

ALERT

Workers' Comp Job Killer Proposal Fails to Move



Legislation expanding the presumption that certain diseases and injuries are caused by the workplace failed in an Assembly policy committee this week for

lack of a motion.

SB 213 (Cortese; D-San Jose) was opposed as a **job killer** by the California Chamber of Commerce and a coalition including numerous local chambers of commerce.

It would have significantly increased workers' compensation costs for public and private hospitals by presuming certain diseases and injuries are caused by the workplace and established an extremely concerning precedent for expanding presumptions into the private sector.

In a letter sent last week to the Assembly Insurance Committee, the CalChamber-led coalition pointed out that SB 213 would have imposed an astronomical financial burden on employers in the health care industry by creating a *permanent* legal presumption that the following are presumptively workplace injuries for *all* hospital employees that provide direct care: bloodborne infectious disease, tuberculosis, meningitis, methicillin-resistant Staphylococcus aureus (MRSA), cancer, musculoskeletal injury, post-traumatic stress disorder, or respiratory disease, including COVID-19, and asthma.

The Legislature has consistently rejected this bill in all its forms, the coalition stated.

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CalChamber Promotes Media Relations Spokesperson to Lead Communications



Denise Davis

Denise Davis, longtime spokesperson for the California Chamber of Commerce, has been promoted to executive vice president of communications, responsible for leading the organization's communi-

cations strategy and outreach.

She will continue to head CalChamber media relations and manage the CalChamber's involvement in select issue advocacy and ballot measure campaigns.

"Denise has been central to CalChamber's mission to keep employer concerns top of mind for state policymakers and the media," said CalChamber President and CEO Jennifer Barrera.

"We are confident that in her elevated role, she will build on that outstanding track record to make sure our many audiences understand how much the ability of Californians to live, work and play in our state depends on the health and well-being of the business community."

Before joining the CalChamber in September 2007, Davis was a senior-level communications consultant working on a number of high-profile campaigns, legal matters and policy issues. She was Governor Arnold Schwarzenegger's chief

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Bill Harming Film Industry Passes Committee; Collective Bargaining Concerns Acknowledged



A California Chamber of Commerce-**opposed** bill that would drive film industry jobs out of California passed a Senate policy committee this week.

OPPOSE

The bill, **AB 437 (Kalra; D-San Jose)**, passed the Senate Labor, Public Employment and Retirement Committee on June 22. Committee members acknowledged opponents' concerns about the bill's interference in the collective bargaining process and directed the bill's author to continue to work on the bill.

AB 437 prohibits use of exclusivity clauses in acting contracts, which undermines collective bargaining in the film industry and will result in lower value contracts and job loss.

The provisions of this proposal will deliver a massive blow to film and television, which contribute substantially to the state's economy.

A recent *study* by the Phoenix Center for Advanced Legal and Economic Public Policy explains that curtailing the use of exclusive contracts for actors makes such contracts less valuable, which will lead to a reduction in wages paid to actors. Further, elimination of the ability to bargain for exclusivity rights where

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Labor Law Corner

Steps to Take When Audit Reveals Errors in Completed I-9 Form



Sharon Novak
HR Adviser

I am planning to audit our completed I-9 forms. What do I do if I find errors?

Good for you! It is a best practice to regularly self-audit completed I-9 forms.

Before performing the audit, decide the scope of your review. Will you review all forms or a sample? If auditing a sample, make sure your selection is random; otherwise, you may face claims of discriminatory audits.

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Alert (ISSN 0882-0929) is published weekly during legislative session with exceptions by California Chamber of Commerce, 1215 K Street, Suite 1400, Sacramento, CA 95814-3918. Subscription price is \$50 paid through membership dues.

Send email address changes to alert@calchamber.com. Publisher: Jennifer Barrera. Executive Editor: Ann Amioka. Art Director: Neil Ishikawa. Capitol Correspondent: Sara Proffitt.

Permission granted to reprint articles if credit is given to the California Chamber of Commerce Alert, citing original publication date of article, and reprint is emailed to Alert at address above.

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The Audit

Section 1 of the I-9 form is completed by employees. Key areas to review:

- Was the employee's status entered correctly, and did those who identified their status as "lawful permanent resident" or "alien authorized to work" correctly enter the applicable document numbers?
- Did the employee sign and date the form?

