

ALERT

CalChamber Job Killer List

Costly Policies Stifle Job Creation, Reduce Investment



California Chamber of Commerce has released its 2023 job killer list, which includes bills dealing with labor and employment issues, taxation, housing costs, environmental, and climate and energy policies.

“California’s robust private sector economy creates and maintains more than 17 million jobs, paying \$1.6 trillion in annual wages and salaries,” said CalChamber President and CEO Jennifer Barrera. “Yet, cost pressures, workforce challenges, litigation threats, and California’s pernicious housing shortage are an ever-present threat to our continued success. Costly policies — like the ones on CalChamber’s job killer list — stifle job creation, reduce investment in our economy, and drive outward migration.

“Job killing policies make California unattractive both to current employers and entrepreneurs who, incidentally, generate the preponderance of the state’s tax reve-

nue, and to those who might want to come here to invest in our future economy.”

The CalChamber will periodically release updates to the job killer list as legislation changes. Readers are encouraged to track the current status of the job killer bills on www.calchamber.com/jobkillers or by following @CalChamber on Twitter.

The 2023 CalChamber job killer list includes the following bills:

Labor and Employment

- **AB 524 (Wicks; D-Oakland) Expansion of Litigation Under FEHA.** Exposes employers to costly litigation under the Fair Employment and Housing Act by asserting that any adverse employment action was in relation to the employee’s family caregiver status, which is broadly defined to include any employee who contributes to the care of any person of their choosing, and creates a *de facto* accommodation requirement that will burden small businesses.

- **AB 1156 (Bonta; D-Alameda) Expands Costly Presumption of Injury.**

See CalChamber Job Killer List: Page 6

CalChamber Asks Court to Order Privacy Agency to Adopt Complete Set of Final Rules



The California Chamber of Commerce has filed a lawsuit in Sacramento Superior Court on behalf of its members asking the court to order the California Privacy Protec-

tion Agency (CPPA) to promptly adopt comprehensive, complete and final regulations implementing Proposition 24

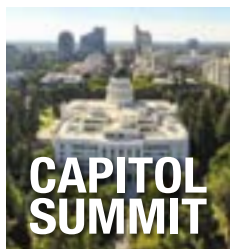
The lawsuit also asks the court to prohibit any civil or administrative enforcement of Proposition 24 by the Attorney General’s office or the CPPA until businesses receive the implementation time that the voters approved, 12 months after regulations are adopted.

The CPPA announced on March 30 that they had finalized their first substantive rulemaking package and that the approved regulations went into effect immediately.

Unfortunately, those regulations are only one part of the comprehensive set of regulations necessary to implement the sweeping new requirements regarding businesses’ collection, retention, and use of consumer data under Proposition 24. The agency is required to adopt a complete set of final regulations in 15 new substantive areas.

See CalChamber Lawsuit: Page 7

Register Now for CalChamber Capitol Summit



The registration deadline is approaching rapidly for the California Chamber of Commerce Capitol Summit, set for May 17 in Sacramento.

Sutter Health is the major sponsor of this year’s Summit, set for 10 a.m.–2:15 p.m. at the SAFE Credit Union Convention Center.

The program will open with remarks from veteran journalist Dan Walters, columnist for CalMatters.

Housing/Homelessness

Next on the agenda will be a session focusing on housing and homelessness with panelists Maria Salinas, president of the Los Angeles Area Chamber of Commerce; and Amanda Blackwood, president and CEO of the Sacramento Metro Chamber of Commerce. Moderating the discussion will be Micah Weinberg, CEO of California Forward, a nonprofit organization that leads a movement to make the economy and government of California work for everyone in all the state’s regions.

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Labor Law Corner

'Clopening' Schedules Generally OK for California Workers



Ellen S. Savage
Employment Law
Expert

Is there a minimum amount of time required between an employee's shifts? Can an employee be required to work a late shift one night and then be scheduled again early the next morning?

In general, there is no minimum time required between shifts under California or federal law. There are some exceptions for certain safety-sensitive jobs as well as a few local ordinances in California that might place some limits on how close together two shifts can be.

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'Clopening' Schedules

When an employee works a closing shift one day and an opening shift the next day without much time in between, this sometimes is referred to as "clopening" — combining the words closing and opening.

Clopening schedules generally are legal, since in most cases there is no minimum number of hours required between shifts. When scheduling clopening shifts, employers should of course consider whether it is reasonable for an employee to get enough sleep between shifts to perform well and safely on the job.

