

ALERT

CalChamber Announces First 2023 Job Creator Bill



The California Chamber of Commerce this week announced that **SB 592 (Newman;**

D-Fullerton) is the first job creator bill of the year. The bill is also sponsored by the California Hispanic Chamber of Commerce and the CalAsian Chamber of Commerce.

SB 592 proposes two important changes to law.

- First, the bill would require the Department of Industrial Relations (DIR) to translate its website content into the most commonly spoken languages in California. Currently, website content is primarily in English. The bill would result in the addition of content made available in Spanish, Chinese, Tagalog and Vietnamese.

- Secondly, SB 592 will shield employers who rely in good faith on the written advice of the Department of Labor Standards Enforcement (DLSE) from punishment through the assessment of civil and criminal penalties, fines and interest.

“California has complex, unique burdensome labor and employment

laws,” said CalChamber Policy Advocate Ashley Hoffman. “Employers who are non-English speakers should have the benefit of access to resources that can help them be compliant with those laws. Further, small businesses who rely on DLSE’s written advice and guidance should not be punished if a court ultimately determines that advice is wrong.”

There are numerous instances where courts have interpreted statutes differently from DLSE-established guidelines, resulting in employers owing not only back wages but also penalties under the Private Attorneys General Act (PAGA) and other Labor Code provisions.

Troester v. Starbucks is one such example where the court invalidated part of DLSE’s enforcement manual regarding wage and hour law that employers had relied on.

Importantly, SB 592 does not protect bad actors. Employers must provide a defense that demonstrates they are entitled to any good faith determination.

“Uncertainty for employers regarding the correct application of California’s numerous labor and employment laws detrimentally impacts the state’s economy

See CalChamber Announces: Page 7

Dave Kilby Retires from CalChamber EVP Post



Dave Kilby

Dave Kilby, executive vice president, corporate affairs, retired from the California Chamber of Commerce this week after more than three decades on the CalChamber team.

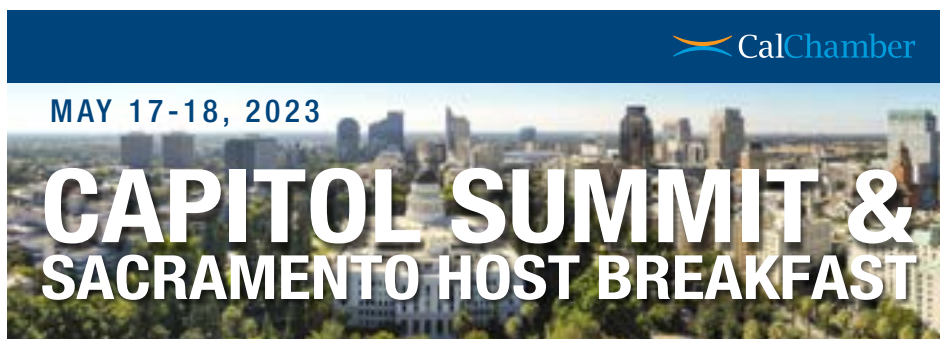
He joined the CalChamber staff in December 1988 after more than 11 years in local chamber of commerce management.

For the last 20 years, he has worked with CalChamber major members, served as CalChamber corporate secretary and coordinated CalChamber Board relations.

CalChamber President and CEO Jennifer Barrera voiced gratitude for Kilby’s leadership. “Dave is an institution at CalChamber who is nothing short of passionate about local chamber excellence,” she said. “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.”

Kilby has communicated extensively with California businesses through travel and speaking engagements, developing and implementing an extensive outreach program for members, potential members and grassroots contacts.

See Dave Kilby: Page 4



MAY 17-18, 2023

CAPITOL SUMMIT & SACRAMENTO HOST BREAKFAST

Inside

Podcast: Arbitration Agreements: Page 3

Labor Law Corner

Employees May Use Sick/Family Leaves for Designated Person



Sarah Woolston
Employment Law
Subject Matter Expert

My employee requested time off to care for her neighbor who just had surgery. Do I have to grant her request?