• Did the employee complete the "Preparer and/or Translator Certification"?

- If a preparer or translator assisted the employee, did the preparer/translator complete the attestation?

Sections 2 and 3 of the I-9 form are completed by employers. In reviewing these sections, ask:

- Was the documentation from List A OR from Lists B AND C entered with the correct document title, issuing authority, document number, and expiration date?
- Was the first day of employment correctly entered, and does it match the company's payroll records?
- Did an agent of the employer sign the certification?
- Was the name, address and title of the business correctly entered?

Correcting Errors

Errors or omissions in Section 1 *can be corrected only by the employee.* You

should notify the affected employee privately if they still work with you and ask them to correct the error by:

- Drawing a line through the incorrect information;
- Entering the correct or omitted information; and
- Initialing and dating the correction or omitted information.

A dated and signed statement prepared by the employer should be attached to the corrected form explaining the modifications, such as "Company performed an internal audit and discovered that the form was not correctly completed at the time the employee was hired."

If the employee is no longer working, the employer should attach to the I-9 form a dated and signed statement identifying the errors and noting that the employee is unavailable to make the corrections.

A similar process is followed if corrections are required by a Preparer/Translator who helped with Section 1. The preparer/translator draws lines through incorrect information, enters correct information, initials and dates corrections, and an explanatory statement prepared by the employer is attached to the corrected form.

Only employers can correct errors and omissions on Sections 2 and 3, and the same method is used.

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CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor and Employment

HR Boot Camp Virtual Seminar.

CalChamber. August 11–12, September 8–9, Online. (800) 331-8877.

Leaves of Absence: Making Sense of It All Virtual Seminar. CalChamber. August 25–26, September 29–30, Online. (800) 331-8877.

Virtual HR Symposium. CalChamber. November 3–4. (800) 331-8877.

International Trade

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

From Local to Global: Celebrating Diversity. U.S. Commercial Service. June 29, Online. (213) 342-7855.

Creative Expo Taiwan. Taipei Economic and Cultural Office in San Francisco. August 10–14. Kaohsiung, Taiwan. (415) 362-7680.

ANDICOM 2022. AmCham Colombia. August 31–September 2, Cartagena, Colombia. (601) 587-7828.

Concrete Show South East Asia 2022. MEREBO GmbH Messe International. September 14–17, Jakarta, Indonesia. 49-40-399 99 05-15.

Arabian Adventures with the Los Altos Chamber of Commerce. October 4–11, Dubai and Abu Dhabi. (866) 978-2997.

U.S. EXIM Bank 2022 Annual Conference. Export-Import Bank of the United States. December 13, Washington D.C. (800) 565-3946.

The Workplace

Authors Share Small Business Success Tips from Self-Made Bosses



In Episode 153 of The Workplace podcast, CalChamber President and CEO Jennifer Barrera and authors Jackie Reses and

Lauren Weinberg discuss entrepreneurship and share tips for starting and managing a successful small business.

Small businesses are a huge engine in the California economy, but many people start a business without a lot of guidance. Today's guests, Barrera says, will help provide insights and lessons for small businesses. Authors of *Self-Made Boss: Advice, Hacks, and Lessons from Small Business Owners*, Reses is the former executive chairperson of software, financial services, and capital lead and head of the people team at Square; and Weinberg is the chief marketing officer of Square.

Self-Made Boss

Weinberg and Reses saw a void of practical and pragmatic advice for business owners on how to start, run and grow their business, which is what led them to write *Self-Made Boss*, Weinberg says. During the pandemic, they thought a lot about the small business community and the impact that COVID-19 would have on all of them, but they also thought that while there's a downturn in the economy, usually there is a boom of new business starts.

Weinberg says she and Reses often hear from business owners who want to learn from others and like to share the advice they've learned from having their feet on the street.

"There's no reason why every small business owner or entrepreneur needs to feel like they're reinventing the wheel when there's just so much incredible insight and wisdom that can be shared from these business owners," she says.

One feature of the book, Reses says, is that it's written so that the reader can just pick it up chapter by chapter.

"If you need help on HR, you'd go read the HR chapter. You need help on marketing, you read the marketing chapter. And it's not boring, it's told through the eyes of business owners, and listening

to their stories so that you hear it through the lens of someone else's narrative and experience," Reses says.

