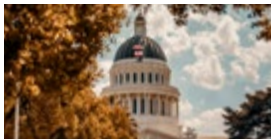


ALERT

CalChamber Presents Guide to 2023 Employment Laws

Seminars Also Set to Help Employers Prepare



New Laws

The California Chamber of Commerce has published a white paper and scheduled seminars to

help employers prepare for new employment laws.

The newly enacted laws include leaves of absence, discrimination, pay scale and pay data, workplace safety and more.

White Paper

The *Your Guide to 2023 California Employment Laws* white paper is available now for CalChamber members under Cases & News in the [HR Library on HRCalifornia](#).

Nonmembers can visit [this link](#) to download the white paper.

Explained in the white paper, for instance, is AB 1041, which expands who an employee can care for under both the California Family Rights Act (CFRA) and the Healthy Workplaces, Healthy Families Act (HWHFA).

Right now, both laws allow employees to take leave to care for a spouse, registered domestic partner, child, parent, parent-in-law, grandparent, grandchild and sibling.

But in the new year, employees also can take CFRA leave or paid sick leave to care for a “designated person.” It’s important to note that AB 1041 amends two distinct laws, and the CFRA and the HWHFA each define a designated person differently.

See CalChamber Presents: Page 6

Voters Agree with CalChamber Positions: Say ‘No’ to Propositions 29, 30



California voters agreed with the California Chamber of Commerce by giving a resounding “no” to Propositions

29 and 30.

Proposition 30 would have increased the tax on personal income above \$2 million by 1.75 percentage points to subsidize zero-emission vehicles and charging stations. Proposition 29 would have required dialysis clinics to have a licensed medical professional on site.

This week the Secretary of State website shows Proposition 30 being

rejected by voters, 58% “no” to 42% “yes,” and Proposition 29 also failing with 69% “no” to 31% “yes.”

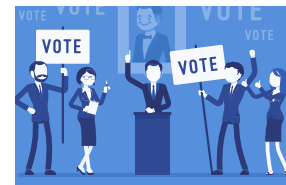
Proposition 30

The CalChamber opposed Proposition 30 because layering more taxes on top of the current personal income tax rate of 13.3% — the highest in the country — would inevitably have driven more high earners out of the state and decreased General Fund dollars.

As CalChamber President and CEO Jennifer Barrera pointed out before the election, “California’s ability to compete depends on attracting and retaining entre-

See Voters Agree: Page 5

Election 2022: First Look at Open Senate Seats as Ballot Counting Continues



An old idiom, “It’s all over but the shouting,” may have found an election corollary

in California: “It’s all over but the counting.”

The November 8 mid-term election is in the rearview mirror, but the road ahead for many aspiring office holders remains uncertain as nearly 1.7 million ballots remain to be counted statewide.

Left in doubt are several close legislative, congressional, and local government offices. Just called were the San Jose mayor’s race for Matt Mahan and the Los Angeles mayor’s race for Karen Bass.

Here’s why elections get complicated in California. All voters receive a mail-in ballot that had to be either turned in or postmarked by November 8, but those ballots had until Tuesday, November 15 to arrive at county election offices.

Although there are many races that are too close to call, there are several where the outcome appears certain. This year, the California Chamber of Commerce and our business allies engaged in more than 20 legislative campaigns in the primary and general elections for both Democratic and Republican candidates and spending hit new records.

To communicate with voters, business and labor groups deploy independent

See Election: Page 4

Inside

[Post-COVID Recruiting Best Practices: Page 3](#)

Labor Law Corner

Rest Breaks: Ways to Prove Employees Receive Duty-Free Time



Matthew J. Roberts
Labor Law Helpline
Manager

Recently, an employee complained to management that they were not receiving rest breaks. Because the breaks are paid, the employees do not clock out for them; how can we prove that employees are being provided their rest breaks?

California law requires employers to provide paid net 10-minute rest breaks for every four hours (or major fraction thereof) that a nonexempt employee works.

Unlike meal breaks, which employers may provide as unpaid breaks, keeping track of rest breaks can be challenging

because the employee must be paid for the time. Fortunately, there are several tools available to employers to help prevent rest break violations.

‘Policing’ Rest Breaks

The California Supreme Court has consistently reinforced its holding in *Brinker Restaurant Corp v. Superior Court* ((2012) 53 Cal. 4th 1004) that employers are not required to “police” meal and rest breaks, but instead simply must provide the breaks.

Unfortunately, that holding has created confusion for employers who still lose claims brought by employees for rest and meal break violations.