Minimum times are required between shifts for certain safety-sensitive jobs, such as bus and truck drivers, as well as railroad workers and airline pilots. Health care employees working on alternative workweek schedules also may need to be given a minimum of 8 hours between certain very long shifts.

Predictive Scheduling Ordinances

A few local jurisdictions have passed ordinances that may require a certain amount of time between shifts:

Los Angeles City Fair Work Week Ordinance

Effective April 1, 2023, this Los Angeles city ordinance applies to certain large retail businesses. Covered employers cannot schedule an employee to work a shift that starts less than 10 hours from the end of the employee's last shift without the employee's written consent.

Even with that written consent, the employee is entitled to premium pay of time-and-a-half for all hours worked in

the second shift, except for any hours that already require overtime pay.

Emeryville Fair Workweek Ordinance

Applying to certain retail and fast food businesses with 56 or more employees, the Emeryville ordinance gives employees the right to decline work hours that occur:

- less than 11 hours after the end of the previous day's shift; or
- during the 11 hours following the end of a shift that spanned over two days.

Note that both the Los Angeles city and Emeryville ordinances contain additional provisions relating to scheduling predictability.

Berkeley Fair Workweek Ordinance

This ordinance will not take effect until November 2023, and will apply to certain building services, health care, restaurant, hotel, manufacturing, retail and warehouse employers.

An employee covered under this ordinance may decline a shift that starts less than 11 hours after the end of the previous shift. If the employee waives this right, the employer must pay 1.5 times the regular rate of pay for any hours in the second shift that are worked less than 11 hours following the end of the first shift.

Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred members and above. 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. April 28, Online. (800) 331-8877.

California Privacy Rights Act (CPRA) Compliance. CalChamber and Mariner Strategies. May 24, Online. (800) 331-8877.

Labor and Employment

Leaves of Absence: Making Sense of It All Virtual Seminar, August 24–25, September 21–22, Online. (800) 331-8877.
Paying Employees in California,

CalChamber, Online, April 20. (800) 331-8877.

See CalChamber-Sponsored: Page 8

CalChamber Calendar

Capitol Summit:

May 17, Sacramento

International Forum:

May 17, Sacramento

Sacramento Host Reception:

May 17, Sacramento

Sacramento Host Breakfast:

May 17, Sacramento

The Workplace Properly Classifying Employees as Exempt, Nonexempt



In **Episode 172** of The Workplace podcast, CalChamber employment law experts Matthew Roberts and Ellen Savage discuss how

to properly classify employees as either exempt or nonexempt for wage and hour purposes — a top source of litigation between employees and employers.

The first place to start, Savage says, is by understanding the literal meaning of the term “exempt,” which is that employers are exempted from having to follow many of the wage and hour laws, such as overtime pay, keeping time cards and penalties for failure to take meal and rest breaks.

Conversely, a nonexempt employee is someone who’s not exempted from those laws.

But employers can’t simply stick an exempt label on all employees to avoid dealing with wage and hour laws, Savage says, emphasizing that for an employee to truly be exempt, employers must make sure the employee actually fits into one of the exemptions allowed under the law.

White Collar Exemptions

“The California and the federal regulations both have what we call, ‘white collar exemptions,’ and those are available for certain high-level administrative, managerial, professional employees,” she says, adding that some other exemptions for outside sales and a few other categories also exist.

For this episode, Roberts and Savage dive into the white collar exemptions, and Savage notes that the best rule of thumb

when determining if an employee is actually exempt is to start with the assumption that all positions are nonexempt. Then, the employer tries to establish that a position meets the tests for one of the exemptions under the law.

Whether looking at federal or California regulations, exemptions are determined using a two-part test: the duties test followed by the salary test.

Primary Duties

Under federal law, employers must look at the employee’s “primary duties.” For the managerial exemption, for instance, Savage says the employee’s primary duty must be “managing the enterprise or managing a department or subdivision of the enterprise.” In addition, the employee must “customarily and regularly” direct the work of two or more full-time employees and have the authority to hire or fire (or, if they don’t have the authority to hire or fire, their suggestions about hiring or firing carry weight with the organization).

Both the administrative and professional exemptions each have their own separate job duty tests, that Savage describes as “seriously meaty” — and some even have educational requirements.

