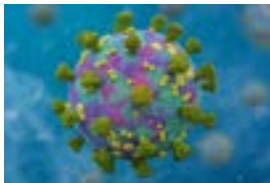


ALERT

Cal/OSHA COVID Rule Shifts to ‘Non-Emergency’

Text to Remain in Effect to February 3, 2025



After years of rapid change, the potentially final form of California’s COVID-19 regulation has

been filed with the Secretary of State and went into effect on February 3.

On December 15, 2022, the Cal/OSHA Standards Board voted to transition the state’s COVID-19 regulation from a short-term, “emergency” regulation (also known as an “ETS”) to a non-emergency, two-year regulation.

The final approved text (available at <https://www.dir.ca.gov/oshsb/documents/COVID-19-Prevention-Non-Emergency-txtbrdconsider.pdf>) made various changes to the regulation, and has a sunset of February 3, 2025 for most provisions.

After the December vote, there was some confusion as to exactly when the non-emergency rule would go into effect. The answer was: “sometime in the next 30 working days, whenever the Office of Administrative Law (OAL) finishes reviewing it and approves it”

That answer wasn’t exactly helpful for California’s workplace-safety concerned individuals (both labor and management) as we wanted to know exactly when the new rules would go into effect. Sadly, there wasn’t any better way to know than to steadily re-check OAL’s website until we saw the COVID regulation move from “Proposed Regulations Under Review” to “Recent Actions Taken” Thankfully, their website is pretty easy to use — and it finally happened!

See Cal/OSHA: Page 3

Nick Ortiz to Head CalChamber Local Chamber Relations



Nick Ortiz

Greater Bakersfield Chamber, will take on dual roles with the organizations on February 27.

Ortiz will serve as CalChamber vice president of local chamber relations and W.A.C.E. president and CEO.

He will be taking over the responsibilities of Dave Kilby, CalChamber executive vice president and W.A.C.E. leader, who will retire at the end of February.

“Nick is a dynamic leader who brings incredible experience and leadership skills to both CalChamber and W.A.C.E.,” said CalChamber President and CEO Jennifer Barrera. “Local chambers and the small business members they represent are a critical component of effective advocacy for employers in the state. Nick’s knowledge of statewide, regional and local issues, along with his ability to amplify the voices of local chamber small business members will be a big asset in our advocacy efforts on behalf of California’s job creators at the State Capitol.”

See Nick: Page 7

Remembering Allan Zaremborg

Tributes Pour in from Business and Political Leaders



Allan Zaremborg

Allan Zaremborg, CalChamber President and CEO from 1998–2021, passed away on February 4 after dealing with a series of recent health challenges. He was 74.

Zaremborg served as president and CEO of CalChamber for 23 years beginning in 1998 after six years as executive

vice president and head of CalChamber’s legislative advocacy program. Before joining CalChamber, Zaremborg served as chief legislative advisor to and advocate for Governors George Deukmejian and Pete Wilson. He also served as a captain and flight navigator on a KC-135 jet air refueling tanker while in the U.S. Air Force from 1970 to 1975.

Zaremborg is survived by his wife Karen, their son Adam, a grandson, and his sister Darlene.

Jennifer Barrera, President and CEO, CalChamber: “Allan was not only the leader of California’s business community

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Inside

Labor Claims Law Needs Reform: Page 5

Labor Law Corner

State Meal/Rest Rules Don't Apply to Truck Drivers Subject to U.S. Law



David Leporiere
HR Adviser

I own a trucking company and my drivers are covered by U.S. Department of Transportation regulations. I know they are not covered by California's overtime laws. I need to know if these drivers are covered by California's rules regarding meal and rest breaks.

Truck drivers engaged in interstate transportation, and driving vehicles of a certain size are subject to the federal

government's rules provided by the U.S. Department of Transportation under the Federal Motor Carrier Safety Act (FMCSA).

Generally speaking, the vehicles must transport goods across state lines, or transport goods that have crossed state lines, and the vehicles must have a gross weight in excess of 10,001 pounds. The exact definitions can be found in the FMCSA.