Although a neighbor previously would have been excluded as a qualifying “family member” for whom an employee could take leave under California’s Paid Sick Leave (PSL) law, the law was expanded recently so that an employee can use their PSL time in this type of scenario.

AB 1041, which took effect on January 1, 2023, added a “designated person”

to the list of qualifying family members for whom an eligible employee may take leave. And it wasn’t expanded just for PSL purposes — a “designated person” also was added to the California Family Rights Act (CFRA).

However, PSL and CFRA each have different definitions for “designated person.”

Paid Sick Leave

For PSL purposes, a “designated person” is defined as “a person identified by the employee at the time the employee requests paid sick days.”

This means an employee’s designated person can essentially be anyone of their choosing; however, an employer may limit an employee to one designated person per 12-month period for PSL, whether that is measured by calendar year, the employee’s hire date anniversary or some other method to measure the 12-month period for PSL.

PSL can be used for the diagnosis, care, treatment of an existing health condition, or preventive care for an employee or an employee’s family member, which now may include some-

one like your employee’s neighbor if they choose to designate them as such.

Also keep in mind that several California cities have local paid sick leave ordinances. Employers must comply with both state and local laws, and where they differ, employers must apply whichever one is more beneficial to the employee.

California Family Rights Act

Employees also can now use CFRA leave to care for a “designated person” with a serious health condition, but as stated above, the definition is not identical to the one used for PSL.

For CFRA leave purposes, a “designated person” means “any individual related by blood or whose association with the employee is the equivalent of a family relationship.” Like with PSL, employers also can limit an employee to one designated person per 12-month period. That 12-month period, however, depends on how you choose to calculate it under your policy for administering leave.

Remember, for employees to be eligible for CFRA leave, they must work for a covered employer (that employs five or

See Employees May Use: Page 7

California Chamber Officers

Gregory S. Bielli
Chair

Janet A. Liang
First Vice Chair

Maryam S. Brown
Second Vice Chair

John A. Stowell
Third Vice Chair

Kailesh Karavindra
Immediate Past Chair

Jennifer Barrera
President and Chief Executive Officer

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.

*Email: alert@calchamber.com.
Home page: www.calchamber.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

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

Welcome Aboard: Compliance Tips for New Hires. Webinar. CalChamber. March 16, Online. (800) 331-8877.

Leaves of Absence: Making Sense of It All Virtual Seminar, April 13–14, August 24–25, September 21–22, Online. (800) 331-8877.

International Trade

Bifrost Summit. Nordic Innovation House Silicon Valley. March 6–9, Palo Alto, San Francisco, Mountain

View and Stanford. paula.salomaa@nordicinnovationhouse.com.

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

The United States and the Inter-American System — Challenges and Opportunities. Institute of the Americas. March 7, San Diego. fcarrillo-diaz@iamericas.org.

Trade Winds Southeast Asia. U.S. See CalChamber-Sponsored: Page 6

CalChamber Calendar

Water Committee:

March 9, La Jolla

ChamberPAC Advisory Committee:

March 9, La Jolla

Board of Directors:

March 9–10, La Jolla

International Trade Breakfast:

March 10, La Jolla

The Workplace

Arbitration Agreements: A Favorable Court Decision and What’s to Come



In Episode 170 of The Workplace podcast, employment law expert Matthew Roberts and CalChamber Policy Advocate Ashley Hoff-

man discuss a recent court victory for employers involving the use of arbitration agreements.

In the podcast, Roberts explains that on February 15, the Ninth Circuit U.S. Court of Appeals issued a long-awaited decision in *Chamber v. Bonta*. The ruling invalidates a California law that prohibited employers from requiring a California employee to sign an arbitration agreement as a condition of employment.

AB 51 Lawsuit History

Hoffman discusses the law, AB 51, and its history. Passed in 2019, the measure was supposed to take effect on January 1, 2020. But, says Hoffman, the law never took effect due to litigation.

A coalition of businesses led by CalChamber filed a lawsuit alleging that AB 51 violated the Federal Arbitration Act. FAA is a federal law that favors arbitration as a dispute resolution forum. Whenever a state law makes arbitration harder, it can violate the FAA’s intent and that was CalChamber’s position in filing the lawsuit. Ultimately, the trial court agreed with CalChamber and the law didn’t take effect as intended on January 1, 2020.