California also uses this two-part test, but the rules for California employees are much stricter. Savage looks again at the managerial exemption, and in California, not only must the employee meet all of the aforementioned duties, but they also must spend at least 51% or more of each work week actually *doing* those specific exempt duties.

Also in California, employers must use the state’s salary test, not the federal government’s. “The rule for our exempt

employees is that they have to be paid a weekly salary that’s equal to two times the statewide minimum wage,” Savage says. “That currently works out to \$64,480 annually. That’s a salary that has to be paid no matter what to maintain the exemption.”

Frequently Asked Questions

Roberts and Savage then move into answering some frequently asked exemption-related questions on the Labor Law Helpline, including:

• **Do salaries of exempt employees who work in a jurisdiction with a local minimum wage that’s higher than the state minimum wage need to be changed to account for the higher wage?** No. In California, the salary test for exempt employees is two times the state minimum wage, which is laid out in black-and-white in California Labor Code section 515(a).

• **If we have an exempt employee with performance issues who’s not working full-time hours (they’re taking long lunches, showing up late, leaving early), can we deduct their pay?** Under most circumstances, we don’t pay our exempt employees based on the number of hours they work; we pay them their full salary each week for getting their job done.

• **Can we have exempt employees clock in and out to document their hours at the workplace?** There isn’t anything in the law that says it’s not allowed, but we have to be careful that we’re not using those clock-ins and clock-outs to calculate the exempt employee’s pay. But maybe you need to know who’s in the building for safety reasons, or tracking time is necessary for purposes of a federal contract where you

See Properly Classifying: Page 4



CalChamber Member Feedback

“We appreciate the continued leadership from CalChamber to support companies in the communities we serve across the state. Their efforts enable continued growth and foster innovation, benefitting every Californian.”

Janet W. Lamkin
Senior Vice President, Global Market and Community Innovation
United Airlines

The Workplace

How the Performance Review Serves as a Valuable Business Tool



In **Episode 173** of The Workplace podcast, CalChamber employment law expert Matthew Roberts sits down with Bianca Saad,

CalChamber vice president of labor and employment for content, training and advice, to discuss how the employee performance review serves as a valuable business tool.

For many, Roberts says, performance reviews often are seen as a painful, bureaucratic task that gets in the way of managers' and supervisors' myriad priorities — especially when there are no major issues.

Competitive Advantage

“But with a tight labor market also accompanying a weird shifting economy,” he notes, “providing tangible positive or negative feedback to our employees will really help provide a competitive advantage for businesses over those who don’t.”

Performance reviews, Saad adds, are valuable in helping employers make employment decisions — decisions that can come with risk consequences. For this reason, employers want to have objective tools to review when deciding whom to promote, determining merit pay increases and taking disciplinary actions, including termination.

The performance reviews “can really end up playing this critical role if any

of those employment decisions later on end up being challenged,” she says. “The documentation is key.”

And important to remember is that managers shouldn’t consider performance reviews as simply boxes to check, Roberts adds, sharing that following a great performance review, a friend of his had taken some leave for baby bonding and then for bereavement (which is now mandatory in California). But before returning from leave, he was fired for “performance reasons.”

“That’s why these things are so important,” Roberts says. “As evidence in litigation, these things need to be accurate and honest.”

Feedback

It’s important for employers to train whomever is conducting that performance review to be just that, Saad adds — even though one of the hardest parts about giving the performance reviews is that sometimes the feedback is negative. But doing so is important; if problems exist, they need to be documented, and it needs to be made known that this was discussed with the employee, who is then given the opportunity to make those improvements.

Also important is to conduct performance reviews with some regularity, whether that’s annual, which Saad notes should probably be looked at as the bare minimum, or on a more frequent basis, such as quarterly or even monthly.

“It doesn’t necessarily have to be a super formal, detailed 10-page document,” Saad adds. “You’re making that

opportunity so the feedback can be given. And it’s documented. And if you have that done on a regular basis, then that’s where you’re giving that employee the opportunity to address deficiencies. And if those deficiencies aren’t corrected, then you’re on solid ground with maybe making some difficult decisions.”

But conducting performance reviews isn’t solely about documentation, evidence and lawsuits, Roberts says — the reviews also can help increase employee tenure. And they do so, Saad says, by giving strong employees who are considered star performers positive feedback, affirmation that they’re doing a great job and confirmation that they’re valued.