The reason employers continue to lose is because the burden of proof that the employer provided breaks falls on the employer. So, without proof that the employer provided the employee the reasonable opportunity to take an uninterrupted 10-minute rest break where the employer relinquished all control over the employee and relieved that employee of all duty, the employer is at risk for rest break violations

In practice, this means that employers should still “police” rest breaks in such a way as to be able to demonstrate to the

government that the employer complied with the law.

Scheduling/Timekeeping

The first step an employer should take is ensuring that there is some timekeeping record of the rest breaks taken. Although rest breaks are paid, employers still can require employees to note or affirm on their timekeeping records that they were provided the opportunity to take compliant rest breaks.

Recordkeeping can come in many forms, from a separate paper log to an electronic check box in a timekeeping system where the employee affirms their rest breaks were provided. So long as the record accurately reflects the provision of rest breaks, it will put the employer in a better position to demonstrate compliance.

The next step employers should take is scheduling the rest breaks. Employers are allowed to dictate when the employees must take their breaks and a break schedule that is published, and adhered to, helps demonstrate that the employer has made the rest breaks available to the employee.

Oftentimes employees like to choose when they take their breaks and resist such scheduling and timekeeping requirements.

See Rest Breaks: Page 7

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CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

Labor and Employment

HR Boot Camp Virtual Seminar.
CalChamber. December 8–9, SOLD OUT; March 9–10, 2023, Online. (800) 331-8877.

2023 Employment Law Updates.
CalChamber. January 6, 2023, Online; January 10, 2023, Online; January 12, 2023, Sacramento; January 19, 2023, Costa Mesa; January 24, 2023, Online. (800) 331-8877.

International Trade

Beijing International Life and Health Industry Expo. Ministry of Commerce, World Federation of Chinese Medicine Societies, Chinese Research Hospital Association, China Chamber of International Commerce. November 25, Online. +86 15801079798.

2022 Canada Craft Beverage Inbound
See CalChamber-Sponsored: Page 7

CalChamber Calendar

Public Affairs Conference:
November 29–30, Laguna Niguel

Water Committee:
December 8, San Francisco

ChamberPAC Advisory Committee:
December 8, San Francisco

Board of Directors:
December 8–9, San Francisco

International Trade Breakfast:
December 9, San Francisco

Annual Meeting:
December 9, San Francisco

Next Alert: December 2

The Workplace

Recruiting Best Practices for a Post-COVID-19 Job Landscape



In Episode 164 of The Workplace podcast, CalChamber employment law expert Matthew Roberts and best-selling author and

recruiting expert Rikka Brandon discuss hiring best practices in a post-COVID-19 pandemic job landscape.

Today's job landscape is unrecognizable for many HR professionals, and Brandon, founder and CEO of Building Gurus, thinks we are only going to continue to see more rapid change.

Smaller Workforce Pool, Retirement Wave

The birth rate in the United States has been dropping since 1958, going from 25 births per year down to 12. Because of this, our workforce is much smaller and there are not as many people entering it. Meanwhile, the youngest baby boomers are now 58, leaving many companies in a danger zone of unexpected or early retirements, Brandon points out. On top of this, the job growth rate has exploded, and we now have 5 million more jobs than people.

These reasons, Brandon says, is why it's so competitive right now to find, hire and keep employees. And it doesn't look like it's going to get better in the future. In the next 10 years, it's expected that 10 million more jobs will be created.

"So, unless something drastically different happens with immigration or something, we're going to be very short of people to work in the jobs," she tells Roberts.

Delayed Wages Catching Up

Brandon says that the companies and clients she has consulted with have had to increase their wages anywhere from 5% on the low end, to 25%.

One explanation for the wage gains we saw during the COVID-19 pandemic, she says, is that wages in the U.S. were actually behind. These delayed wage gains caught up to the current market during the pandemic, hitting companies with a double whammy of higher wages and COVID-19 restrictions.

Recruiting Best Practices

So how can companies attract the most qualified candidates in this new environment?

Brandon says there are two ways to get great candidates: one is attraction, and one is recruiting.

Attraction is posting a job ad, asking for referrals, and maybe creating a relationship with a local school. This is what most businesses do.

Then, there's recruiting, which is more like sales. With recruiting, companies hire headhunters who identify people with desired skills.

For most businesses, they will just need to do the attraction piece really well and it will solve their problems. When focusing on attraction, employers need to make sure their brand is good so that when prospective applicants check Yelp, Glassdoor or LinkedIn, they can see how great the company is to work for.