Hoffman then explains that the state of California appealed the trial court’s decision to the Ninth Circuit and in a split decision, the Ninth Circuit overturned the trial court decision and reinstated AB 51.

In response, the CalChamber and its business coalition then asked for an *en banc* review of the law by a larger panel of the justices on the Ninth Circuit. While that request was pending, the law remained unenforceable.

In an interesting twist, says Hoffman, instead of granting *en banc* review, the original three justices withdrew their opinion and issued a new one with one justice switching sides, and the new decision was 2-1 to affirm the trial court’s ruling invalidating AB 51.

Problems with Law

Roberts and Hoffman discuss the underlying problems with AB 51. According to Hoffman, the real issue was AB 51 “discriminating” against arbitration agreements and criminalizing the act of requiring employees to sign arbitration agreements as a condition of employment.

Roberts says that one of the interesting aspects of the law was the fact that it criminalizes the use of the agreements but once they are in place, they still are enforceable.

This created an illogical circumstance where an employer committed a crime by requiring the execution of an arbitration agreement, but the employer still was able to enforce the fruits of its crime. Roberts says this “bizarre situation” was likely identified as ridiculous when examined by the court.

Arbitration Agreements

Roberts then pivots to a discussion of where things stand after the decision. Hoffman says that while the state of California may request their own *en banc* review or appeal directly to the Supreme Court, for now employers can continue

requiring mandatory arbitration agreements for their California employees as a condition of employment.

Adds Hoffman, “arbitration is often a more cost-effective and efficient means of resolving an employment dispute than in the courts.” Allowing employers to continue pursuing this avenue is a major win because it is better for employees and employers.

Roberts then discusses compliance reminders for employers in the area of arbitration agreements. Says Roberts, “employers cannot just create any kind of agreement.” In some instances, arbitration agreements will be unenforceable if they aren’t drafted correctly and that is why it is critical that employers have their agreements reviewed by counsel. “Agreements can still be unenforceable if ... the content is unfair,” says Roberts.

Future of Challenges

Roberts then asks Hoffman about the future of challenges to mandatory arbitration agreements in the California Legislature. Hoffman responds that these agreements will continue to be opposed by the plaintiff’s bar and already a bill has been introduced this year that takes aim at arbitration.

Says Hoffman, “Arbitration agreements are vilified in the Legislature because they are seen as pro-employer.” Hoffman says CalChamber and employer groups highly disagree with that notion because there is data that shows that employee claimants often win more and spend less time in litigation, coming out with higher awards.

“This is not the end,” says Hoffman. “Arbitration will continue to be a hot topic for years to come.”



CalChamber Member Feedback

“No one brings together industries and geographic regions like CalChamber. It’s a powerful convenor of perspectives with a statewide impact. The CalChamber effectively provides a cohesive voice and powerful representation to a broad-based business community in both regulatory and legislative arenas.”

Kerry Hattevik
Vice President National Policy Development
NextEra Energy Resources

CalChamber Seeks Outstanding Small Business Leaders



The California Chamber of Commerce is seeking nominations for its annual Small Business Advocate of the Year Award.

The award recognizes small business owners who have done an exceptional job with their local, state and national advocacy efforts on behalf of small businesses.

“The transition to a post-pandemic environment continues to raise concerns as small business owners work to deal with affordability issues in their communities,” said Jennifer Johnson, CalChamber director of local chamber relations. “The award is one way to acknowledge

the dedication and persistence of these advocates.”

Award recipients will be recognized at the CalChamber Capitol Summit on May 17 in Sacramento.

Application

The **application** should include information about how the nominee has contributed significantly as an outstanding advocate for small business in any of the following ways:

- Held leadership role or worked on statewide ballot measures;
- Testified before state Legislature;
- Held leadership role or worked on local ballot measures;
- Represented chamber before local government;

- Active in federal legislation.

The application also should identify specific issues the nominee has worked on or advocated during the year.