Tips

Reses shares that when someone is going to start a business, there are three things they should do:

- **Write a business plan.** It's a step that a lot of people skip because they think they know what they want to do. It's important, however, to put your vision down in writing—even if it's just a sheet of paper with bullet points describing how you're going to operate your business. The person should consider things such as: Does it make sense to people? How many employees will be needed? How will I market myself? And, do I have enough cash flow to get through the opening period?

- **Get the legal and business setup stuff done right up front.** You don't want these things to become a lagging frustration in the future. Be sure to set up a separate bank account and do not combine the business account with a personal account, she warns. Showing that you're a stand-alone business helps with the finance of the business in the future. The separation of accounts also helps with taxes, infrastructure, and with employees.

- **Just make it happen.** There are a thousand reasons why it's never the right time to start a business, but you just have to make it happen. Get the support network you need to make it happen; otherwise you're going to come up with reasons to stop yourself.

Weinberg encourages business owners to embrace the role of technology and automation, such menu QR codes or payroll automation. Although it can be intimidating, modern technology can really save a business owner, especially if they're not running at full capacity or have any staffing shortages.

Another tip to think about is how one's services are a representation of one's brand.

"If you make it your goal as a business owner to create really special experiences and products and services and you tell the story of why you're in business, people are going to want to continue to be in business with you," Weinberg says. "They're going to talk about it to their

friends, and earned media, and creating that organic flywheel is the best kind of marketing you can do."

Lastly, Weinberg shares that when it comes to paid marketing plans, it's best to be organized. This is something that can be overwhelming, but creating a plan helps. There are many self-service tools and resources available, so it's important to utilize the tools at your disposal.

When it comes to marketing the business on social media, creating a calendar is something that can help you stay organized. Weinberg suggests picking a few channels where you want to find your audience and then creating a lightweight content calendar that describes, for example, what you will be posting on Mondays, Wednesdays and Fridays.

"You can talk about your story in one of your posts, you can talk about your employees, you can talk about a community event, you can talk about your products and services or a special promotion. And I think just sitting down and creating that calendar and getting yourself organized makes the task of marketing your business, which is one of the things that business owners... find the most overwhelming, a lot more palatable," she says.

Common Challenges, Obstacles

Two recent common challenges Reses and Weinberg see facing small business are gaining access to credit and hiring.

For those who need credit, there are two paths that can be pursued: traditional lending and online lenders.

Reses says that if you go down the path of traditional lenders, it's important to get all your ducks in a row regarding tax returns and legal documents. Have them in an organized package set in advance. Then, give the package to a few banks and hopefully a relationship can be built.

Online lenders provide a business with different opportunities. This path is great for micro businesses because online lenders can do smaller dollar loans.

"Typically, if your business makes \$100,000, \$500,000, [and] you need a loan for \$5,000, \$10,000, \$15,000—that's not the type of loan that typical community banks will offer," Reses says.

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Workers' Comp Job Killer Proposal Fails to Move

From Page 1

Undermines System

Workers' compensation insurance automatically covers injuries occurring within the course and scope of employment, regardless of fault.

SB 213 sought to require that hospital employees do not need to demonstrate work causation for specified injuries or illnesses in any circumstance. Instead, these injuries and illnesses would have been presumed under the law to be work related.

Presumptions of industrial causation for specific employees and injury types are simply not needed and create a tiered system of benefits that treats employees differently based on occupation and undermines the credibility and consistency of the workers' compensation system.

Presumption Extension

The bill's special standard for accepting claims would have applied to hospital workers not only while employed, but also would have continued for up to 3, 5 or 10 years (depending on the injury) after the worker left employment.

Generally, there is a one-year statute of limitations for workers' compensation claims. By requiring claims to be filed within one year from the date of injury, existing law ensures claims will be resolved while evidence and witnesses are still available. Stale claims, faded

memories, and unavailable witnesses not only impede an employer's ability to defend against a claim, but also impede the ability of the workers' compensation system to evaluate a claim properly.

By permitting a former employee to come back and file a claim for up to 10 years after employment had ended, SB 213 would have rendered the employer virtually powerless to question the compensability of the claim.

