

ALERT

Stanford Study Details State Road to Net-Zero Emissions



California has adopted the most ambitious climate goals in the nation, if not globally,

requiring, most notably, that the state achieve carbon neutrality economy-wide by 2045. Because compliance is decades away, the actual mechanisms to achieve these long-term goals have not been specified in detail.

Until now. Scholars at the Stanford Center for Carbon Storage and Stanford Carbon Removal Initiative recently released a [landmark study](#) providing an independent assessment of decarbonization options and alternatives. They built a detailed bottom-up quantitative assessment of the magnitudes and costs of decarbonization of many of the elements of the California energy system.

Key Findings

Among the key findings:

- There is no single technology or resource that would allow California to reach net-zero emissions by 2045. A combination of efficiency improvements, renewable electricity generation, carbon capture and storage (CCS), electrification of energy services including transportation and heating, biofuels, hydrogen, low global warming potential (GWP) refriger-

ants and carbon dioxide removal (CDR) will be needed to meet the goal.

- This study suggests that 250–450 gigawatts of capacity additions will be required to power California's decarbonized future. The scale of this buildout cannot be understated, equating to 3 to 6 times California's current grid capacity and 8 to 15 times the amount of capacity California has added since 2000.

- Without an expandable, 100% carbon-free, dispatchable power source, reaching 100% emission-free electricity generation will be quite difficult, requiring large amounts of solar and battery storage to maintain reliability during periods of limited renewables.

- Use of a small amount of natural gas with CCS combined with a clean generation constraint of 99% would produce emission reductions comparable to a 100% carbon-free grid at lower cost. Existing hydropower plays a significant role in limiting overbuilding, despite accounting for a relatively small share of electric output.

- Carbon capture and storage (CCS) is an effective and relatively affordable option for the industrial sector.

- Reaching net-zero will be difficult to impossible without significant carbon dioxide removal (CDR) or the development of new technologies that can replace the need for CDR. Research and

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The Workplace

What Employers Should Know About New Workplace Violence Rule



In [Episode 188](#) of The Workplace podcast, CalChamber Associate General Counsel Matthew Roberts sits down with

Bianca Saad, CalChamber general counsel, labor and employment, to discuss the requirements of California's new workplace violence standard, [SB 553 \(Cortese; D-San Jose\)](#).

Signed this year by Governor Gavin Newsom, SB 553 creates workplace violence requirements that include training and logging of workplace violence incidents.

Effective July 1, 2024, California employers will need to create, maintain and implement a written workplace violence prevention plan that includes 13 different requirements, Saad explains. These requirements include identifying the personnel who will be responsible for implementing the plan; describing how incidents are going to be reported; and setting aside and establishing procedures for post-incident reporting and investigation.

In addition to creating the plan, employers will need to create effective
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Cal/OSHA Corner

Standards Board Keeps Moving on Proposed Indoor Heat Illness Standard



Mel Davis
Workplace Safety
Expert

What is the status of Cal/OSHA's indoor heat illness prevention standard?

The Occupational Safety and Health Standards Board will soon hear the second revision of proposed Section 3396, Heat Illness Prevention in Indoor Places of Employment.

The genesis of this regulation began with the passing of SB 1167 in 2016, approved by then-Governor Jerry Brown and directing Cal/OSHA to adopt rules to protect indoor workers from heat-related illness and injury. The Division of Occu-

pational Safety and Health (DOSH) held three advisory committee meetings to develop a proposed regulation to address the mandate of SB 1167.

A number of existing Title 8 regulations address related requirements relevant to factors to prevent heat illness, but none of them identify indoor heat as a hazard.

Examples of these regulations are sections 1512 (construction safety orders, emergency medical services), 3203 (Injury and Illness Prevention Program), 3395 (heat illness prevention for outdoor workers), 3400 (medical services and first aid), 6512 (emergency medical services in the petroleum industry), 6969 (mine safety orders, care of the injured), and 8420 (tunnel safety orders, care of the injured).

Latest Revisions

The following proposed revisions are the result of comments subsequent to the second 15-day notice and Cal/OSHA Standards Board staff consideration:

- Subsection (a)(1) exception (C)

(scope): Does not apply to designated incidental exposures for specified time duration.