In 2021, the 9th Circuit Court of Appeals confirmed that the federal rules supersede California's overtime laws for interstate truck drivers (*International Brotherhood of Teamsters, Local 2785 v. Federal Motor Carrier Safety Administration*, 986 F. 3d 841 (2021)).

Later that same year, a truck driver in California sued his employer on a number of theories, including failure to provide meal and rest breaks. A California Court

of Appeal overruled the trial court, held that the FMCSA supersedes California's meal and rest break laws, and dismissed the employee's claims (*Espinoza v. Hepta Run, Inc.*, 74 Cal App 5th 44, (2022)).

As a result of these decisions, the law is clear that if a truck driver is subject to the FMCSA, that driver is not subject to the California overtime, or meal and rest break laws.

To confirm that your drivers are subject to the FMCSA, we recommend consulting with your company's legal counsel.

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

More at www.calchamber.com/events.

Business Resources

California's Recycling Overhaul — A Breakdown: of SB 54's Circular Economy. CalChamber. March 8, Online. (800) 331-8877.

California Privacy Rights Act (CPRA) Compliance Webinar. CalChamber and Mariner Strategies. March 15, Online. (800) 331-8877.

Labor and Employment

Finding the Right Fit: Tips for Recruiting and Hiring. CalChamber. February 16, Online. (800) 331-8877.

Leaves of Absence: Making Sense of It All Virtual Seminar, February 23–24, April 13–14, Online. (800) 331-8877.

HR Boot Camp Virtual Seminar. CalChamber. March 9–10, May 4–5, Online. (800) 331-8877.

International Trade

Cross-Border eCommerce Webinar Series: U.S. to Anywhere. International Trade Administration, Getting to Global and U.S. Commercial Service. February 16, Online. (800) 872-8723.

China Clean Beauty Trade Mission. U.S. Commercial Service. February 21–22, Online. Cindy.Ma@trade.gov.

Canada Advocacy Day Luncheon: Green Investing in the Golden State. Consulate General of Canada in San

Francisco, California Chamber of Commerce, Governor's Office of Business and Economic Development. February 22, Sacramento. intlevents@calchamber.com.

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

How to Navigate Three Major Stumbling Blocks in Exporting to the EU. National Association of District Export Councils. February 22, Online. nadec@usaexporter.org.

2023 Taiwan Trade Shows. Taiwan Trade Center, San Francisco. March 6–November 8, Taiwan and Online. (408) 988-5018.

Trade Winds Southeast Asia. U.S. Commercial Service. March 9–16, Bangkok, Thailand. TradeWinds@trade.gov.

How to Leverage Hong Kong as a Hub to Grow Your Sales Across Asia. International Trade Administration, Getting to Global and U.S. Commercial Service. March 16, Online. (800) 872-8723.

Panama and CAFTA-DR Trade Mission. Foreign Agricultural Service, U.S. Department of Agriculture. March

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CalChamber Webinar to Explain Complex California Recycling Laws



The CalChamber will be hosting a webinar explaining all the recycling compliance mandates following the passage of last year's circular economy law, SB 54

(Allen; D-Santa Monica).

California's Recycling Overhaul — A Breakdown of SB 54's Circular Economy is set for Wednesday, March 8, 10 a.m.–11 a.m. (Pacific).

This webinar is designed for government affairs professionals, sustainability teams, attorneys, and business owners of any company that manufactures, produces or distributes single-use packaging in or to California.

The webinar will be presented live by Adam Regele, CalChamber's recycling and extended producer responsibility

expert and lead negotiator for the business community on SB 54, known as the Plastic Pollution Prevention and Packaging Producer Responsibility Act. Regele will answer questions submitted via Zoom.

Regele will discuss the history of SB 54, the author's intent on important provisions in the bill, compliance hurdles businesses face, potential pitfalls to avoid, and other related recycling laws that interact with SB 54.

New Recycling Framework

SB 54 upends California's existing recycling framework for all single-use packaging, including paper, plastic, glass, aluminum, and single-use plastic food service ware, including, but not limited to, plastic-coated paper, plastic-coated paperboard, paper or paperboard with plastic intentionally added, and multi-layer flexible material.