“All of these things are going to increase longevity — overall retention — with an organization,” she adds. “And as many can appreciate the time and effort that goes behind recruiting, when we can keep our strong employees, that is really something important.”

Set Goals

For employers that don’t yet have a performance review practice in place, Saad suggests starting by determining what you want to accomplish with performance reviews — what are your goals and main objectives?

Next, she says, is to assess the frequency for conducting performance reviews, as well as the style and nature of communicating the performance reviews, all of which may come down to the nature and needs of the business, the type of roles that you’re dealing with, and the organization’s overall culture.

Properly Classifying Employees as Exempt, Nonexempt

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have to report hours or, like lawyers, time is tracked to bill clients. If that’s the case, it’s generally going to be OK.

• **Can an exempt employee be converted back to a nonexempt employee?** Yes, but use caution, as the employee may not be accustomed to tracking their time, paying attention to off-the-clock work or being required to clock out by a specific time for meal breaks. And other employees who do

similar work but remain exempt may raise an eyebrow. “There are a lot of areas where we can end up backing into trouble without really thinking about it,” Savage says. “It’s definitely something to think carefully about.”

• **Can an exempt employee switch to being a part-time employee with a prorated salary?** No. You can’t go below that minimum salary floor and remain exempt. That minimum salary test is the absolute minimum for exempt

status here in California, no matter how many hours are worked. There’s no salary proration allowed for part-time work.

• **Are employees with specific positions or job titles considered exempt?**

A person’s title or name of their position is absolutely irrelevant to whether they’re an exempt employee. When classifying any employee as exempt, you want to make sure they’re truly doing more exempt work than not.

California Works

Full Harvest Helps Improve Sustainability in Food Industry by Reducing Waste



This article is a part of a series of profiles of CalChamber member companies that are contributing to the state's economic strength and ability to stay competitive in a global economy. Visit [California Works](#) to learn more about this series and read past and future profiles.



Full Harvest is on a mission to fundamentally change the food system for the better.

“Our vision is a world where there is 0% food waste and 100% full harvests, where everything that is grown that is edible is used towards consumption,” says company founder and CEO Christine Moseley, a member of the CalChamber Board of Directors, in an online video.

As explained in a *Newsweek* profile published in [March](#), Moseley set out to find a solution to food waste nearly 10 years ago when she noticed how much good produce was being discarded because of its appearance.

Pivotal Moment

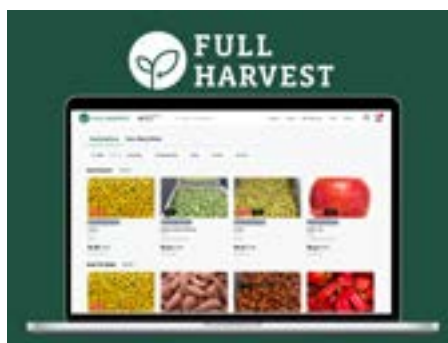
She was working as head of strategic products and business development for Organic Avenue, a cold-pressed juice company. During a farm visit, *Newsweek* reports and Moseley recalls on the Full Harvest website, she found herself “stepping calf-deep on beautiful edible romaine leaves that were about to be churned under back into the ground.” The perfect-looking center romaine hearts were being packed for grocery stores while the edible outside leaves were discarded, even though they could have been used for making juices.

Her first idea was to use the discarded produce to make affordable green juices and other plant-based foods. Unable to



Christine Moseley

Photo Courtesy of Full Harvest



Laptop shows part of the Full Harvest marketplace.

find the right supplier after eight months, she decided to become the supplier herself.

Moseley founded [Full Harvest](#) in 2015 as “an online B2B marketplace for ugly and surplus produce.”

The U.S Department of Agriculture estimates that Americans waste 30%–40% of food each year, or 133 billion pounds. Californians throw away about 6 million pounds of food each year, according to the California Department of Food and Agriculture.

Moseley described to *Newsweek* the cash flow and financing challenges of getting her company going:

As *Newsweek* reports: “During the two-and-a-half years it took Moseley to get Full Harvest off the ground, she lived off a \$75,000 stake — \$25,000 from savings and \$50,000 earned via side hustles like renting out her car and helping students write their MBA essays. ‘I was the cliché,’ says Moseley. ‘I lived in a basement eating rice and beans and peanut butter sandwiches, leveraging a credit card for business needs. I literally didn’t know how I was going to pay my next rent bill. I got my first investor money right in the nick of time.’”