Additional required materials:

- Describe in approximately 300 words why nominee should be selected.
- News articles or other supporting materials.

• Letter of recommendation from local chamber of commerce president or chairman of the board of directors.

Deadline: April 3

Nominations are due by April 3. The nomination form is available at www.calchamber.com/smallbusiness or may be requested from the Local Chamber Department at (916) 444-6670.

Dave Kilby Retires from CalChamber EVP Post

From Page 1

He has coordinated local chamber relations, grassroots legislative action efforts, the CalChamber’s weekly legislative conference call and the annual business legislative summit.

Chamber of Commerce Professional

Kilby also served as president/CEO of the [Western Association of Chamber Executives](#), the premier organization for education and professional development for chamber executives and staff. W.A.C.E. represents more than 800 chamber professionals in 21 Western states and Canada.

Veterans of the chamber community had high praise for Kilby and 21 of the past chairs of W.A.C.E. joined the association’s conference in Sacramento, February 13–15 to recognize his achievements.

“Dave’s fingerprints are everywhere when it comes to all things chambers of commerce professional development, and the impacts he has had on so many throughout his time leading our association,” said 2022–2023 chair Jeremy Harris of the Long Beach Area Chamber in a February W.A.C.E. newsletter article dedicated to Kilby.

Mentor

Kilby wrote what he described as “a paperback mentor for chamber professionals,” *Chamber Champions: Wisdom for the Ages*, written for and published in 2019 by W.A.C.E. The book captured advice “for those who will be leading chambers of commerce in the years ahead from those who have led and shaped the chamber industry for the past several decades.”

Kilby holds a B.A. in political science

from California State University, Fresno. He started his career in chamber work in 1977, serving as CEO of the Modesto Chamber just before being tapped to join the CalChamber team.

He is a graduate and former chair of the U.S. Chamber Institutes for Organization Management program and served as 1996 chairman for the Western Institute at UCLA. He also is a member of the U.S. Chamber’s Committee of 100.

Kilby has been an instructor at W.A.C.E.’s Academy program and Institute and a frequent presenter at chamber executive associations throughout the United States.

The CalChamber salutes and thanks Kilby for his many years of service to the CalChamber and the business community in California and the West. His daily presence will be missed; his influence will continue for many years to come.

Canada Day Lunch Focuses on Investors Helping Build Sustainable Economic Future



CalChamber President/CEO Jennifer Barrera welcomes attendees to the Canada Day luncheon.

Rana Sarkar, Consul General of Canada

Lieutenant Governor Eleni Kounalakis

Panel discussion by investment managers includes (from left) moderator Dan Adler, Travis Antoniono, Herman Brill, Bertrand Millot and Michael Hill.



Ways in which investments from Canada and California pension programs are advancing the move toward

a green, sustainable economy were the focus of a recent luncheon discussion at the California Chamber of Commerce.

The February 22 gathering was presented by the Consulate General of Canada in San Francisco in partnership with the CalChamber and the Governor’s Office of Business and Economic Development.

Rana Sarkar, consul general of Canada in San Francisco, said net-zero policies from government alone won’t get Canada or California to their climate goals. Attaining those goals, he noted, will depend on an institutional investment community that is committed to sustainability.

Lieutenant Governor

Lieutenant Governor Eleni Kounalakis, luncheon keynote speaker, said that during the two years of extraordinary budget surpluses, the state gave priority to actions that supported budget resiliency, such as putting more money into the “rainy day” fund, paying down bond liabilities, and paying down pension fund liabilities beyond what is required by law.

These actions, she said, put the state on a good footing to deal with a potential economic slowdown this year.

Immigration and the state’s public higher education system are two important components of California’s economic success, the Lieutenant Governor said. While immigrants account for 14% of the U.S. population, they make up 27% of California’s population. This group is younger than the national average with experience that adds to the state’s richness of society and profile of innovation, she said.

California’s public higher education system, with 2.5 million students enrolled and roughly 40% of undergraduates being the first in their families to go to college is a “massive conveyer belt of talent” for the California economy, the Lieutenant Governor declared.

