

ALERT

CalChamber Convenes Big City Chambers Coalition

Business Leaders to Focus on State's Critical Issues



Last week, the California Chamber of Commerce convened the first meeting of its

California Big City Chambers Coalition, a leadership group of local chamber executives from the 13 largest local chambers of commerce in the state.

"The critical issues facing cities across the state are not unique to one community," said **Jennifer Barrera**, President and CEO of **CalChamber**. "Large cities are experiencing a commonality of crises — homelessness and high cost of living among them. Collaboration

among these chamber leaders about ways to approach California's many challenges will be key to engaging policy makers at all levels of government. The goal of the Big City Chambers Coalition is to provide thought leadership to safeguard the economic vitality of regions so the state as a whole can succeed."

Participation by local chambers in CalChamber's Big City Chambers Coalition mirrors the Big City Mayors Coalition. It includes leaders from Anaheim, Bakersfield, Fresno, Irvine, Long Beach, Los Angeles, Oakland, Riverside, Sacramento, San Diego, San Francisco, San Jose and Stockton.

The August 4 meeting covered

See Big City Chambers: Page 8

Assembly Bill's Paper Receipt Rules Present Challenges to Deterring Retail Theft



A problematic Assembly bill that imposes onerous rules on the use of paper

receipts will be acted upon in the Senate Appropriations Committee when legislators return from summer recess later this month.

The California Chamber of Commerce has taken an "oppose unless amended" position on the bill.

The bill, **AB 1347 (Ting; D-San Francisco)**, is the author's third attempt to prohibit any person or entity from printing a paper receipt in California unless expressly asked for by the consumer regardless of whether that entity has that technological capability or uses the paper receipt to prevent retail theft. Further, the bill bans BPA thermal paper by 2024 and BPS thermal paper by 2025.

The CalChamber is concerned that AB 1347 forces businesses to provide consumers with the option not to get a receipt even when many businesses utilize paper receipts upon exit to decrease theft. A growing number of businesses now require checking receipts as consumers exit their stores to help stymie growing retail theft — a problem that increases consumer good costs on all consumers.

See Bill's Paper: Page 4

CalChamber-Opposed Bill Lowers Voter Threshold to Increase Property Taxes



OPPOSE

the Assembly Appropriations Committee when legislators return from summer recess.

The bill, **ACA 1 (Aguiar-Curry; D-Winters)**, is an overbroad constitutional amendment that lowers the voter approval threshold from two-thirds to 55% for affordable housing and

A California Chamber of Commerce-**opposed** bill that lowers the voter threshold to increase local taxes, including property taxes, awaits action by

public infrastructure, thereby providing increased tax authority for every government agency in California — not just cities and counties, but thousands of potentially overlapping special districts.

In an opposition letter, the CalChamber outlined a number of problems with this bill:

Increases Housing Costs, Cost of Living

ACA 1 proposes to make it easier for local governments to increase various taxes, including sales taxes, parcel taxes and property taxes. Higher sales taxes increase the cost of home construction and everyday necessities used by home-

See Bill Lowers Voter Threshold: Page 7

Inside

California Works: Joby Aviation: Page 3

Labor Law Corner

After the Vote: Implementing an Alternative Workweek Schedule



Sarah Woolston
Employment Law
Subject Matter Expert

My company adopted an alternative workweek schedule. Does this mean that all employees must work our alternative four-day 10-hour shift schedule, or can employees choose between the alternative schedule and a traditional five eight-hour day schedule?

With limited exceptions, all nonexempt employees in a particular work unit — which, depending on how you defined your work unit, could be the entire

company, or a single department within the company — must work the alternative workweek schedule once it is adopted.

The purpose of implementing an alternative workweek is to offer an arrangement that is different from the traditional workweek of five eight-hour days such that, if properly executed, employees can work up to 10 hours a day without triggering the payment of daily overtime.

No Week-by-Week Toggling

Alternative workweek schedules are not intended to give employees the choice to toggle between a traditional workweek and working something alternative such as four 10-hour shifts (4/10) on a week-by-week basis.

This is why a regular eight-hour day cannot even be an option during the alternative workweek voting process since it's not an alternative; it's simply a traditional workday. (Labor Code Section 500(c); Division of Labor Standards Enforcement Policies and Interpretations Manual, 56.7.2.2.)