Ease of Use

In addition to persuading investors to back the company, Moseley also had to convince growers. The ease of using the Full Harvest platform was the key.

“We’ve sold over 75 million pounds of surplus and imperfect produce, and heard from some of our farms that they’ve had some of their best years financially after working with us,” Moseley told *Newsweek*. “Knowing that we’re making an impact both on the environment and to the bottom line of our suppliers and buyers is our proudest accomplishment.”

CalChamber Job Killer List

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Significantly increases workers' compensation costs for public and private hospitals by presuming certain diseases and injuries are caused by the workplace and establishes an extremely concerning precedent for expanding presumptions into the private sector.

- **SB 525 (Durazo; D-Los Angeles) Costly Minimum Wage Increase.** Imposes significant cost on health care facilities and any employer who works with health care facilities by mandating increase in minimum wage to \$25.

- **SB 365 (Wiener; D-San Francisco) Undermines Arbitration.** Discriminates against use of arbitration agreements by requiring trial courts to continue trial proceedings during any appeal regarding the denial of a motion to compel, undermining arbitration and divesting courts of their inherent right to stay proceedings.

- **SB 399 (Wahab; D-Hayward) Bans Employer Speech.** Chills employer speech regarding religious and political matters, including unionization. Is likely unconstitutional under the First Amendment and preempted by the National Labor Relations Act.

- **SB 616 (Gonzalez; D-Long Beach) Costly Sick Leave Expansion on All Employers.** Imposes new costs and leave requirements on employers of all sizes, by more than doubling existing sick leave mandate, which is in addition to all other enacted leave mandates that small employers throughout the state are already struggling with to implement and comply.

- **SB 627 (Smallwood-Cuevas; D-Los Angeles) Onerous Return to Work Mandate.** Imposes an onerous and stringent process to hire employees based on seniority alone for nearly every industry, including hospitals, retail, restaurants, movie theaters, and franchisees, which will delay hiring and eliminates contracts for at-will employment.

- **SB 723 (Durazo; D-Los Angeles) Onerous Return to Work Mandate.** Imposes an onerous and stringent process for specific employers to return employees to the workforce for specified industries, including hotels and restaurants that have been disproportionately impacted by this pandemic, and removes guardrails on existing law by making mandate permanent and significantly broadening the applicability of the law.

- **SB 809 (Smallwood-Cuevas; D-Los Angeles) Prohibits Consider-**

ation of Conviction History in Employment. Prohibits nearly every employer from considering conviction history of an applicant or existing employee in employment decisions and imposes cumbersome process on employers that are legally not allowed to hire individuals with certain convictions.

Taxation

- **AB 259 (Lee; D-San Jose) / ACA 3 (Lee; D-San Jose) Wealth Tax.** Seeks to impose a massive tax increase upon all forms of personal property or wealth, whether tangible or intangible, despite California already having the highest income tax in the country. This tax increase will drive high-income earners out of the State as well as the revenue they contribute to the General Fund.

Housing

- **AB 68 (Ward; D-San Diego) Quashes Housing.** Worsens California's existing housing crisis by preventing local governments from permitting new housing units in most of their jurisdictions.

Environmental

- **AB 1000 (Reyes; D-San Bernardino) De Facto Ban of Warehouses.** Mandates a statewide setback of 1,000 feet from sensitive receptors for all new or expanded logistics use facilities, regardless of environmental impacts, establishing a *de facto* ban. Also creates a new private right of action in California.

Climate/Energy

- **SB 12 (Stern; D-Canoga Park) Arbitrary Greenhouse Gas Target.** Arbitrarily changes the State's greenhouse gas reduction goal from 40% of 1990 levels by 2030 to 55%. By the State's own estimate this proposal will force 17 million gas-powered cars off the road in the next 10 years.

