with other business leaders and elected officials. The evening event is a prelude to the 96th Annual Host Breakfast the next morning, June 2.

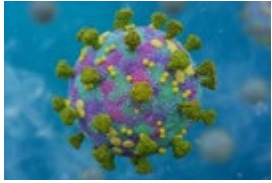
Featured speakers at the breakfast will be the Governor of California and the chair of the CalChamber Board of Directors.

Register by May 20

The fee to register for the Capitol Summit is \$100 per person. Once registered, registrants have the option to RSVP for the International Forum, the Host Reception, and Host Breakfast at no additional cost. The deadline to register is Friday, May 20 or until sold out. Space is limited.

For more information or to register, visit [this link](#).

Cal/OSHA Updates Guidance on COVID-19 Emergency Standard



Last weekend, the California Division of Occupational Safety and Health (Cal/OSHA) posted

fact sheets and an update to its frequently asked questions about the COVID-19 Emergency Temporary Standards (ETS).

The fact sheets and updated [COVID-19 ETS FAQs](#) reflect the latest revisions to the ETS that incorporate updated guidance from the California Department of Public Health (CDPH) and make the ETS more flexible if changes are made to CDPH guidance in the future.

As [previously reported](#), the latest revisions, a third readoption of the ETS, were approved by the Cal/OSHA Standards

Board on April 21, 2022. The previous version had been set to expire on May 6, 2022.

On May 5, 2022, just before the ETS expired, the Office of Administrative Law approved the third ETS readoption and filed it with the California Secretary of State.

The updated ETS will remain in effect through December 31, 2022.

The major changes to the ETS were outlined in [last week's Alert article](#) and include changes to ETS definitions, revised testing and face covering rules, and updated return-to-work protocols.

The fact sheets posted include:

- [What Employers Need to Know About the April 21, 2022 Standards](#);
- [COVID-19 Isolation and Quarantine – What Employers and Workers](#)

[Need to Know](#) (Updated May 6, 2022);

- [Revisions to the COVID-19 Prevention Emergency Temporary Standards \(Effective May 6, 2022\) – FAQs](#).

Employers should review the new guidance and monitor Cal/OSHA guidance and resources for further updates, including an updated COVID-19 Model Prevention Program, which likely will be posted soon.

CalChamber Member Resources

CalChamber members can use the updated [COVID-19 Prevention Program Checklist](#) and the [COVID-19 Workplace Exposure Notification Checklists](#) on [HRCalifornia](#). Not a member? See what CalChamber can do for you.

Staff Contact: James Ward

Unlawful to Deduct an Outstanding Loan from Employee's Final Pay

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The agreement should include the amount of the loan and clearly state the terms of the loan repayment.

Repayment of a loan by an employee must be made by check or other means to the company, not by a payroll deduction.

If the employee refuses to pay back the loan, the employer can choose to go to small claims or superior court (depending on the amount of the loan) to enforce the written agreement.

Employers should review their handbooks and other written policies on employee loans to ensure compliance

with the law. Employers also should consider having written agreements with employees outlining the employee's obligation to pay back a loan.

As stated above, if an employee has an outstanding loan at time of termination, an employer is prohibited from deducting that outstanding loan amount from the employee's final paycheck.

Online Tool


The [CalChamber California Employee Handbook Creator Online Tool](#) offers sample policies for subscribers. Each sample policy allows the user

to choose from options to create the subscriber's custom employee handbook. More information is available at the [CalChamber Store](#).

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](#).

JUNE 1-2, 2022

CAPITOL SUMMIT & SACRAMENTO HOST BREAKFAST



International Trade Critical to Weather Economic Downturns

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ity follows the conclusion of negotiations for a trade agreement; enabling legislation is submitted to Congress for approval.

Major U.S. trading partners are participating in numerous agreements, and trade promotion authority is a prerequisite to meaningful U.S. participation.

Without trade promotion authority, the United States has been compelled to sit on the sidelines while other countries negotiate numerous preferential trade agreements that put U.S. companies at a competitive disadvantage. Trade promotion authority not only opens markets and broadens opportunities for U.S. goods and firms; it helps to make the United

States the leader in global trade.

Trade Agreements

• **Advance bilateral, regional and multilateral trade agreements** which are critical to consumers, workers, businesses, farmers and ranchers.

By approving trade promotion authority, Congress can help strategically address the range of U.S. trade negotiations being pursued: conclusion to a U.S.-United Kingdom free trade agreement; a possible U.S.-European Union free trade agreement; conclusion to a U.S.-Kenya free trade agreement; and even in the long run, a possible U.S. re-admission to the Trans Pacific Partnership (TPP) — now Comprehensive and Progressive Agreement for Trans-Pacific Partnership

(CPTPP) — as well as other future trade negotiations.

The United States is among the world's leading exporters due to increased market access achieved through trade agreements. Trade promotion authority is vital for the President of the United States to negotiate new multilateral, bilateral and sectoral agreements that will continue to tear down barriers to trade and investment, expand markets for U.S. farmers and businesses, and create higher-skilled, higher-paying jobs for U.S. workers.

Susanne T. Stirling is vice president of international affairs for the California Chamber of Commerce.

CalChamber-Sponsored Seminars/Trade Shows

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Trade Week. District Export Council Southern California. May 17–18, Online. Export Import Bank of the United States (EXIM) and U.S. Small Business Administration Programs for Export Success. World Trade Center Northern California. May 18, Online. (916) 447-9827. Annual Export Conference. National

Association of District Export Councils. May 19–20, Washington D.C. Future Sport Israel: Discovering Game-Changing Technology. Israel Export Institute. May 30–June 1, Tel Aviv, Israel. +972-3-5142907. 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. Concrete Show South East Asia 2022. MEREBO GmbH Messe International. September 14–17, Jakarta, Indonesia. 49-40-399 99 05-15.

Save Now on Training



Whether for in-office or remote workers, **save 20% now through May 31 on mandatory California Harassment Prevention Training** they can take in English or Spanish.

In addition to the savings, Preferred/Executive Members receive their 20% member discount on training — training which CalChamber has provided to more than 1.2 million employees and supervisors.



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