Troubling Precedent

Although there is a long history of legal presumptions being applied to public safety employees in the workers' compensation system, there has never been a presumption applied to private sector employees outside of the COVID-19 pandemic.

Legislation passed in 2020 (SB 1159; Hill; D-San Mateo) established a rebuttable presumption that certain employees who contracted COVID-19 were covered under workers' compensation. Even in this exceptional circumstance, SB 1159 was limited in both time and scope. The bill has a sunset date of January 1, 2023, and most employees outside of a few industries can fall under the presumption only if four or four percent of other workers at the worksite also contracted COVID-19 within a short time frame.

SB 213 reached far beyond SB 1159 without justification by making a permanent presumption that can apply up to

10 years after an employee has stopped working.

Workers' compensation is designed to apply a consistent, objective set of rules to determine eligibility, medical needs and disability payments for all injured workers in California. The Legislature should not take on the role of trying to identify likely injuries for every occupation in the state with the goal of creating special rules for those employees. This is an unrealistic expectation in an insurance system that covers thousands of types of employees and employers.

No Evidence

Supporters of SB 213 have argued that health care workers are more likely to contract the diseases listed in the bill. But analyses of prior versions of the bill by a Senate committee found no evidence to support that argument.

Moreover, no statistical evidence has been presented to indicate that workers' compensation claims by hospital employees for exposure to the diseases listed in SB 213 are being inappropriately delayed or denied by employers or insurers. In addition, there has been no demonstration that hospital employees are uniquely affected in a negative way by the current legal standard for determining compensability of industrial injuries.

Staff Contact: Ashley Hoffman

Steps to Take When Audit Reveals Errors in Completed I-9 Form

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If there are multiple errors and/or omissions in any of the sections, a new I-9 form may be created and attached to the old form. Again, a written explanation should be attached describing why a new I-9 form was created.

Other Important Guidance

• If you failed to enter the date you originally completed Sections 2 or 3, do not back date the form. Instead, enter the current date in the date field and initial it.

• Do not conceal any changes made on the I-9 form, such as by erasing text or using correction fluid.

• If you cannot locate an I-9 form filled out by a current employee at the time they were hired, complete the current version of the form as soon as possible. Use the date of hire and do not backdate the form. The employer should attach a signed and dated explanation of the corrective action taken.

Self-audits and corrections are important. Penalties are levied on an error-by-error basis that currently range from \$237

to \$2,360. The penalty is for *each error*, not for each form.

For detailed guidance on [completing the I-9 form](#), visit the HR Library on [HRCalifornia](#).

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.

World Trade Organization Pledges to Tackle Reform, Extends Digital Trade No-Tax Pact



The World Trade Organization (WTO) held its 12th Ministerial Conference last week in

Geneva after thrice postponing the gathering due to the COVID-19 pandemic.

By the end of the six-day conference, trade ministers from 164 countries had agreed to start discussing reform of the organization and had dealt with intellectual property protection for COVID-19 vaccines, fishing subsidies, food security and digital trade.

The ministerial was originally planned to take place in Kazakhstan in 2020, but as the pandemic persisted, WTO leaders eventually decided that Kazakhstan would co-host and chair the ministerial in Geneva, where the WTO is based. The WTO is the only global organization dealing with the rules of trade between nations.

The ministerial typically is held every two years, but as of this month it had been almost five years since the group had met. The meeting was expected to be held from June 12–15, but was extended by two additional days, to June 17, with the goal of allowing members to find convergence on various issues with the additional time.

This was the first WTO ministerial led by Director General Ngozi Okonjo-Iweala of Nigeria. Director General Okonjo-Iweala, who took the helm of the WTO in February 2021, is the first woman and first African to lead the organization. Her renewable term will expire on August 31, 2025.

U.S. Trade Representative Katherine Tai attended the ministerial along with the U.S. Ambassador to the WTO, Maria Pagan.

While in Geneva, Tai held bilateral meetings with trade ministers from India, the United Kingdom, and Kenya, among others. Notably missing from the list of meetings was China.

In a pre-taped statement posted on the WTO website, Tai remarked, “It is our responsibility to prove to our citizens that

global engagement and diplomacy can produce real results that improve their lives and address their day-to-day needs.”