SB 54 interacts with other California laws, such as SB 343 (Allen; D-Santa Monica) to create a circular economy framework that is the nation's most complex extended producer responsibility program.

Failing to comply may result in product and packaging bans and/or fines up to \$50,000 per violation per day with no cap, among other enforcement actions.

Webinar Details

- Formatted so participants can submit questions during the webinar.

- Provided: Downloadable webinar slides and a recording of the live event.

- Optimized for mobile viewing on tablets and smartphones.

The \$299 course is approved for 1.0 MCLE credit hour.

To register or for more information, visit the [CalChamber Store](#) or call (800) 331-8877.

Cal/OSHA COVID Rule Shifts to 'Non-Emergency'

From Page 1

Final Approval

On Friday, February 3, the OAL finished their approval, meaning the new COVID-19 non-emergency regulation text is in effect. The changes in the new draft were significant in some areas, including:

- Outbreaks can be ended slightly sooner than under the prior text, which required 0 cases for a two-week period. Now, a workplace can have 1 case in a two-week period, and still consider the outbreak ended.

- Exclusion pay will no longer be required under the regulation, but workers still will be able to seek compensation under workers' compensation, as well as under normal sick leave law.

- The new definition of "close contact" is firmly in the text — so workplaces should measure whether they are larger or smaller than 400,000 cubic feet to determine who qualifies as a close contact.

Employers should be aware that the State of Emergency is due to end February 28, per the Governor's October 2022 press release, available [here](#). To be very clear: the State of Emergency ending has no effect on the regulation's legal authority, or substantive requirements.

The commonsense response is: "... but shouldn't the state of emergency change things? And shouldn't its end change things?" And yes, states of emergency do change things — including allowing the Governor broader powers to act quickly or use funds differently — but, sadly, the

state emergency ending does not change employers' COVID obligations under Cal/OSHA's regulation. They still have to comply for the next two years.

Text in Effect Until 2025

If you're looking for a small silver lining, here's one: this text will remain in effect until February 3, 2025. Minimal changes are expected between now and then. Cal/OSHA Standards Board members and staff both seem focused on catching up on the workload that existed pre-pandemic — so employers are hopeful that this will be the last significant change on the state's COVID-19 regulation for a long time ... or, at least, two years!

Staff Contact: Robert Moutrie



CalChamber Member Feedback

"Ensuring businesses, like mine, have a voice in the decisions that affect so many is a role I take very seriously. I look forward to continuing work with CalChamber in our pursuit to 'make the state a better place to live, work and conduct business.'"

Jessica Word
Chief Executive Officer
Word & Brown General Agency

Budget: CalChamber Supports CalCompetes Tax Credit



The California Chamber of Commerce is supporting the Governor's budget proposal

to provide \$120 million to fund a third year of the California Competes Tax Credit program in 2023–24.

The program has been indispensable in helping businesses locate or stay in California and invest, grow and create quality full-time jobs in the state.

Directed by the Governor's Office of

Business and Economic Development (GO-Biz), the CalCompetes program has awarded tax credits and grants to more than 1,150 businesses committing to create nearly 145,000 new, full-time jobs and make more than \$29 billion in capital improvements in California.

Eight companies received grants in April 2022 and committed to creating more than 7,615 new full-time jobs and bring to the state more than \$3.3 billion in new capital investments.

Researchers completing a recent study by the University of California, Irvine

found that when controlling for other variables, there was "evidence of a significant local multiplier effect — two-and-a-half-times — from CalCompetes Tax Credit-incentivized jobs."

The CalCompetes Tax Credit program plays an invaluable role by making targeted investments that help businesses create high-paying jobs, increase investment in California and grow the economy.

Staff Contact: Preston Young

Budget: CalChamber Backs Film/TV Tax Credit



The California Chamber of Commerce is supporting the Governor's budget proposal

to extend the film and television tax credit, which has proven effective at maintaining jobs in the state and growing jobs in the industry.

Within the 2023–24 budget proposal is an allocation of \$330 million in tax credits each fiscal year starting in 2025–26.