"The ticket that is going to change your results is you have to start selling your opportunity, and your organization," she says.

For years, employers have just been telling, but to stand out, employers need to start selling their organization.

When hiring, employers should leave stereotypes at the door and realize that for some people, money is a big motivator, while others are focused on altruistic things and want the work that they do to have meaning.

So it's important that employers handle candidates one-on-one and determine what they can offer that candidate and how they can customize the job description and get creative with it, Brandon says.

With that said, Brandon stresses that money will always matter. A candidate will not take a pay cut to work for you unless you are unbelievably tied to their passion project.

Likewise, benefits matter to people. "If you don't have health insurance, and [the job candidate has] somebody in their family that has a chronic illness, it is almost impossible for them to make that choice," Brandon says.

These two components are very important, she stresses.

Importance of Job Description

When writing a job description, it's important for employers to be clear about a particular position. Why does the business need this position? Why is it worth the time, energy and money to pay the payroll and train this person? After answering these questions, Brandon says, the employer may proceed to write the job description.

Having an accurate job description that details what the job really includes,

See Recruiting: Page 6



CalChamber Member Feedback

"With CalChamber, our small business has a big seat at the table. Their two-decade record of stopping job killer legislation shows my membership is money well-spent."

Diane D. Miller
President
Wilcox, Miller & Nelson

Election 2022: First Look at Open State Senate Seats

From Page 1

expenditure committees, committees like JobsPAC that operate independently of campaigns. This year, these groups spent a record \$50 million on candidates for legislative office.

Senate Open Seats

Highlighted below are the preliminary outcomes in the open seat contests for State Senate.

• **Senate District 4: Marie Alvarado-Gil (D-Jackson)** is a charter school administration and novice candidate winning in her first try at elective office, defeating another Democratic candidate. The seat became vacant when incumbent Republican Andreas Borgeas was drawn out of the district through the reapportionment process. Alvarado-Gil received independent expenditure backing from the California Charter School Association, the Agriculture Council of California, the Dental Association and CalChamber's JobsPAC. In this Republican-leaning seat, Alvarado-Gil won on a fiscally prudent platform that included opposition to tax increases. She is eligible to serve for 12 years (that is, three four-year terms).

• **Senate District 6: Roger Niello (R-Fair Oaks)** is well known in the Capitol community due to the eponymous automotive dealerships that dot the Sacramento region as well as his previous service as a local elected official and a member of the Assembly. Senate District 6 is evenly divided between Republicans and Democrats, but Niello far outperformed GOP registration. CalChamberPAC was an early supporter of Niello, who is eligible to serve for eight years due to his previous Assembly service.

• **Senate District 8: Angelique Ashby (D-Sacramento)** is a member of the Sacramento City Council making her first bid for legislative office. Ashby defeated fellow Democrat Dave Jones who previously served in the Assembly as well as Insurance Commissioner. Senate District 8 became open due to Democratic Senator Richard Pan being termed out. Senate District 8 will earn the distinction of being the most expensive Senate race of 2022, drawing more than \$10 million in outside spending. Ashby was heavily backed by independent expenditures from energy, insurance, and real estate inter-

ests while progressive groups such as the nurses lined up behind Jones. While the race has not been called, Ashby has held a steady lead. ChamberPAC was an early supporter of Ashby, who is eligible to serve for 12 years.

• **Senate District 10: Aisha Wahab (D-Hayward)**, a member of the Hayward City Council, appears to have won over fellow Democrat and Fremont Mayor Lily Mei. Mei was the business-backed candidate while Wahab received the backing of labor groups, trial lawyers and the California Working Families Party, the state affiliate of the Bernie Sanders organization. Assuming the results hold up, Wahab will replace the termed-out Bob Wieckowski. The campaign was another expensive bloodbath between business and labor groups; independent expenditure spending by both sides will total \$7.4 million. Wahab is eligible to serve for 12 years.

• **Senate District 18: Steve Padilla (D-Chula Vista)** is a longtime local official from Chula Vista, San Diego County's second largest city. The seat opened due to Ben Hueso serving out his two terms. Senate District 18 is a Latino Voting Rights district that encompasses the southern part of San Diego County and stretches east into the counties of Riverside and Imperial. Padilla, a former police officer, ran with support from CalChamberPAC and is eligible to serve for 12 years.