Tai also called for an expansive WTO agenda, specifically calling for the WTO to address workers’ rights.

At the end of the 12th ministerial, U.S. trade officials voiced optimism about the outcome. Pagan stated that she was “proud of the things that did not happen,” calling unrealized concerns equally as important as completed agreements.

There had been concerns that negotiations might collapse, and members walk away from the ministerial without any results, as has happened in the past. But there were no major setbacks and the 12th ministerial resulted in the achievements outlined below.

WTO Reform

At the ministerial, WTO members agreed to formally launch a broad-based discussion on reform of the 27-year-old organization to address longstanding concerns, including reform to the dispute settlement system. The United States has said the Appellate Body judges have made decisions beyond the panel’s authority.

Pagan commented that the United States is happy with the final language on starting the reform process, which allows for loose, unstructured discussions with ideas coming from all over.

The ministerial outcome document commits members to working toward reforms of the organization to improve all its functions through “an open, transparent and inclusive process.”

The WTO’s General Council and subsidiary bodies will conduct the work, review progress, and consider decisions on reform that will be submitted to the 13th Ministerial Conference.

Digital Trade

On the third day of the ministerial, talks were at a near-standstill as some nations opposed renewing a 24-year-old moratorium on imposing tariffs on digital goods and services. Failing to renew the moratorium could sharply increase

the cost of doing business on the internet and would represent a significant setback from the WTO and its role in promoting free and open markets.

The moratorium was extended, however, allowing businesses to continue to benefit from the free international flow of online goods and services in a time of global economic uncertainty.

Fisheries

A partial deal on curbing harmful fishing subsidies was reached after 20 years of negotiations. The agreement addresses rules that prohibit subsidies for illegal, unreported, and unregulated fishing, but left other areas unresolved.

Vaccines

The WTO reached a new pact that will allow developing countries to authorize generic production of COVID-19 vaccines without the patent holder’s permission.

Pagan noted that many industry groups disliked the new pact as it weakens intellectual property rights. The U.S. Chamber described the new pact as “a solution in search of a problem,” given that a record number of vaccines have been distributed around the world in record time.

Food Security

Considering the food security problems facing many areas, WTO members approved statements aimed at discouraging countries from imposing food export restrictions, particularly for foodstuffs purchased for humanitarian purposes by the United Nations World Food Program.

13th Ministerial Conference

Staying on the previous pre-pandemic timeline, the 13th Ministerial Conference should be held by the end of December 2023. Cameroon and the United Arab Emirates have both proposed to host the gathering.

The main function of the WTO is to ensure that trade flows as smoothly, predictably and freely as possible. At its heart are the WTO agreements, negoti-

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Bill Harming Film Industry Passes Committee

From Page 1

necessary jeopardizes the ability to timely and reliably produce content. The ripple effect will have a negative impact on the thousands who work on those productions or are otherwise linked to or dependent on them.

Circumvents Collective Bargaining

Through their unions, workers in the entertainment industry negotiate collective bargaining agreements every three years. The terms of those agreements have been refined and developed through years of bargaining to balance the needs of workers and the industry. AB 437 attempts to undermine that collective bargaining process by legislating around it.

The bill is sponsored in part by the unions representing these workers. The provisions in AB 437, such as those dealing with exclusivity provisions in a contract, were raised in negotiations, but were not agreed to by the parties. The parties ultimately reached an agreement that did not include the terms sought here and AB 437 seeks to undo that agreement.

In a letter submitted to legislators last week, the CalChamber pointed out that legislative interference in collective bargaining is impermissible and is preempted by the National Labor Relations Act.



CalChamber Policy Advocate Ashley Hoffman explains to members of the Senate Labor, Public Employment and Retirement Committee on June 22 how AB 437 (Kalra; D-San Jose) will hurt the state's film and television industry.

Where the union and employer reach an agreement, it is inappropriate to then seek legislative action to undermine those negotiations simply because one party did not get everything they desired, the CalChamber said.

“Enacting AB 437 would set a dangerous precedent that when a union does not

get everything it wants during bargaining it can instead appeal to the Legislature to codify its specific requests,” the CalChamber warned.

Actors and production companies routinely negotiate specific contracts that are unique to individual actors, and both sides are represented by experienced lawyers and business managers. AB 437 undermines those negotiations by legislating specific terms and limiting the ability to renegotiate those contracts.