California's Film and Television Tax Credit Program contributed almost \$21.9 billion in economic output over five years and supported more than 110,000 total jobs in the state, according to a study released by the Los Angeles County Economic Development Corporation (LAEDC).

The Film and Television Tax Credit Program 2.0, which ran from July 2015 through June 2020, allocated \$330 million per year in tax credits to fight "runaway production" and grow film/TV production-related employment and spending across the state.

The LAEDC study shows that for every tax credit dollar allocated, the state benefited from at least \$24.40 in economic output, \$16.14 in gross domestic product (GDP), \$8.60 in wages and \$1.07 in state and local tax revenues. The program also returned to state and local governments an estimated \$961.5 million in tax revenue.

The latest edition of California's Film and Television Tax Credit Program (Program 3.0) started in July 2020 to continue and expand upon Program 2.0's success. Despite launching during the

pandemic, Program 3.0 is achieving its goals, as affirmed by the most recent round of film tax credit projects, which are on track to generate nearly \$440 million in wages to below-the-line workers and payments to in-state vendors.

Beyond the financial impacts that are the focus of the LAEDC's report, Program 3.0 delivers additional benefits. For example, the California Film Commission's Career Pathways Program, which is funded entirely by projects in the tax credit program, trains entry-level workers for a wide range of production-related jobs and is very effective at reducing the economic, geographic and social barriers to career success.

Staff Contact: Preston Young

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California Law Helping Workers File Labor Claims Needs Reform



Jennifer Barrera

Eight billion dollars. That's the amount of money trial attorneys have leveraged from California employers over the last six years in [Private Attorneys General Act \(PAGA\)](#) settlements.

Employees rarely see that money, though. They generally take home a minimum amount while attorneys keep hundreds of thousands of dollars for themselves.

The Labor Commissioner's office [agrees](#). In a 2019–20 budget disclosure, the agency noted that “the substantial majority of proposed private court settlements in PAGA cases reviewed by the [PAGA] Unit fell short of protecting the interests of the state and workers.”

So why does the California Legislature continue to defend this law?

In simple terms, PAGA is an 18-year-old law that allows aggrieved workers to file any Labor Code violation claims on behalf of a group of employees — even if no one has been harmed. Since it is not classified as a class action, they avoid class certification rules.

However well-intentioned, PAGA has evolved into an easy way for trial lawyers

to shakedown businesses at the expense of workers and their employers.

State data shows that it's taking much longer for workers' claims to be resolved by trial lawyers than when it's handled by the independent Labor Commissioner's office. Wage claim cases should be timely since many employees are working paycheck to paycheck and can't afford to wait two or more years for a wage claim.

Commentary By Jennifer Barrera

More than a third of all settlements go directly to the attorneys, who [sometimes walk away with millions](#), while workers end up making substantially less.

PAGA-related court cases drag out for years and are extremely costly, especially for small mom-and-pop businesses and nonprofits. Even good-faith employers who haven't harmed their employees or improperly paid them are losing millions of dollars because it is easier and oftentimes less expensive for businesses to settle.

The easy incentive for trial lawyers to slap a PAGA claim on their labor-related cases has turned PAGA into a cash cow rather than a tool to hold employers accountable for violating workers' rights. Several unions have even [sought carve-outs](#) because they recognize that PAGA puts “enormous pressure on employers to settle claims regardless of the validity of those claims,” as one bill author puts it.

California voters will have the option to reform this law with the [California Fair Pay and Accountability Act initiative](#) on the 2024 ballot. The measure would place wage and hour claims back into the hands of California's independent regulator, giving workers 100% of penalty payments and protecting their access to the courts if employees were unsatisfied with the regulator's decision.

In the meantime, the Legislature could do more to improve the enforcement of the Labor Code and investigations of [wage and hour violations](#). The number of vacancies in the Labor Commissioner's office makes it clear that they need better tools to hire more staff among other ways to help speed up the ruling process. That means properly funding and outfitting the department.

That is a solution everyone can support, and those positions are funded by employers, not taxpayers.

The numbers don't lie. PAGA is making trial lawyers exorbitant amounts of money while leaving very little for workers and doing nothing to ensure businesses are complying with the Labor Code. California can bolster enforcement, stop shakedowns and improve the recovery process for harmed workers.