- **SBX1 2 (Skinner; D-Berkeley) Windfall Profits Tax.** Sets an arbitrary cap on the amount of profit that a refiner operating in the state of California can earn over a quarterly basis. This measure would further diminish supply, discourages operational efficiencies, and would limit the amount of capital a refiner could reinvest into their infrastructure to support California's long-term climate goals. *Signed. Chapter 1, Statutes of 2023–24 First Extraordinary Session.*

Cumulative Job Killer Vetoes

2022: 19 Job Killers identified, 2 sent to Governor Gavin Newsom, 2 signed;

2021: 25 Job Killers identified, 2 sent to Governor Newsom, 1 signed, 1 vetoed;

2020: 19 Job Killers identified, 2 sent to Governor Newsom, 1 signed, 1 vetoed;

2019: 31 Job Killers identified, 2 sent to Governor Newsom, 1 signed, 1 vetoed;

2018: 29 Job Killers identified, 1 sent to Governor Edmund G. Brown Jr., 1 vetoed;

2017: 27 Job Killers identified, 3 sent to Governor Brown, 2 signed, 1 vetoed;

2016: 24 Job Killers identified, 5 sent to Governor Brown, 4 signed, and 1 vetoed;

2015: 19 Job Killer bills identified, 3 sent to Governor Brown, 1 signed, and 2 vetoed;

2014: 27 Job Killer bills identified, 2 sent to Governor Brown, 2 signed;

2013: 38 Job Killer bills identified, 1 sent to Governor Brown, 1 signed;

2012: 32 Job Killer bills identified, 6 sent to Governor Brown, 4 signed, 2 vetoed;

2011: 30 Job Killer bills identified, 5 sent to Governor Brown, 1 signed, 4 vetoed;

2010: 43 Job Killer bills identified, 12 sent to Governor Arnold Schwarzenegger, 2 signed, 10 vetoed;

2009: 33 Job Killer bills identified, 6 sent to Governor Schwarzenegger, 6 vetoed;

2008: 39 Job Killer bills identified, 10 sent to Governor Schwarzenegger, 1 signed, 9 vetoed;

2007: 30 Job Killer bills identified, 12 sent to Governor Schwarzenegger, 12 vetoed;

2006: 40 Job Killer bills identified, 11 sent to Governor Schwarzenegger, 2 signed, 9 vetoed;

2005: 45 Job Killer bills identified, 8 sent to Governor Schwarzenegger, 1 signed, 7 vetoed;

2004: 23 Job Killer bills identified, 10 sent to Governor Schwarzenegger, 10 vetoed;

2003: 53 Job Killer bills identified, 13 sent to Governor Gray Davis, 11 signed, 2 vetoed;

2002: 35 Job Killer bills identified, 17 sent to Governor Davis, 12 signed, 5 vetoed;

2001: 12 Job Killer bills identified, 5 sent to Governor Davis, 3 signed, 2 vetoed;

2000: No Job Killers identified. Of 4 bad bills identified at end of session, Governor Davis signs 2 and vetoes 2.

1999: 30 Job Killer bills identified, 9 sent to Governor Davis, 6 signed, 3 vetoed;

1998: 64 Job Killer bills identified, 11 sent to Governor Pete Wilson, 11 vetoed.

1997: 57 Job Killer bills identified, 9 sent to Governor Wilson, 9 vetoed.

CalChamber Lawsuit Seeks Voter-Approved Timeline for Enforcement

From Page 1

"The CCPA did not meet the voter-imposed deadline to adopt regulations implementing Proposition 24, the California Privacy Rights Act," said CalChamber President and CEO Jennifer Barrera. "In approving Proposition 24, the voters provided a one-year period for businesses to adjust their practices and comply with the law. With an incomplete set of regulations in place and no assurance from the agency

that enforcement will be delayed, we were compelled to file this lawsuit to ensure California businesses have time to comply with a complicated set of new regulations.

"We are simply asking the court to order the agency to adopt final regulations and abide by the timelines for enforcement that were approved by the voters."

Consumers will not be left without protections as a result of this lawsuit. The relief sought has no bearing on the abil-

ity to enforce the California Consumer Privacy Act (CCPA) as it stood prior to Proposition 24.

The lawsuit names both the CCPA and the California Attorney General's Office. Both are named because the CCPA has responsibility for promulgating yet-to-be finalized regulations, and both CCPA and the Attorney General have authority to bring civil enforcement actions if businesses fail to comply with those regulations.

Register Now for CalChamber Capitol Summit

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The keynote luncheon speaker will be Dee Dee Myers, senior advisor to the Governor, director of the Governor's Office of Business and Economic Development (GO-Biz) and former White House press secretary. Jennifer Barrera, CalChamber president and CEO, will moderate the question-and-answer session with Myers.