Duty to Accommodate

After an alternative workweek is adopted, whether employees can work five eight-hour days instead of the alternative four 10-hour shift schedule turns on whether they need an accommodation.

Employers have a duty to accommodate employees who are “unable to work the alternative workweek schedule.” The regulations do not define what exactly it means to be “unable to work an alternative workweek schedule.”

It seems evident that employees are considered “unable to work” an alternative schedule if their reasoning is tied to something protected under California law, such as a medical restriction or religious belief. You must explore any available reasonable alternative means to accommodate an employee's religious belief or observance that conflicts with an alternative workweek schedule.

(For more information on your general obligation to reasonably accom-

See After the Vote: 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 Proffit.

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 information at www.calchamber.com/events.

Labor and Employment

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

HR Boot Camp 2 Half-Day Virtual Seminar. CalChamber. September 7–8, Online. (800) 331-8877.

Effective Strategies for Handling Discipline and Termination in the Workplace. CalChamber. September 14, 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.

Access Africa Now Webinar Series. U.S. Commercial Service. April 11–September 27, Online. (512) 936-0039.

India-USA Food and Beverages Buyer-Seller Meet in SF. Trade Promotion Council of India. August 25, San Francisco. intlrelations1@tpci.in.

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.

Discover the Taste of Future: B2B Agrifood Matchmaking Event. Enterprise Greece and Enterprise Europe Network Hellas. October 8–10, Cologne, Germany. (415) 775-2102.

2023 Taiwan Innotech Expo. Taiwan External Trade Development Council (TAITRA) and Industrial Technology Research Institute (ITRI). October 12–14, Taiwan. (415) 362-7680.

EXIM 2023 Annual Conference. Export-Import Bank of the U.S. October 19–20, Washington, D.C. (800) 565-3946.

Build Expo Greece. Rota Exhibitions Greece. October 19–22, Athens, Greece. (415) 775-2102.

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

APEC CEO Summit 2023. National Center for APEC (Asia-Pacific Economic Cooperation). November 15–16, San Francisco. (206) 441-9022.

California Works

Joby Rolls Out First Aircraft from Production Line



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.



The building blocks to achieve production must come together concurrently with type certification, if an aircraft manufacturer has any hope of launching a new product in a timely fashion.

To this end, Joby Aviation has been formulating its processes along with the tooling, hardware, software, and teams required to achieve the goal of eVTOL success.

On Wednesday [June 21], Joby revealed a major milestone in the road to a type certificated production aircraft with the rollout of its first model built on the company's Pilot Production Facility's final assembly line in Marina, California. Derived from released engineering drawings under the OEM's purpose-built qual-

ity management system, the production prototype makes for a "major step" on the road to aircraft manufacturing at the scale that Joby projects in both its short- and long-term plans.

In the Wednesday event with longtime partner — and largest investor — Toyota, and a visit from California Governor Gavin Newsom, Joby displayed the latest version of the eVTOL [electric vertical take off and landing]. It marks a first in the industry, too, to have a production prototype out the door, complete with the special airworthiness certificate to start flying it.

"Today's achievement is the culmination of years of investment in our processes and technology and it marks a major step on our journey to scaled production," said JoeBen Bevirt, founder and CEO of Joby.

"We're proud to have launched production in our home state of California. I'm incredibly grateful to the Joby

team for their commitment to ensuring Joby remains the clear leader in this new sector and to Toyota for sharing their knowledge and experience with us over many years. Their support has been indispensable in helping us reach this point."

Newsom said: "California is proud to be home to some of the world's most innovative companies. Joby is changing the game when it comes to the next frontier of flight: zero emission aviation. Our world-leading climate action relies on the technological advances and pioneering spirit of the private sector. Creating jobs and cutting pollution — that's the California way."

Full Scale to Full Scale

Joby began flying a subscale demonstrator in 2014 — and it has been flying full-scale prototypes for six years now. In fact, flights of the preproduction prototype

See Joby: Page 4



Joby's New Prototype, By the Numbers

- Payload: **1,000 pounds**
- Capacity: **1 pilot, 4 passengers**
- Range: **up to 100 miles (87 nm)**
- Cruise Speed: **up to 200 mph (174 knots)**
- Noise Footprint: **45 dBA in cruise**
- Peak Power: **236 kW**
- Weight of Dual-Wound Motor Plus Inverter: **28 kg**
- Peak Torque: **1,800 N m**
- Continuous Torque: **1,380 N m**
- Cell-Level Specific Energy: **288 Wh/kg**
- Flight Cycles: **10,000 plus**
- Pack-Level Specific Energy: **235 Wh/kg**

Joby Rolls Out First Aircraft from Production Line

From Page 3

have become a regular sight at the Marina Municipal Airport (KOAR), where the last stages of assembly take place.