Jennifer Barrera is president and CEO of the California Chamber of Commerce. This commentary first appeared on [CalMatters](#).

CalChamber-Sponsored Seminars/Trade Shows

From Page 2

19–23, Panama City, Panama. trade-missions@fas.usda.gov.

How to Sell into the Middle East and North Africa (MENA) Market via the Cross-Border Digital Sales Channels. International Trade Administration, Getting to Global and U.S. Commercial Service. April 13, Online. (800) 872-8723.

11th Annual Pan African Global Trade and Investment Conference. Center for African Peace and Conflict Resolution. April 26–30, 2023, Sacramento. info@panafricanglobaltradeconference.com.

Annual Export Conference. National Association of District Export Councils (NADEC). May 9–10, Washington, D.C. aburkett@naita.org.

U.S. to EU: How to Sell into European Union via eCommerce. International Trade Administration, Getting to Global and U.S. Commercial Service. May 18, Online. (800) 872-8723.

NAFSA Annual Conference & Expo. National Association of International Educators. May 30–June 2, Washington, D.C. (202) 737-3699. *Early bird registration opens March 1.*

*In Memoriam***Rex S. Hime, Former President/CEO California Business Properties Assn.****Rex S. Hime**

California Business Properties Association (CBPA) for 37 years, retiring at the end of 2021.

“Rex was one of a kind,” said CalChamber President and CEO Jennifer Barrera. “He was an incredible advocate for California business and a mentor to so many of us. Rex’s humor and his direct approach to issues were two of

The California Chamber of Commerce joins the business community, friends and family in mourning the loss of Rex S. Hime, who served as president and CEO of the

his best qualities. Rex was a champion on significant issues that we worked on together including ADA [Americans with Disabilities Act] reform. He was a great friend to CalChamber and we will miss him tremendously.”

Hime had remained involved with CBPA as a senior adviser after stepping away from overseeing day-to-day operations.

As head of the CBPA, he fought taxes and worked with the CalChamber on coalitions to stop split roll property taxes, job killers and other proposals harmful to the state’s economy.

He provided leadership to the coalition that won passage of the law prohibiting commercial rent control in California, making it the only state to enact such legislation. He also brought together a coalition of business and the community of persons with disabilities to win passage

of legislation redefining the approval process for drive-throughs in California.

He was involved in all statewide school construction bonds, serving either on the steering committee or finance committee. Those bond measures have generated nearly \$50 billion for building K-12 and higher education facilities. He was involved in drafting major water bond efforts, working for Proposition 204 (1994), Proposition 13 (1999) and Proposition 84 (2006), serving on the steering and executive committees, as well as finance co-chair.

A native Californian, Hime earned a B.A. in political science from the University of California, Davis and his law degree from the UCD School of Law.

He was the Governor’s appointee to the Board of Directors of the California State Fair and was its chair for two years. He

See In Memoriam: Page 7

Remembering Allan Zaremborg

From Page 1

for decades, he was a friend and mentor to hundreds of people in the Capitol community. Allan’s strategic mind and high standards set a great example for us all, yet throughout his career he remained humble and approachable. He was a leader who genuinely cared about people — whether you were on the same side of a political issue or not. He was known for his ability to work effectively across party lines and maintained strong relationships with governors and legislative leaders of both parties throughout his career.

“At CalChamber, we remember Allan with both respect and fondness. Allan had integrity and was authentic. He never missed a chance to ask how your day was going, learn about what was happening with your family or offer a restaurant recommendation. He made big sacrifices for the well-being of CalChamber, our staff, and the members he represented. We are grateful to have had him as our leader for so many years. Our sympathies go out to Allan’s wife and his entire family.”

Greg Bielli, CalChamber 2023 Board Chair/President and CEO, Tejon Ranch: “Allan provided an exceptional level of leadership for the business community and all Californians while at the helm of CalChamber. He was a strong voice for

common-sense policies that provided the basis for economic development in the state to benefit every resident of California. Today, we remember him not only for the great things he accomplished on behalf of California employers and employees, but the way in which he treated others throughout his career. Even though Allan had his professional stature, his roles of a family man and friend to many of us will be his true long-lasting legacy.”