Following lunch, CalChamber policy advocates will present policy priorities with Adam Regele, CalChamber vice president of advocacy and strategic partnerships, acting as moderator.

business leaders from industries throughout the state.

The reception also gives attendees the opportunity to discuss key issues facing the state with other business leaders and elected officials. The evening event is a prelude to the 97th Annual Host Breakfast the next morning, May 18.

Featured speakers at the breakfast traditionally have been the Governor of California and the chair of the CalChamber Board of Directors.

Register by April 28

The fee to register for the Capitol Summit is \$100 per person. Once registered, registrants have the option to RSVP at no additional cost for the International Forum, the Host Reception, and Host Breakfast. The deadline to register is Friday, April 28 or until sold out. Space is limited.

To register for the Summit, visit event.me/80kLmE. Lunch is included in the registration fee.

Other Events

After the Summit, attendees have the option to stop by the CalChamber International Forum (a separate RSVP is required).

Scheduled for the evening of May 17 is the Sacramento Host Reception. This event is co-sponsored by the CalChamber and the Sacramento Host Committee to provide networking opportunities for



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CalChamber-Sponsored Seminars/Trade Shows

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HR Boot Camp Virtual Seminar.

CalChamber. May 4–5, Online – SOLD OUT. (800) 331-8877.

HR Boot Camp 1-Day Seminar, May 25, Sacramento and Online. (800) 331-8877.

International Trade

2023 Taiwan Trade Shows. Taiwan

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

Select LA Investment Summit. World Trade Center Los Angeles and Los Angeles County Economic Development Corporation. April 26–27, Los Angeles. (213) 236-4853.

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

14th Annual Mexico Advocacy Day: The Future of the California-Mexico Relationship: A Partnership for Growth. CalChamber Council for International Trade and Consulate General of Mexico, Sacramento. May 1, Sacramento. (916) 444-6670, ext.

233. RSVP by April 26.

Export Week 2023. U.S. Commercial Service. May 1–5, Online. anthony.sargis@trade.gov.

Emerging Trends in U.S. Indo-Pacific Strategic Policy. U.S. Commercial Service. May 3, San Bernardino. (202) 597-9797.

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.

Trade Mission 2: California Water Tech Trade Mission to Mexico. Governor's

Office of Business and Economic Development (GO-Biz). June 5–9, Tijuana and La Paz. diana.dominiguez@gobiz.ca.gov.

Infosecurity. Infosecurity Europe. June 20–22, London. (+44) 20 82712130.

2023 Canada Specialty Food & Beverage Outbound to Canada. Western U.S. Agricultural Association. June 25–30, Toronto and Vancouver, Canada. (360) 693-3373.

Select USA San Francisco Spin-Off Program. GlobalSF and QB3. June 30, Berkeley. info@globalsf.biz.

Trade Mission to Africa. Global Diversity Export Initiative. August 6–15, South Africa, Ghana and Nigeria (optional stop). eve.berman@trade.gov.

The Green Expo 2023. The Green Expo and International Environmental Congress of the Consejo Nacional de Industriales Ecologistas (CONIECO). September 5–7, Mexico City. 55-1087-1650.

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

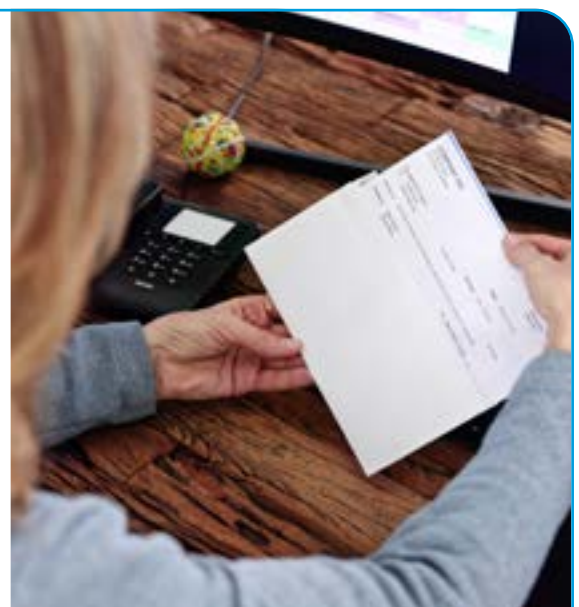


LIVE WEBINAR | APRIL 20, 2023 | 10 AM - 11:30 AM PT

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