After an initial flight test program, Joby will deliver the aircraft to Edwards Air Force Base, where it will fulfill part of the company's \$131 million contract with the U.S. Air Force. If this beats other eVTOL manufacturers to the punch, it will mark the first customer delivery in the industry.

Toyota Motor CEO Joins the Board

Toyota has been an intimate partner to Joby, assisting with the design of the production line and facility, with Toyota personnel embedded in Joby teams during the development and production of the prototype aircraft. Tetsuo "Ted" Ogawa, president and CEO of Toyota Motor North America Inc., joined more than 1,000 guests and team members at Joby's Marina facility to celebrate the launch of production.

Ogawa will also join Joby's board of directors on Saturday [July 1]. "We

congratulate Joby on reaching this milestone and look forward to working ever more closely as Joby prepares to scale production and start operations," he said.

Joby Attracts \$100 Million Investment

On Thursday [June 22], the company announced a deepening of its partnership with South Korea telecommunications giant SK Telecom with its \$100 million equity investment. The agreement was executed on June 27, and comes as part of Joby's planned participation in the country's S-UAM Grand Challenge alongside SKT. The challenge will help South Korea develop its nascent aerial ridesharing program.

Range, Speed

Joby also unveiled more data on its production conforming prototype, giving range and speed figures, along with details on the battery and power systems as notches this progress with the final configuration. With dual-wound motors and isolated battery packs, the propulsion system and its energy storage system

offer multiple levels of redundancy and no single point of failure.

The model's peak power delivers "nearly twice the power of the Tesla Model S Plaid, despite being lighter," according to the company, and its peak torque is roughly commensurate with that of a Ford F-350 heavy duty truck.

Pouch cells sourced from the automotive supply chain offer the right cell-specific energy needed to deliver on "key metrics," said Joby in a presentation with the event. And at the pack level, the specific energy provided also conforms to the standard required — and meets the FAA's safety strictures while still giving "industry-leading performance."

Joby expects the aircraft to recharge quickly, in "the time it takes to deplane and load passengers on more than 95 percent of the trips taken today in our target markets."

Joby Aviation and Toyota Motor are members of the California Chamber of Commerce. This article by Julie Boatman was first published on flyingmag.com.

Bill's Paper Receipt Rules Present Challenges to Deterring Retail Theft

From Page 1

Ultimately, this provision not only prevents non-member-based retailers from utilizing paper receipts to deter retail theft, but also greatly complicates retail returns and creates challenges for completing transactions in full-service restaurant settings by slowing queue lines.

Many retailers offer generous return

policies with a receipt. By allowing consumers to opt-out, the bill will cause logistical challenges for those customers who pay in cash, opt for no receipt, and then wish to return a product.

The CalChamber is urging legislators to amend AB 1347 so that the above provision is eliminated. The CalChamber already proposed amendments that would align banning BPA/BPS thermal paper

by the dates articulated in the bill, which is when adequate supplies of BPA- and BPS-free paper will be available, so long as the "opt-out" provision is removed.

"Without these amendments, this bill is detrimental to consumers, difficult for businesses to comply with and will exacerbate retail theft in California," the CalChamber said.

Staff Contact: Adam Regele



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

USCIS Releases Revised Form I-9, Adds Remote Inspection Procedure



The U.S. Citizenship and Immigration Services (USCIS) has released a revised *Form*

I-9 and published a new rule that gives qualified employers the option to inspect authorization documents electronically under an alternative procedure that substitutes for the in-person physical inspection requirement.

- On August 1, the USCIS published revised versions of the [Form I-9, Employment Eligibility Verification document](#).

- Also available starting August 1 was an [optional alternative procedure](#) for inspecting *Form I-9* documents. The new rule allows qualified employers who are enrolled in the E-Verify program to verify *Form I-9* documents electronically through a live video call. The new rule was [published July 25](#) by the U.S. Department of Homeland Security (DHS), which oversees the USCIS.