Enacting AB 437 would set a dangerous precedent that impedes the freedom to contract, the CalChamber said.

Key Vote

AB 437 passed Senate Labor, Public Employment and Retirement, 4-0:

Ayes: Cortese (D-San Jose), Durazo (D-Los Angeles), Laird (D-Santa Cruz), Newman (D-Fullerton).

Absent: Ochoa Bogh (R-Yucaipa).

The bill will be considered next by the Assembly Judiciary Committee.

Staff Contact: Ashley Hoffman

WTO Pledges to Tackle Reform, Extends Digital Trade No-Tax Pact

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ated and signed by the bulk of the world's trading nations, and ratified or approved in their parliaments or legislatures. The goal is to help producers of goods and services, exporters and importers conduct business.

The basic aim of the WTO is to liberalize world trade and place it on a secure foundation, thereby contributing to economic growth and development, and to the welfare of people around the world. Based on the original General Agreement on Tariffs and Trade (GATT) created in 1948 to expand economic activity by reducing tariffs and other barriers to trade, the WTO is a multilateral treaty subscribed to by 164 governments, which

together account for the majority of world trade (with more than 20 nations negotiating their accession).

CalChamber Position

The California Chamber of Commerce is hopeful the major trading economies will come to a consensus on a reform of the WTO. The revamp should address the functioning of the Appellate Body, encourage greater transparency and enhance discipline for members who fall behind on their reporting obligations.

The CalChamber, in keeping with longstanding policy, enthusiastically supports free trade worldwide, 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.

The WTO is having a positive impact on how California producers of goods and services compete in overseas markets, as well as domestically, and is creating jobs and economic growth through expanded international trade and investment.

The WTO gives businesses improved access to foreign markets and better rules to ensure that competition with foreign businesses is conducted fairly.

Staff Contact: Susanne T. Stirling

Senate Committee Moves Bill Jeopardizing State's Music Industry



OPPOSE

A California Chamber of Commerce-**opposed** bill that would deliver a massive blow to the state's music industry and drive talent and jobs out of Cali-

fornia passed a Senate policy committee this week with one Democrat voting no.

The proposal, **AB 983 (Kalra; D-San Jose)**, changes the rules for recording agreements in the state, undermines the freedom to contract, and jeopardizes California's music industry.

Members of the Senate Labor, Public Employment and Retirement Committee said the bill needs work and asked the author to continue working with opponents to resolve issues.

California's Unique Framework

California has long been known as the nation's entertainment capital, boasting an unparalleled music history and diverse arts community. The music industry is a pillar of California's economy, contributing \$39.5 billion to the state's gross domestic product (GDP) and supporting more than 430,000 jobs.

The even and fair playing field enshrined in [California Labor Code Section 2885](#) has enabled artist royalties to increase faster than label revenues. New artists today have more opportunities to achieve success than ever before. In recent years, terms have improved in artists' favor — flexible contracts allow artists to negotiate better royalty rates and longer commitments. In the end, they can

walk away at the end of the seven years if they choose to do so.

Recording contracts in California protect working artists by placing a seven-year limit on the enforceability of personal services contracts in the state. This framework typically provides artists with upfront, nonrefundable payments from record labels, in addition to significant investment in their career development.

In exchange, an artist agrees to deliver a set number of records to the label. If an artist leaves a contract after seven years without providing contractually promised recordings, the label can seek to recover any provable losses—as any party to a contract has a right to do.

The seven-year limit is unique to California, allowing an individual who commits to perform personal services to walk away from contractual obligations after seven years, regardless of any terms in the contract to the contrary. No other state allows this kind of offramp for contracts.

The rule does provide some guarantees though, namely that both parties, artist and label, receive what they bargained for. This fair and balanced approach has helped position California at the epicenter of the nation's music industry.

AB 983 Rewrites Rules of Recording Contracts

AB 983 guts this existing framework and freezes deal terms in inflexible statutory text, reducing opportunities and resources to invest in emerging talent in the state.

It would eliminate the label's statutory right to recover provable losses if an artist has breached their agreement to deliver recordings during the seven-year life of

a deal — creating bad incentives and undermining the strong partnerships that exist today where labels and artists work together to make great music and succeed.