Investors Panel

Dan Adler, deputy director of climate finance for the California Infrastructure and Economic Development Bank (IBank), moderated the discussion by investors. “Smartly designed” public policy can make room for investment capital, he said.

As large as it is, California is just a “tiny piece” of the “total climate sustainability puzzle,” so what matters is “what we do being translatable” to the rest of the world, Adler said. “Environmental sustainability is the future of the economy,” he said, but the scale of what’s needed for the clean energy transition is “daunting.”

For example, one goal is building 7,000 megawatts of electricity each year for the next two decades. That number,

Adler said, amounts to the entirety of what’s produced by California’s wind fleet after four decades.

Travis Antoniono, investment manager with CalPERS (California Public Employees’ Retirement System), described how the \$490 billion investment fund contributes to the state’s economy, with 70 cents of every \$1 invested going to areas with historically high minority representation.

CalPERS also has taken steps to reduce the carbon footprint of its investment portfolios and invest in low-carbon solutions.

Herman Brill, head of sustainability and climate for PSP Investments, commented that investing goes hand-in-hand with sustainable investing, though sometimes doing so is “easier said than done.” The Public Sector Pension (PSP) Investment Board is one of Canada’s largest pension investment managers.

PSP works with investors, regulators and policymakers and has increased its green assets portfolio. To “invest in long-term success,” Brill commented, might have “short-term costs.”

Bertrand Millot, head of the stewardship investment and climate change teams for CDPQ (Caisse de dépôt et placement du Québec), said the Montreal-based firm is the second largest investor in infrastructure globally, and in the United States is active with such facilities as toll roads and student transportation (buses).

CDPQ has been considering sustain-

California Supreme Court Agrees to Hear Timekeeping Rounding Case



The California Supreme Court has agreed to review a California Court of Appeal

decision on a case involving timekeeping rounding policies.

On February 1, the state high court granted a petition to review the California Court of Appeal decision in *Camp v. Home Depot U.S.A., Inc.* In the appellate court's decision, Home Depot's neutral rounding policies were considered invalid for timekeeping purposes as the employer used electronic time clocks that recorded punches to the minute.

Notably, the decision partially overturned a decade-old appellate court decision in *See's Candy Shops, Inc. v. Superior Court*, which held that as long as an employer's timekeeping was neutral both in policy and practice, the rounding practice was lawful.

In *Camp*, Home Depot rounded timekeeping punches to the nearest quarter hour. For example, if the total shift was 6 hours and 3 minutes, the total shift hours would be rounded to 6 hours, but if the total shift was 6 hours and 8 minutes, the total shift hours would be rounded to 6.25 hours. Because the timekeeping system

would round both ways, this is considered a facially neutral rounding policy.

Audit of Time Records

To determine if the rounding was neutral in practice, a forensic audit of a representative sample of Home Depot's time records for the relevant four-year time-period found that:

- In 49.2% of the applicable pay periods, employees gained an average of 3.6 additional minutes per shift;
- In 47.1% of the applicable pay periods, employees lost an average of 3.5 minutes per shift; and
- In 3.7% of the applicable pay periods, employees were paid for actual time worked.

Because Home Depot's rounding policy was more beneficial to its employees as a whole, it is a compliant rounding practice — at least under the *See's Candy* standard.

Different View

Instead, the *Camp* appellate court took a different viewpoint in light of recent California Supreme Court decisions in *Troester v. Starbucks* and *Donohue v. AMN Services, LLC*.

In these cases, the Supreme Court found, respectively, that California law requires employers to compensate employees for all time actually worked

and that rounding punches for meal period purposes violated California law.

Knowing these cases, the appellate court struggled to reconcile the *See's Candy* standard and instead determined that where the employer recorded accurate time punches, rounding is no longer appropriate.

Realizing that it was overturning a longstanding precedent, the appellate court invited the California Supreme Court to review the decision and provide final guidance on timekeeping rounding for California employers — which the high court has now agreed to do. The process is in its early briefing stages so it might be months or even years before employers get a decision.

In the meantime, because of how risky timekeeping rounding is now, employers with such practices should immediately consult legal counsel for review of those practices.