- Subsection (a)(1) exception (D) (scope): Emergency operation addressing protection of life or property.

- Subsection (a)(5) (scope): Deleted.

- Subsection (b)(11): Definition of "high radiant heat area."

- Subsection (b)(12): New definition of "high radiant heat source."

- Subsections (b)(13) through (b)(21): Renumbered.

- Appendix A: National Weather Service Heat Index Chart (2019).

Worth Noting

The regulation, when adopted, will be specific to all indoor work areas where the temperature is 82 degrees Fahrenheit or greater and there are employees present. There are, however, exceptions to the requirements such as when employees are working from home/teleworking,

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Labor and Employment

2024 Employment Law Updates.

CalChamber. January 5, 2024 - SOLD OUT; January 9, 2024 (9 a.m.–12:30 p.m.) - SOLD OUT and (1 p.m.–4:30 p.m.), Online; January 11, 2024, Santa Clara; January 18, 2024, Costa Mesa; January 23, 2024, Online. (800) 331-8877.

International Trade

X-Culture: A Unique and Proven Approach to Global Market Research. National Association of District Export Councils. December 5, Online. Reception for Danish Energy Delegation. Trade Council of Denmark in North America, Confederation of Danish Industry, Danish Chamber of Commerce. December 7, Sacramento. (650) 285-8518.

Arab Health. Governor's Office of Business and Economic Development (GO-Biz). January 29–February 1, 2024. patricia.utterback@gobiz.ca.gov. California Pavilion at the Singapore Airshow. GO-Biz. February 20–25,

2024, Singapore. (916) 447-7946. Journey to Panama. San Diego Diplomacy Council. April 1–5, 2024, Panama. (619) 291-8105.

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CalChamber Calendar

Water Committee:

December 7, San Francisco

ChamberPAC Advisory Committee:

December 7, San Francisco

Board of Directors:

December 7–8, San Francisco

International Trade Breakfast:

December 8, San Francisco

Annual Meeting:

December 8, San Francisco

Next Alert: December 15

Free White Paper: Your Guide to 2024 California Employment Laws



California Chamber of Commerce employment law experts have wrapped up their analysis of the employment-related legislation that California Governor Gavin Newsom signed into law in 2023 and summed it up in the free *Your Guide to 2024 California Employment Laws* white paper.

These newly enacted laws include leaves of absence, discrimination, workplace safety and more. So, as 2023 closes, take some time to familiarize yourself with the upcoming employment law changes before 2024 is upon us.

For instance, when the Governor signed **SB 616**, he enacted a major expansion of the state's paid sick leave (PSL) law, called the Healthy Work-

places, Healthy Families Act of 2014, increasing the amount of leave employers are required to provide from at least three days or 24 hours of PSL to **five days or 40 hours**.

The bill also raises the cap employers can place on PSL accrual, increases the number of sick days an employee can roll over to the next year and more.

And the signing of SB 553 enacted general industry **workplace violence safety requirements** that will be applicable to nearly all California employers and take effect **July 1, 2024**.

Under this new law, covered employers will have several new obligations, including developing and implementing a workplace violence prevention plan either as a standalone document or as part of their required Injury and Illness Prevention Plan, training employees on the plan, creating workplace violence incident logs and complying with various record-keep-

ing requirements. The law applies to most employers, but not all.

In addition to the bills above, this free white paper also discusses:

- A new protected leave of absence for reproductive loss;
- Last year's **cannabis discrimination** law, which a 2023 bill (SB 700) also expanded upon;
- A new 90-day retaliation rebuttable presumption;
- The new fast food worker and health care sector minimum wages;
- COVID-19; and
- Much more.

Your Guide to 2024 California Employment Laws is now available for nonmembers to download. CalChamber members can [access the white paper on HRCalifornia](#).

Staff Contact: Jessica Mulholland

Standards Board Keeps Moving on Proposed Indoor Heat Illness Standard

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have limited exposure, or face imminent life-threatening situations.

The proposed regulation includes several new definitions, such as "clothing that restricts heat removal," "cool down area," "globe temperature" (referring to temperature taken with a specific type of thermometer), as well as other terms.