AB 983, the CalChamber warned, is “an inappropriate exercise of legislative power that will deter investments in California.”

Shrinks Music Economy by Up to \$600 Million

Music contributes substantially to California's economy, and the provisions in AB 983 will have significant negative impacts on the industry.

Experts have warned that the bill's provisions on recording agreements would drive down artist advances, make it harder for diverse new acts to get signed, and drain between \$400 million and \$600 million out of the state's music economy, the CalChamber said.

“Now is the time to invest in California's economy to ensure California remains a leader in this industry, not to hamper its growth,” the CalChamber urged. “We cannot afford to lose jobs and this important part of California's economy by upending a system that works.”

Key Vote

AB 983 passed the Senate Labor, Public Employment and Retirement Committee on June 22, 3-1:

Ayes: Cortese (D-San Jose), Durazo (D-Los Angeles), Laird (D-Santa Cruz).

No: Newman (D-Fullerton).

Absent: Ochoa Bogh (R-Yucaipa).

The bill will be considered next by the Assembly Judiciary Committee.

Staff Contact: [Ashley Hoffman](#)

Authors Share Small Business Success Tips from Self-Made Bosses

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If a business is having a hiring or retention challenge, the business owner should think about the company culture. What culture do you want? What do your benefits say about the company? What do your working hours say? How is your vacation policy relevant?

“The small business owner should really think through all these and think about what they're telegraphing to their

employees who are a really important constituency for their operations, and make sure they're putting their best foot forward as leaders,” Reses says.

Business owners can learn more about leadership and listen to free podcasts about how to improve their behavior with their team, how to set up culture, etc. And it doesn't matter whether the business is an auto mechanic shop, a bakery, or a huge restaurant.

“You still can create an environment that is very proactive and thoughtful in building a company so that employees want to stay there. They want to appreciate that you've got their back, that they're going to learn something and that they're inspired, because those are the types of things that are important to employees today,” she says.

CalSavers Small Business Registration Deadline: June 30



Small businesses with five or more employees that don't offer a qualified retirement plan have less than a week to register with CalSavers, a retirement savings program for private-sector workers.

As required by law, employers are mandated to register with CalSavers by June 30, 2022 if they:

- Have at least five California-based employees, at least one of whom is 18 years old or older; and
- Don't offer a qualified retirement plan, such as a 401(a), 401(k), 403(a), 403(b), 408(k), 408(p) or a payroll deduction IRA with automatic enrollment.

Register Today

Eligible employers must register online at [CalSavers.com](https://www.calsavers.com).

There are no employer fees and employers do not make contributions to employee accounts.

After an employer registers with CalSavers, they must provide the CalSavers program administrator with a collection of personal information about each individual employee within 30 days of registering. This information includes the employee's:

- Name;
- Social Security number;
- Date of birth; and
- Contact information.

After a 30-day opt out period for employees ends, employers will begin deducting each employee's contributions to the CalSavers program from their salary each payroll period; then, within

seven days of deduction, it will remit the employee's contributions to the program administrator through bank transfer.

Non-compliant employers will be penalized \$250 per employee upon the first penalty notice. If noncompliance persists another 90 days, employers will be penalized an additional \$500 per employee, for a total of \$750 per employee for sustained noncompliance.

Note for Exempt Employers: Although not required, CalSavers requests that employers that already offer a qualified retirement program, and are exempt from participating in the program, inform CalSavers of their exemption in the [employer portal](#).

Visit the CalSavers website to register and get more [resources](#) (like program brochures and templates for communications with employees), [guided support](#) and [FAQs](#).

Staff Contact: Katie Culliton

CalChamber Media Relations Spokesperson to Lead Communications

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deputy communications director and has 14 years of experience serving three California attorneys general as a spokesperson and victim advocate. She also directed media relations for a national, nonprofit legal foundation.

Over the course of her career, Davis has worked closely with statewide officeholders, Cabinet members, major corporations and a variety of trade associations. As such, Davis has developed expertise in the areas of environmental law, land use regulation, water law, resource

management, criminal justice issues, correctional law, consumer law, health care and labor relations.

Davis graduated from the University of California, Davis, receiving a B.A. in communications.

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