

CalChamber Job Killer Tag Identifies Worst Proposals

Economic growth and job creation are the keys to making California a great place to live, work and do business. To help lawmakers focus on the full ramifications of proposed laws, the California Chamber of Commerce identifies each year the legislation that will hinder job creation. The job killer list highlights those bills that truly are going to cost the state jobs. The CalChamber policy staff is very judicious about the difference between legislation that merits opposition and a job killer.

The goal is to remind California policymakers to keep their focus on the No. 1 issue affecting their constituents—economic recovery and job creation. Each bill designated as a job killer would increase uncertainty for employers and investors, and lead to higher costs of doing business, which will undermine the economic health of the state. Individually, the job killer bills are bad, but cumulatively they are worse.

Jobs are killed when employers lay off workers or can't afford to hire workers to provide goods and services to consumers. Workers are laid off (or wages are reduced) if consumers do not buy goods and services from businesses, or because the cost of providing those goods or services has increased to the point where the business is not competitive. Consumers will not buy goods and services if they have less money to spend, or if the goods and services are a lesser value (higher cost/lesser quality) than alternatives in the marketplace. Lower wages and fewer jobs are the result of an employer not being successful in the marketplace—when an employer is not competitive and/or consumers have no money to spend.

Government kills jobs when it passes laws, rules and regulations that discourage investment and production, that add unnecessary cost and burdens to goods and services, or that make California employers uncompetitive.

Job killer bills make employers less competitive, forcing them to reduce employee benefits, or take resources from consumers.



CRITERIA

Factors that have earned job killer status for legislation include:

- imposing costly workplace mandates;
- creating barriers to economic development/economic recovery;
- requiring expensive, unnecessary regulations;
- inflating liability costs;
- imposing burdensome or unnecessary requirements that increase costs on businesses;
- expanding government at businesses' expense;
- criminalizing inadvertent business errors;
- imposing new or higher fees and taxes;
- discouraging businesses from expanding their workforce in or to California.

BILLS STOPPED

Since starting the job killer bill list in 1997, the CalChamber has prevented 93% of these onerous proposals from becoming law. Every job killer stopped means the state will at least do no more harm to businesses and their ability to compete in the national and global markets.

Updates appear at cajobkillers.com and calchamber.com/jobkillers.

Creating A More Affordable California

2023 Business Issues and Legislative Guide

See the entire CalChamber 2023 Business Issues and Legislative Guide at
www.calchamber.com/businessissues
Free PDF or epub available to download.

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Major



Job Creator Bills Help California Economy Grow

Alongside the California Chamber of Commerce list of job killer legislation is the job creator bill list. Since 2008, the CalChamber has identified and strongly supported legislation that will stimulate the economy and improve the state’s jobs climate. The *Business Issues and Legislative Guide* explains the policies that would improve California’s business climate and nurture our economy—the principles that determine which bills are job creators. If adopted, job creator legislation would encourage employers to invest resources back into our economy and their local communities rather than spend on unnecessary government-imposed costs. Job creating legislation promotes the following policies:



- Keeping taxes on new investment and business operations low, fair, stable and predictable.
- Reviving local economic development tools.
- Reducing regulatory and litigation costs of operating a business—especially when hiring and keeping employees.
- Reducing the cost and improving the certainty and stability of investing in new or expanded plants, equipment and technology.
- Investing in public and private works that are the backbone for economic growth.
- Ensuring the availability of high-quality skilled employees.

SIGNED INTO LAW

Among the 32 job creators signed into law to date are bills:

- Protecting employees and employers from being sued for defamation in sexual harassment cases simply for reporting and investigating harassment.
- Giving employers a limited opportunity to cure technical violations in an itemized wage statement before being subject to costly litigation.
- Reforming disability access requirements and limiting frivolous litigation related to disability access compliance.
- Expediting the environmental review process for projects related to energy or roadway improvements, repair and maintenance.
- Creating a predictable and easy-to-track schedule for implementing new regulations.
- Extending and expanding the film and television tax credit.
- Stopping drive-by Proposition 65 lawsuits for alleged failure to post specific required warnings.
- Repealing a retroactive tax on small business investors.
- Encouraging aerospace projects to locate in California.
- Restoring funding to the California Competes Tax Credit Program.
- Increasing loan access for small business.
- Helping businesses rebuild after disasters by allowing state agencies to establish a procedure to reduce licensing fees for businesses affected by a federal- or state-declared emergency.

Removing regulatory hurdles makes it easier for California employers to create the jobs needed to maintain the state’s economic recovery.

Updates on the job creator bills appear at calchamber.com/jobcreators.