- On July 31, the USCIS revised the [Handbook for Employers M-274](#) to reflect the new *Forms I-9*, the new alternative procedure for verifying the *Form I-9* documents and other new [updates, guidance and clarifications](#).

New Form I-9

Employers must use the *Form I-9* to verify their employees' identity and employment authorization. The new

Form I-9 (edition date 08/01/23) has undergone some major improvements, including:

- Sections 1 and 2 have been reduced to a single-sided sheet;
- Section 1 Preparer/Translator Certification and Section 3, Reverification and Rehire, have been moved to separate, standalone supplements that employers can provide to employees as necessary (both supplements can be found as part of the [Form I-9](#));

- The Lists of Acceptable Documents were revised to include some acceptable receipts as well as guidance and links to information on automatic extensions of employment authorization documentation;

- The *Form I-9* Instructions are now eight pages instead of 15; and

- E-Verify employers now have a checkbox to indicate they have examined *Form I-9* documentation remotely under a [DHS-authorized alternative procedure](#) rather than via physical examination.

Additionally, the revised *Form I-9* is designed to be fillable on tablets and mobile devices.

Alternative Remote Inspection

The new rule allows only "participants in good standing in E-Verify" to use the alternative procedure. Being in "good standing" means that the employer:

- Has enrolled in [E-Verify](#) for of its all hiring sites in the United States;
- Complies with all E-Verify program

requirements, such as completing the required E-Verify tutorial that includes fraud awareness and anti-discrimination training; and

- Continues to be a participant in good standing in E-Verify at any time during which the employer uses the alternative procedure.

Under the alternative procedure, employers still must inspect documents within three business days of the employee's first day of work. This includes examining the copies that the employee transmits and conducting a live video interaction with the individual presenting the document(s) to ensure that the documentation reasonably appears to be genuine and related to the individual.

Employers also must check the corresponding box on the *Form I-9* to indicate that the alternative procedure was used and retain a clear and legible copy of the documentation, consistent with applicable regulations. In the event of an audit, legible copies of the identity and employment authorization documentation must be made available.

Violations of the federal or state E-Verify laws could expose the employer to significant civil penalties.

For more information, see the [HRWatchdog](#) blog posts [New Form I-9 Released](#) and [E-Verify Users Allowed to Electronically Inspect Form I-9 Documents](#).

Staff Contacts: [Sarah Woolston](#) and [Katie Culliton](#)

CalChamber Members:
Are you using your discounts from
FedEx®, UPS®, Lenovo® and others?

Members who enroll save an average of \$900 a year.
See what's available at calchamber.com/discounts or call (800) 649-4921.

Visit Perks & Discounts on HRCalifornia for details, and click your way to savings today.

FedEx®



Lenovo™

Western US Agricultural Trade Association Empowers Small Agribusinesses Through International Trade



As a nonprofit organization funded through the U.S. Department of Agriculture Market Access Program, the Western United States Agricultural

Trade Association (WUSATA) offers significant resources for small agribusinesses looking to tap into new markets and maximize their growth.

Collaborating with entities in member states, such as the California Department of Food and Agriculture, WUSATA specializes in helping small business participants identify target markets, find foreign buyers, and afford international marketing.

Market Intelligence

Whether a company is just starting to consider international growth or is a seasoned exporter looking for new markets into which to expand, the Export Education program provides market intelligence research to help businesses identify top markets.

The information is provided via webinars, monthly market intelligence reports, and personalized data reports to help companies evaluate market opportunities. Staying current with market trends, consumer preferences, and industry insights is critical when identifying new and emerging markets for a company.

Meeting Buyers

Once the company has identified where it wants to go, it's time to meet buyers. Each year, WUSATA works with the Western State Departments of Agriculture to facilitate around 40 activities to promote international trade. These events range from tailored business-to-busi-

ness meetings to pavilions at some of the world's largest trade shows.

Each event is led by project managers from the state departments of agriculture, giving participants the opportunity to meet with buyers and network with their department of agriculture, which can further connect companies with business development resources.

The California Department of Food and Agriculture is an active partner of WUSATA, envisioning and carrying out trade missions and events each year, significantly contributing to the success of the program. The Global Connect program is a vital tool for many participants, opening doors to new markets and helping companies cultivate connections with foreign buyers.