• **Senate District 20: Caroline Menjivar (D-Los Angeles)** was the East Valley representative in Los Angeles Mayor Eric Garcetti's office. The seat became open due to Democrat Bob Hertzberg being term limited. The outgoing incumbent recruited his son, Daniel, to be his replacement. Voters appear to have had another idea. Senate District 20 was drawn to be a Latino Voting Rights Act district and the voters chose a Latina Marine veteran over the son of a longtime elected official who, otherwise, appeared to have little qualification for office.

• **Senate District 28: Lola Smallwood-Cuevas (D-Los Angeles)** will take over for Sydney Kamlager, who ran for and won a vacant congressional seat. Smallwood-Cuevas was the heavy favorite from the get-go, running with the endorsement of Kamlager and the Democratic Party. Smallwood-Cuevas is a proj-

ect director at UCLA's Labor Center and a former community organizer for SEIU. She will be eligible to serve for 12 years.

• **Senate District 32: Kelly Seyarto (R-Murrieta)** served one term in the Assembly and has moved up to the Senate as incumbent Republican Melissa Melendez termed out. This is a safe seat for Republicans that encompasses GOP strongholds like Temecula, Murrieta and Yorba Linda. The outcome was never in doubt. Seyarto is eligible to serve for eight years.

• **Senate District 36: Janet Nguyen (R-Huntington Beach)** is returning to the Senate where she served one term before losing the seat in 2018. Her political hiatus did not last long as she returned to elective office by beating a fellow Republican in an Assembly primary battle. Nguyen's path this year was much less dramatic as she was seeking a newly drawn seat encompassing the Little Saigon portion of Orange County that fits her profile perfectly. CalChamberPAC supported Nguyen in this race as well as her previous tries for legislative office and she is eligible to serve another four years.

• **Senate District 38: Catherine Blakespear (D-Encinitas)** is the city's mayor who defeated Republican Orange County businessman Matt Gunderson. The district runs along the coastal strip of southern Orange County into a large portion of San Diego County. Blakespear's election represents a flip of the seat from Republican to Democrat as longtime GOP elected official Pat Bates was termed out of office. Business groups, led by energy, real estate, health care groups and CalChamber's JobsPAC, invested heavily in Gunderson in an effort to keep the seat in Republican hands, but the redistricting process made that an uphill climb as the new lines favor Democrats by 6% in terms of voter registration. Blakespear, an attorney by profession, is eligible to serve for 12 years.

Looking Ahead

CalChamber's policy team has already begun meeting with these new senators with the goal of developing long-lasting positive relationships built on the common principle that all sides care deeply about the future of California.

Staff Contact: Martin R. Wilson

CalChamber Urges Congress to Reauthorize Trade Program, Refund Billions in Tariffs



The California Chamber of Commerce is urging the California congressional

delegation to reauthorize a U.S. trade program that has saved companies billions of dollars in tariff costs on imported goods.

In a [November 14, 2022 letter](#), the CalChamber joined the Coalition for GSP in asking that renewal of the Generalized System of Preferences (GSP) program be placed on the agenda during the “lame duck” session of Congress.

The CalChamber is calling on Congress to pass a long-term retroactive reauthorization of the GSP program, to refund billions in GSP tariffs paid since the program expired in 2020, and to reauthorize the program for future years.

Because Congress failed to renew the GSP program before it expired on December 31, 2020, U.S. companies will have paid up to \$2.6 billion in added tariff costs by the end of this year.

For nearly 50 years, the GSP program has received bipartisan support due to its track record of creating jobs in both

developing countries and the United States. The program eliminates import taxes on designated products from 119 emerging economies, opening the U.S. market to qualifying exports.

At the same time, GSP supports U.S. works and manufacturers by reducing costs of imported inputs and equipment and helps American families stretch their paychecks by lowering the costs of consumer goods imported duty-free.

Costs of GSP Expiration

Since the GSP program expired in December 2020 through August 2022, U.S. companies have paid more than \$2 billion in extra taxes while also dealing with the effects of the COVID-19 pandemic, high freight costs, and supply chain disruptions in both the United States and beneficiary countries.

These issues have contributed to high and persistent U.S. inflation. At the same time, GSP expiration has hindered U.S. companies' efforts to diversify suppliers and build more resilient supply chains.

California Impact

California is one of the top economies in the world with a gross state product of more than \$3.357 trillion in 2021. In

2021, California exported \$175.12 billion to approximately 226 foreign markets.

Due to the expiration of the GSP program, California companies paid an additional \$109 million in tariffs in 2021 — more than double the amount of any other state.