More Information

CalChamber members can read more about *Camp v. Home Depot* in the *HRCalifornia Extra* article [Time Rounding: Should Employers Do So When They Track Employees' Actual Hours Worked?](#)

Not a member? Learn more about [how HRCalifornia can help you.](#)

Staff Contact: Matthew Roberts

CalChamber-Sponsored Seminars/Trade Shows

From Page 2

Commercial Service. March 9–16, Bangkok, Thailand. Registration Closed. TradeWinds@trade.gov.

California International Arbitration Week. California Lawyers Association and California Arbitration. March 13–17, Los Angeles and Online. (916) 516-1760.

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 19–23, Panama City, Panama. trademissions@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.

The Stockholm Model — Creating Sustainable Impact for Society through Collaboration and Innovation. KTH Royal Institute of Technology. May 8–9, San Francisco. 46-8-790 65 50.

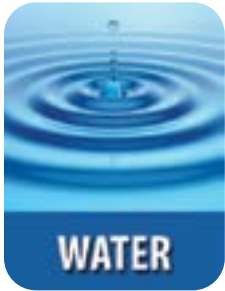
Annual Export Conference. National Association of District Export Councils (NADEC). May 9–10, Washington, D.C. aburkett@naita.org.

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.

Smart City Expo World Congress (SCEWC). Smart City Expo World Congress. November 7–9, Barcelona, Spain. (704) 248-6875.

Governor Issues Order to Increase Water Held in Reservoirs



Last month, Governor Gavin Newsom issued an **Executive Order** intended to allow officials to hold more water in reservoirs. The order updates an earlier one issued last March.

Specifically, the order maintains the prior California Environmental Quality Act (CEQA) suspension for projects that prioritize efficient uses of water,

which has been utilized by groundwater recharge projects, among others, in the past year.

New in the latest order is a suspension of CEQA for any actions the State Water Resources Control Board takes in order to conserve water upstream for cold-water storage, protect carry-over storage, provide opportunities for expanding water supplies north and south of the Delta, and improve habitat and water quality. The order also directs state agencies to provide additional recommendations to address current and future drought conditions.

These new provisions may have come about, in part, to respond to criticism from across the state that large amounts of January's rainfall washed out to the ocean rather than being directed to storage.

The order itself cites the severe pendulum swings experienced to date in 2023 — from critically dry conditions in 2022 to deluges and flooding in January to an unseasonably dry start to February — as the impetus to ensure that the state can handle increasing hydrologic extremes.

Staff Contact: Brenda Bass

Employees May Use Sick/Family Leaves for Designated Person

From Page 2

more employees), have worked for their employer for at least 12 months as of the time of taking the leave, and have worked at least 1,250 hours in the preceding 12 months.

Assuming an employee is eligible and indicated the need to care for a qualifying member (which now may include a “designated person” as defined above), a medical certification is required to designate the leave properly as CFRA.

Additionally, if you also are covered

under the federal Family and Medical Leave Act (FMLA) and the employee also is FMLA-eligible, remember that the FMLA will not run at the same time as this type of CFRA leave because a designated person is not a qualifying family member for purposes of FMLA.

Employers should include designated person as a qualifying family member in their PSL and CFRA policies. If you wish to limit an employee's ability to name a “designated person” to once within a 12-month period, be sure to update each

of your policies accordingly. The person an employee designates for PSL can be different from the person they designate for CFRA.

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.

Lunch Focuses on Investors Helping Build Sustainable Economic Future

From Page 5

ability in investment decisions since 1994 and in 2017 was one of the first global investors to come up with a comprehensive climate policy with targets to increase green investment by 2025. The company tries to invest in “best in class” operations,

he explained, because of the relationship between that and good financial returns.

Michael Hill, managing director at CPP (Canada Pension Plan) Investments, described his company as managing the Social Security of Canada. When incorporating climate change consider-

ations into decisions, the company uses the “engagement model” rather than the “divestiture model,” he said.

His department, Hill said, invests in small and large energy projects and sees opportunities from participating in California's efforts to meet its climate goals.