Financial Assistance

The financial component of exporting often can be a barrier for small businesses entering the global markets. WUSATA's FundMatch program provides financial assistance for companies conducting international marketing. With this program, companies can receive up to 50% reimbursement for international marketing costs, including trade shows, advertisements, and more. Reducing the financial burden for companies participating in exports is a crucial way that WUSATA supports the growth of small Western businesses.

WUSATA's programs equip small businesses with the knowledge, connections, and financial assistance necessary to thrive in world markets.

"WUSATA has opened the door to opportunities I never thought possible for a small business like mine. From my perspective, participating in WUSATA has really been a game changer for my

company," says Dave Mundis, a current participant.

To learn more about partnering with WUSATA, visit wusata.org.

About WUSATA

The Western United States Agricultural Trade Association (WUSATA) is a nonprofit trade organization funded through the USDA's Market Access Program. Their mission is to aid the growth of western agribusinesses through exporting by providing market intelligence, buyer introductions, and financial aid to small businesses through Export Education, Global Connect, and FundMatch programs.

- **Export Education** is a growing library of export research materials. Whether a company is new to exporting or entering a new market, it can find research tools, market intelligence updates, and training videos in the [Export Education program](#).

- **Global Connect** is an event-based program buyer connection program. This program allows participants to meet with pre-qualified buyers at trade shows, trade missions, and more. The Global Connect program also offers **International Trade Leads** — A free resource to all registered WUSATA participants.

- **FundMatch** doubles a company's marketing budget while expanding its reach by providing 50% cost reimbursement on eligible international marketing expenses like trade show booth fees, in-store demonstrations, label modifications, and more. See the [FundMatch Guide](#) for additional program details.

To get started, visit WUSATA.org to create a free My WUSATA account, or contact export@wusata.org to schedule a free consultation.

Bill Lowers Voter Threshold to Increase Property Taxes

From Page 1

owners and renters, while property taxes increase the burden of homeownership—all of which make housing less affordable for working families, including renters, the CalChamber said in its letter.

A March 2022 Public Policy Institute of California (PPIC) poll found that 62% of Californians believe state and local taxes are too high. By paving the way for higher housing costs and consumer costs, this measure would harm those it seeks to help, the CalChamber warned. PPIC has also found that voters strongly support retaining the two-thirds vote requirement for local taxes, and few voters believe the supermajority vote requirement has had a negative impact on government.

Promotes Flawed, Regressive Tax Structure

California is the only state in the United States that allows a local add-on parcel tax, and ACA 1 would increase the number of parcel taxes throughout the state. No oversight has been provided to establish a comprehensive structure, and these taxes are both regressive and distortionary, without regard to a taxpayer's ability to pay, the CalChamber said. Parcel taxes, which

can reach thousands of dollars annually in some parts of California, are extremely costly for seniors on fixed incomes and households struggling to make ends meet.

Erodes Taxpayer Safeguards

More than four decades ago, prompted by years of rising taxes, Californians resoundingly approved Proposition 13 to provide a check on local governments' taxing authority, and to ensure a greater representative voice for those who would be taxed. Proposition 13 also limits taxes on property to 1% of the property's assessed value.

The CalChamber pointed out that reducing the vote threshold would diminish the people's voice on tax increases and would erode property tax safeguards. A May 2022 PPIC poll found that 64% of registered voters believe Proposition 13 has benefitted taxpayers, and this support reaches across nearly every major demographic.

Harms California Workers

After comparing the costs of operating in California versus other states, many employers have left California in recent years.

A Hoover Institution report found that from 2018 to 2022, at least 352 companies relocated their headquarters out of California—with many businesses citing the state's tax burden as the deciding factor in their relocation.

The relocation of these companies and their employees to lower-cost states has a major impact on state and local tax revenue, causes unemployment for workers who cannot move to the new location, and is a sign that California must find ways to be more competitive, the CalChamber said.

"Tax increases such as those promoted in ACA 1 would be a step in the wrong direction, and would encourage more companies to move workers and investments to other states," the CalChamber said.

Californians are sensitive to this problem, as illustrated by the 2020 Berkeley Institute of Governmental Studies poll finding that 78% of voters "agreed that taxes in California were already so high that they were driving many people and businesses out of the state."

Staff Contact: Preston Young

After the Vote: Implementing an Alternative Workweek Schedule

From Page 2

moderate an employee's religious beliefs, see the discussion on [Religion](#) in the HR Library on [HRCalifornia](#).)