Governor Gavin Newsom: “Jennifer and I are deeply saddened by the passing of Allan Zaremborg, a passionate voice for California’s business community for decades and trusted advisor to several California Governors.

“At the helm of the California Chamber of Commerce for 23 years, Allan helped shape California’s work to strengthen, innovate and grow our economy and ensure the state remains the best place to start and grow a business.

“A fair and decent man to his core, Allan always strived to build relationships and trust across the board, an increasingly rare feat. Our thoughts are with the Zaremborg family and everyone grieving this loss, Allan will be greatly missed.”

Governor Arnold Schwarzenegger: “Allan Zaremborg was a California legend. He was a fighter for all California

businesses, big and small, and his impact on our state was enormous. He was also a great friend and advisor to me, and I will miss him. My thoughts are with his family and his many, many friends.”

Senator Alex Padilla: “Angela and I share our deep condolences to the family and friends of Allan Zaremborg for their loss. For 23 years, Allan worked to strengthen California’s economy as President and CEO of the California Chamber of Commerce. He led the business community with honor and principle, working across party lines to find solutions.

“Allan was an instrumental partner in growing California’s economy, now the fourth largest economy in the world. The entire business community mourns his loss and he will be forever remembered for his service to the Chamber and to our state.”

Robert Gutierrez, President, CalTax: “Allan was an incredibly strong and effective advocate for taxpayers, with a strategic mind and a warm heart. He leaves a legacy of working tirelessly to build a strong economy and create more opportunities for all Californians. We worked closely with Allan on many issues over the years and knew him as both a friend and the strongest ally you could ever have when advocating for policies to improve our state.”

Nick Ortiz to Head CalChamber Local Chamber Relations

From Page 1

Barrera added, “We are so grateful for the leadership of retiring CalChamber Executive Vice President Dave Kilby. Dave is an institution at CalChamber who is nothing short of passionate about local chamber excellence. Our Board members, staff and California’s business community are indebted to Dave for his dedication, work ethic and commitment over his long and exceptional career.”

Jeremy Harris, chair of the W.A.C.E. Board and Long Beach Area Chamber of Commerce president and CEO, also commented on the selection of Ortiz for the new roles. “We congratulate Nick Ortiz and look forward to his leadership at both the California Chamber of Commerce and as the president and CEO of W.A.C.E. Nick is no stranger to W.A.C.E., having been a member since 2015 and a graduate of W.A.C.E. Academy, serving on both the W.A.C.E. Board and Foundation Board, and presenting multiple times at our annual conference in front of many of our colleagues across the industry,” Harris said.

“I also want to take the time to thank our outgoing President and CEO Dave Kilby for his many years of dedication to our industry and W.A.C.E. as he transitions to retirement,” said Harris.

Ortiz was appointed president and CEO of the Greater Bakersfield Chamber in 2015. During his tenure, the Bakersfield Chamber experienced membership and revenue growth and successfully executed several key initiatives, including the Bakersfield-Kern Regional Branding Initiative; the campaign to pass Measure N, the City of Bakersfield Public Safety and Vital Services Initiative; the launch of B3K Prosperity; and, most recently, bringing the California Economic Summit to Bakersfield.

“Thriving communities are built on a foundation of strong and successful businesses, and our local chambers are the frontlines, helping their communities and local businesses succeed,” said Ortiz. “I’m thrilled to be able to support our local chambers, and their incredible executives and staff professionals, at the CalChamber and W.A.C.E. Both organi-

zations have provided me with invaluable experience and educational opportunities, and I’m looking forward to working with regional leaders to advance their goals and meet the needs of job creators.”

Ortiz continued, “A big part of my success has been the advice and expertise of industry veterans like outgoing CalChamber Executive Vice President and W.A.C.E. President and CEO Dave Kilby. Dave has been a coach, counselor and conscience for so many local chamber executives through the years. I can’t thank him enough for the support he’s provided me, and I know there are hundreds who feel the same way. I offer him my heartfelt gratitude, and best wishes as he transitions into retirement.”