CalChamber Announces First 2023 Job Creator Bill

From Page 1

as well as employees,” said Hoffman. “Providing certainty through SB 592 will assist all employers in their efforts to comply with the law, thereby producing

a better business environment, growth in the economy and an improved work environment for employees. Further, providing website information in the languages most commonly spoken in California will

benefit both employers and employees and create higher levels of compliance.”

Staff Contact: Ashley Hoffman

In Memoriam: Wilford D. (Woody) Godbold, Former CalChamber Chair



Wilford D. Godbold Jr.

Former CalChamber Chair Wilford D. (Woody) Godbold Jr. died recently of cancer at the age of 84.

He chaired the CalChamber Board of Directors in 1993 while

serving as president and CEO of Zero Corporation, manufacturer of cases, cabinets and cooling equipment for the electronics industry and cargo enclosures for the airline industry.

Godbold chaired the CalChamber's Task Force on Saving California Jobs and served on the Governor's Council on California Competitiveness, which issued a report in April 1992 outlining steps the

state should take to improve its business climate and prevent job loss.

When he was elected to chair the CalChamber Board in December 1992, Godbold stated, "Two years ago, I announced that Zero Corporation, in order to maintain its strong competitive position, was moving two of its nine California operations to Utah. I love California and did not want to be put in that position again."

He pointed out that he and his fellow CEOs "constantly receive aggressive sales pitches from recruiters — including governors — of other states, urging us to move jobs out. I can say first-hand that unless we improve such things as the cost of workers' compensation litigation, taxation and regulatory compliance, more jobs will be lost to other states or will just disappear due to business contractions."

Godbold graduated from Stanford University with a B.A. in political

science and lettered in swimming, then served as a lieutenant, junior grade, in the U.S. Navy. He earned his J.D. from the University of California, Los Angeles School of Law. He received the Order of the Coif and was a comment editor of the law review.

Before joining Zero Corporation in 1982 as executive vice president and chief operating officer, Godbold was a partner in the Los Angeles-based international law firm of Gibson, Dunn & Crutcher, focusing on mergers and acquisitions, corporate finance and general corporate law.

Godbold is survived by his loving wife of 61 years, Shari Godbold, his three children, Sheila Riley (Ted), Bryan Godbold (Elizabeth), Lauri Halderman, his sister, Eve Godbold, and his eight grandchildren. Services were held at the Westwood Presbyterian Church in Los Angeles on January 12, 2023.

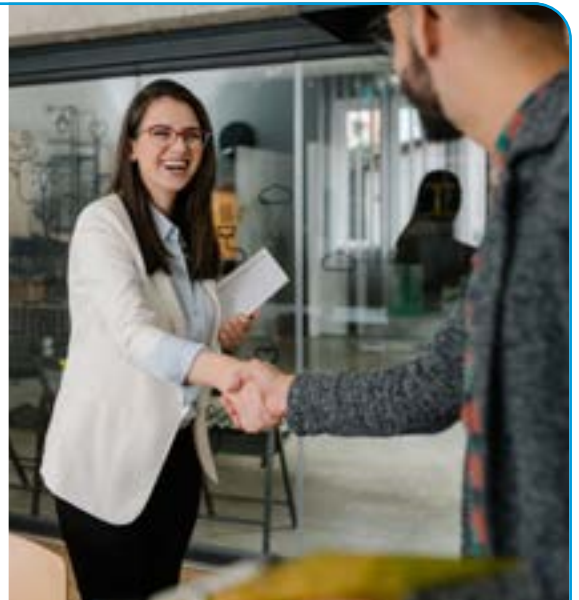


LIVE WEBINAR | MARCH 16, 2023 | 10 AM - 11:30 AM PT

Welcome Aboard: Compliance Tips for New Hires

While welcoming a new hire may seem like a mechanical process filled with paperwork, employers must make sure to follow their legal obligations under California and federal law.

Join our employment law experts to learn about requirements and best practices for properly onboarding new employees.



Includes an in-depth focus on the Form I-9 process.

LEARN MORE at calchamber.com/mar16