It is uncertain, however, if something like childcare arrangements or personal choice alone would rise to the level of being "unable to work."

Election as Factor

Your obligation to accommodate an employee also depends on whether the employee was eligible to vote in your alternative workweek election.

If the employee requesting to work five eight-hour days was eligible to vote

in the election and is unable to work the alternative schedule, you must make a reasonable effort to accommodate the employee regardless of whether that employee actually voted in the election.

For employees hired after the election took place, you have the option on whether to accommodate the employee's request to work a traditional schedule if the request is not for a protected reason such as religious beliefs. This means if you choose not to accommodate an employee who was hired after the election, it will not invalidate your alternative workweek schedule.

Creating and maintaining an alterna-

tive workweek schedule is a complicated process that requires careful planning and recordkeeping. See [Alternative Workweek Scheduling](#) in the HR Library on [HRCalifornia](#) for more information and consult legal counsel for assistance.

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.

Big City Chambers Collaborate to Focus on State's Critical Issues

From Page 1

regional perspectives on pressing issues as well as a look at 2024 election issues.

Chamber Leaders Comment

"With how vast and complicated California is, it is important for CalChamber and the Big City Chambers to work together to advocate for the pro-business policies to grow the economies of our local regions and the California economy," said **Laura Cunningham**, President/CEO of the **Anaheim Chamber of Commerce**. "The Anaheim Chamber and this coalition will help strengthen the business community's advocacy for a better California through good public policy in tourism, hospitality, manufacturing, housing, homelessness, and infrastructure. The Anaheim Chamber is excited to work with our fellow Big City Chambers and the CalChamber to help build a more successful California."

"The Fresno Chamber is very happy to join this coalition. By combining efforts on the issues unique to larger cities, I'm confident we'll be a very strong united voice for common sense in Sacramento," said **Scott Miller**, President/CEO of the **Fresno Chamber of Commerce**.

"Irvine has been master planned to be a leading global economic driver," said **Bryan Starr**, President/CEO of the **Greater Irvine Chamber of Commerce**. "We are pleased to sit at the table with other leading regions that contribute to the economic success of California. The Big City Chambers Coalition provides the opportunity for collaboration that will add horsepower to the economic vitality of our great state."

"Now more than ever, collaboration is essential in the work that chambers do to plan for the future," said **Maria S. Salinas**, President/CEO of the **Los Angeles Area Chamber of Commerce**. "Together, Big City Chamber leaders can bring thought leadership to ensure economic growth for all communities and ensure California remains competitive."

"We each represent different important communities, but we are all integral partners in one state," said **Nicholas Adcock**, President/CEO of the **Greater Riverside Chambers of Commerce**. "Riverside looks forward to working with our fellow chambers as well as our counterparts in the Big City Mayors Coalition to collaborate on ways to address our common challenges so that we can enhance California's economy and quality of life."

"Strategic synergy is key for solving critical issues affecting the entire state, and we are much more powerful when we speak in one unified voice," said **Amanda Blackwood**, President/CEO of the **Sacramento Metropolitan Chamber of Commerce**. "There's so much opportunity to learn from each other when sharing insights, ideas and best practices from each city. I look forward to the Sacramento region having a seat at this collaborative table."

"In San Diego, we appreciate the leadership of Mayor Todd Gloria as chair of the Big City Mayors Coalition and hope to add value to many of their efforts to address pressing issues like housing affordability and the mental health crisis," said **Jaymie Bradford**, Executive Vice President/Chief Operating Officer of the **San Diego Regional Chamber of Commerce**. "We look forward to collaborating with our counterparts throughout the state to share best practices and coalition build in support of the ongoing work of our mayors."

"By sharing perspectives, we hope to create partnerships on statewide policies that will positively impact the regions that drive our state's economy," said Barrera.



LIVE WEBINAR | SEPTEMBER 14, 2023 | 10 AM - 11:30 AM PT

Effective Strategies for Handling Discipline and Termination

Addressing employee performance or behavioral issues can be difficult and uncomfortable. Our California experts will cover how discipline and termination can become unlawful, offering practical guidance on making strategic and well-reasoned personnel decisions.



Earn HRCI CA recertification credits, SHRM PDCs, and MCLE credits.

LEARN MORE at calchamber.com/sept14