In 2020, California companies saved \$238 million in tariffs thanks to the GSP program. California routinely is the greatest benefactor of the GSP program.

History of GSP

The GSP program was instituted on January 1, 1976, by the Trade Act of 1974 and was designed to promote economic growth in the developing world by providing preferential duty-free entry for products from designated beneficiary countries and territories.

GSP is an important tool for boosting economic growth and job creation. Many U.S. companies source raw materials and other inputs from GSP countries, and the duty-free treatment of these imports reduces production costs for these U.S. manufacturers, making them more competitive.

For more information, visit www.calchamber.com/GSP.

Staff Contact: Susanne T. Stirling

Voters Agree with CalChamber Positions: Say ‘No’ to Propositions 29, 30

From Page 1

preneurs and investors. The reality is that the new taxes proposed in Proposition 30 will drive investment out of the state.”

The increased tax was estimated to increase taxes by \$60 billion to \$80 billion over the course of 20 years for projects and programs that already are top spending priorities for the Governor and Legislature, including subsidizing electric vehicle (EV) purchases, installing EV charging stations, and increasing funding to suppress and prevent wildfires.

Proposition 30 was opposed by a diverse coalition, including the CalChamber, Governor Gavin Newsom, the California Teachers Association, and numerous taxpayer, small business, local chamber, labor and veterans organiza-

tions. Numerous newspaper editorial boards also opposed Proposition 30.

The CalChamber Board of Directors voted earlier this year to oppose Proposition 30 and the CalChamber staff worked closely with the campaign to defeat the measure.

Proposition 29

The CalChamber opposed Proposition 29 because the physician on-site requirement was unnecessary given that dialysis treatment is prescribed by a patient's personal physician and administered by specially trained nephrology nurses and patient care technicians. Moreover, the initiative would have increased costs dramatically.

The increased costs would have been

passed along to everyone in the form of higher insurance premiums and higher taxes for government-sponsored health care, and would have caused many dialysis clinics to become financially unsustainable and possibly close.

California voters widely rejected initiatives nearly identical to Proposition 29 in 2018 and 2020.

Proposition 29 was opposed by a broad coalition, including the CalChamber, patients, doctors, nurses, veterans, seniors, business and taxpayer groups, and community advocates. It also was opposed by every daily newspaper editorial board in the state.

CalChamber Presents Guide to 2023 Employment Laws

From Page 1

Two different discrimination-related bills — SB 523 and AB 2188 — expand the scope of California’s Fair Employment and Housing Act (FEHA).

SB 523 amends the FEHA to make it unlawful to discriminate against an employee or job applicant based on their “reproductive health decision-making,” while AB 2188 will, beginning January 1, 2024, prohibit employers from discriminating against employees or applicants based on their off-duty, off-site cannabis use.

In addition to the bills above, the white paper also discusses the newly approved California Privacy Rights Act (CPRA), which amends the California Consumer Privacy Act (CCPA), as well as:

- The new protected leave of absence for bereavement;
- Employers’ new requirement to make pay scale information available to job

applicants and employees, and California’s expanded pay data reporting requirements.

- Extensions to the current wage replacement rates for California’s Paid Family Leave (PFL) and State Disability Insurance (SDI) programs;
- Revisions to the CalSavers Retirement Savings Program (CalSavers), which expands on the definition of “eligible employer;”
- COVID-19-related legislation set to expire on January 1, 2023, but now extended to January 1, 2024; and
- Much more.

Virtual/In-Person Seminars

Employers needing more preparation for these new laws can register now for one of the CalChamber [2023 Employment Law Updates](#) seminars. And for the first time since 2020, in-person seminars are back!

Whether attending an in-person event or one that’s held virtually, attendees will have the opportunity to engage with CalChamber employment law experts on recent California and federal laws, regulations and court decisions, and how these will affect business in the new year.

In addition to interacting with the seminar presenters, in-person attendees will be able to exchange insights with fellow attendees.

The 2023 virtual seminars are scheduled for January 6, 10 and 24, 9 a.m.–12:30 p.m. Pacific Time.

The in-person seminars are scheduled for January 12 in Sacramento, 9 a.m.–12:30 p.m. PT, and January 19 in Costa Mesa, 9 a.m.–12:30 p.m. PT.

For more information or to register, visit the [CalChamber Store](#).