Ortiz’s previous experience includes positions with the Western States Petroleum Association, PG&E, Assemblywoman Nicole Parra, United Way and the Silicon Valley Leadership Group.

He is a graduate of the University of California, Santa Cruz.

In Memoriam: Rex S. Hime, Former President/CEO CBPA

From Page 6

served as a trustee and was a former chair for the Greater Sacramento Valley Leukemia & Lymphoma Society. He also was a past president of the Cal Aggie Alumni Association and served on various finance committees for the campus, the association and student campaigns. He recently served as a UC regent and was the presidential

and California State Assembly representative on the Tahoe Regional Planning Agency and a member of the California Task Force on Violence Prevention.

Before joining the CBPA, he served on then-Governor Ronald Reagan’s educational staff and as assistant to the director for the State Department of Consumer Affairs. Later, Hime was

executive director of the California State Commission for Economic Development, director for the California Commission on Agriculture, and a special assistant to the Lieutenant Governor. He served as senior assistant to the minority leader of the California State Assembly.

He is survived by his wife, Gwyn Bicker Hime, and sons Rex W. and Reagan.

Capitol Insider

presented by **CalChamber**

The *Capitol Insider* blog presented by the California Chamber of Commerce offers readers a different perspective on issues under consideration in Sacramento. Sign up to receive notifications every time a new blog item is posted at capitolinsider.calchamber.com.



11th Annual Pan African Global Conference to Return to Sacramento



The **Annual Pan African Global Trade and Investment Conference** will return to Sacramento,

California from April 26 – 27.

The **11th Pan African Global Trade and Investment Conference** will collaborate with the California State University, Sacramento Center for African Peace and Conflict Resolution to develop and present strategic and sustainable approaches for conflict resolution in fragile and conflict-affected countries.

The conference and trade show is being designed to promote and support the use of trade, investment, and economic development to address conflict resolution programs that establish and maintain successful conflict resolution training and behavior modification programs in conflict-affected countries.

The conference is supported by the Governor's Office of Business and Economic Development, the California Chamber of Commerce, the Califor-

nia Farm Bureau, and California State University, Sacramento.

The conference will feature a trade show organized by the Atlanta-based Pyramid Exchange Pan African Trade Show and NuMONDO Consulting & Training PLC, Ethiopia, a sister company of the Africa-USA International Chamber of Commerce and Industry (AfUSA),

To date, more than 260 African business owners are securing visas to attend this conference/trade show. What differentiates this conference/trade show from others is its focus on small and medium-sized business and investor matching on both sides of the equation.

The conference and trade show partners on the African continent are working hard to impress upon their businesses that the United States in general and the state of California in particular can help open new markets and partnerships for bilateral trade between California and the African continent.

The U.S.-Africa Summit recently hosted by the White House is foundational in opening the gateways of opportunity for bilateral trade and investment between the small and medium-sized businesses. Many

of the African businesses are micro, small and medium businesses that believe in relationships and commitment to community, culture and continent. That is why the conference focus will be pairing them with U.S.-based businesses of similar size and structure.

Conference sponsors currently have commitments from businesses in Ethiopia, Cameroon, Ghana, Senegal, The Gambia, Niger, Rwanda and 19 other countries to participate as exhibitors at the trade shows or conference registrants. That list is expected to grow based on website traffic and communications being received from in-country African partners.

Alfonzo Washington, executive director of the Africa-USA Chamber of Commerce & Industry, says the 11th Pan African Global Trade and Investment Conference has the potential to be one of the largest Africa/USA business events in history.

For more information, visit the conference website at panafricanglobaltradeconference.com or contact Executive Director Alfonzo Washington at (626) 200-5985. **Staff Contact: Susanne T. Stirling**



LIVE WEBINAR | FEBRUARY 16, 2023 | 10 AM - 11:30 AM PT

Finding the Right Fit: Tips for Recruiting and Hiring

Are you complying with California laws when recruiting and hiring?

It can be challenging to navigate the rules — from drafting compliant job postings and asking appropriate interview questions to conducting lawful pre-employment background checks, drug tests and medical exams.

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