Recruiting Best Practices for a Post-COVID-19 Job Landscape

From Page 3

like the challenges and opportunities within it, helps the interview and selection process because candidates will be able to determine during the interview whether they choose to opt in or opt out. This saves an employer time and money versus training and paying for a new employee who then decides to quit 90 days later, Brandon points out.

Be Upfront About Drug, Background Testing

Some employers have expressed concern that their drug or background test policies might scare off applicants, Roberts says. Should employers be transparent in their recruiting copy or save the information for the interview process?

Brandon answers that if passing a drug test is non-negotiable, then the company should not waste their time and

be upfront about the requirements in the job ad.

“At the end of the day, you don’t actually want people that can’t pass the drug test. So why are we trying to get them into our funnel? Let them just scroll on by to the next one that doesn’t have that requirement,” she says.

Assess Your Recruiting Success

Brandon closes the podcast by encouraging employers to take a self-assessment of how their recruiting efforts fared in the last year. Did you get many applications for your job posting? Did you lose people during the interview process? Perhaps you were a little slower than you should have been?

“Most people don’t realize that there’s about nine decisions that a job seeker has to make to choose to apply to your job posting,” Brandon says.

It’s easy for an employer to think that there just isn’t anyone good out there, but Brandon urges employers to stop thinking this way and consider what they are doing. They are likely not selling the company enough. The employer should get into Millennial or Gen Z’s shoes to figure out how the company can adapt and market itself better.

Brandon stresses that an employer is not going to get a different result if they don’t get educated on what’s not working.

Lastly, if an employer is not having success, they can hire a consultant. Sometimes an employer may have more money than time, so they can hire an expert to figure it all out for them.

“Really understand that the game is changing. It’s harder, and you’re going to have to try harder, and you need to know how to get a different result to actually get one,” Brandon says.

Rest Breaks: Ways to Prove Employees Receive Duty-Free Time

From Page 2

This is where a well-drafted and enforced rest break policy comes in handy.

Rest Break Policy

The California courts have found that an employer who demonstrates they enforce well-drafted break policies is compliant under California law.

An employer's rest break policy should include instructions that the employee is entitled to an uninterrupted net 10-minute break, that the break is paid, and that the

employee is free from control and all duties imposed by the employer.

Further, the policy should set forth any timekeeping or scheduling requirements and instruct the employee to inform their supervisor if denied a reasonable opportunity to take the break.

Lastly, the responsibility of enforcing a rest break policy does not fall on just one supervisor or manager, but the entire management team. As a result, all supervisors, managers and any other employees tasked with ensuring compliance with

the rest break policy should be trained to both implement and enforce the policy with discipline if the employee fails to follow the policy.

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.

CalChamber-Sponsored Seminars/Trade Shows

From Page 2

Trade Mission. November 28–29, Missoula, Montana; December 1–2, Reno, Nevada. Western United States Agricultural Trade Association. (360) 693-3373.

Agritalks 2022 Brazil/USA. Consulate General of Brazil. November 30, Los Angeles.

China Trade Policy: Impacts of Recent Actions on Trade with China. Women in International Trade, Los Angeles. November 30, Online. (213) 545-6479.

Showcasing the International Success of Native American Owned & Led Businesses. U.S. Commercial Service.

November 30, Online. (213) 342-7855.

Arab Health. Governor's Office of Business and Economic Development (GO-Biz). December 2 voucher application deadline. January 30–February 2, 2023, Dubai. Voucher questions: diana.dominguez@gobiz.ca.gov.

2022 WUSATA Mexico Outbound Mission to Mexico City & Monterrey with Buyers from Central America. Western U.S. Agricultural Trade Association. December 4–9, Mexico City and Monterrey. (360) 693-3373.

VI International InvestChile Forum 2022. December 5–7, Pre-register to watch on streaming platform. (56-2) 2663 9200.

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

9th Annual Global Trade Awards Gala. Women in International Trade, Los Angeles. January 19, 2023. (213) 545-6479.

China Clean Beauty Trade Mission. U.S. Commercial Service. February 21–22, 2023, Online.

Exporting 101: Pathways to Developing International Markets. California Centers for International Trade Development. February 22, 2023, Online. (559) 243-7280.

Mandatory Updates to Required Employment Notices

 **CalChamber**
HR Expert & Business Advocate™



Will you be ready to post and distribute updated employment notices on January 1, 2023?

Now's the time to preorder your 2023 California and Federal Labor Law posters and pamphlets through CalChamber, as well as applicable California Wage Order posters and local California labor law posters.

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PREORDER at calchamber.com/required2023 or call (800) 331-8877.