Copious amounts of water must be made available — a minimum of one quart per hour per exposed employee; the temperature or heat index, whichever is greater, is to be recorded (including time, date and location of measurement) and maintained; and all other environmental

risk factors relating to heat illness noted.

The proposed regulation also addresses emergency procedures in the event of an incident, emergency contact information, and supervisor protocol if an incident is in progress or there is concern that an employee may be experiencing heat-related problems.

More Information

The complete proposal can be found at the Standards Board website for the new proposed indoor heat regulations: <https://www.dir.ca.gov/oshsb/Indoor-Heat.html>.

Any written comments on the second

15-day notice were to be received by the Cal/OSHA Standards Board by 5 p.m. on November 28, 2023.

The proposal will be scheduled for adoption at a future business meeting of the Board.

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 Member Feedback

"CalChamber brings together diverse constituencies to promote business growth and job creation for all regions of the state."

Michael Lizárraga
President and Chief Executive Officer
TELACU

What Employers Should Know About New Workplace Violence Rule

From Page 1

training on the written plan itself, and the training must involve all their employees.

Employers also will need to create a workplace violence incident log, which should include certain required components, whenever workplace violence takes place. In addition to the log, there are several record-keeping requirements pertaining to employee training, Saad says.

SB 553 will apply to most California employers. Exempted from these rules are:

- Health care employers. Health care employers must abide by other workplace violence prevention rules, set in 2017. The standard that applies to the health care worksites has more requirements, so health care employers should check with their legal counsel to determine which workplace violence prevention standard they need to follow.

- Worksites with fewer than 10 workers present at any given time and that are not accessible to the public.

- Workers who are working from a worksite of their choice that is not under the control of the employer. This may include working from home or choosing to work at a coffee shop or work sharing office.

Workplace Violence Incident Log

Many employers are familiar with the Occupational Safety and Health Administration (OSHA) workplace injury Log 300, but how is the SB 553 workplace violence log different, Roberts asks Saad?

She replies that the workplace violence incident log is going to be triggered when there is an incident of workplace violence. The log itself has nine legally required components, which includes things like a detailed description of the event, the type

of workplace violence and the type of person who committed the violence.

One important note: the employer should refrain from using any identifying information such as names, email addresses, or phone numbers.

“So even for that employee who is a victim of the violence, you are not going to include any of their personal information about them on the log,” Saad says.

What Is ‘Workplace Violence’?

Since SB 553’s requirements kick in when there is an incident of workplace violence, how is the term defined, Roberts asks?

Workplace violence, Saad says, is defined as any act of violence or threat of violence that occurs in a place of employment. It can include, but is not limited to, things such as the threat or use of physical force against an employee that results in or has a high likelihood of resulting in injury, psychological trauma or stress—regardless of whether the employee sustains an injury.

“Injury is not required to trigger workplace violence, which I think is a key component of all of this for employers to keep in mind and be aware of. It can also include an incident that’s involving a threat or a use of a firearm or some other dangerous weapon. And again, that’s regardless of whether the employee sustains an injury,” she explains.

An example of this, Roberts says, is if someone robs a business with a weapon. They may say, “Give me all your money,” and the employee gives over the money and the robber leaves. Even if no one is actually harmed, this event is still a “workplace violence incident” under SB 553’s rules.

Required Training

The training required by SB 553 focuses largely on the workplace violence prevention plan, which contains 13 different requirements. These requirements include things such as the reporting mechanism (how is the employee going to report incidents), detailing who will be responsible for receiving complaints, and who will be responsible for identifying and mitigating workplace hazards.

The training will need to be communicated effectively to employees based on their literacy and language. Saad explains that if an employee speaks and reads only in another language, then the employer will need to make sure training materials are available in their language.

Although there is no minimum duration required for the training, employers must ensure it is effective and covers all of SB 553’s required components. Moreover, the person conducting the training should be familiar with the prevention plan, so they are able to answer questions during the required interactive question-and-answer component of the training, Saad says.

CalChamber Resources

The CalChamber previously held a live webinar on SB 553’s requirements and the webinar recording is [available for purchase](#).

The webinar dives into specific requirements and gives answers to almost 150 questions that employers and human resources professionals asked during the live event, Saad says.

Purchase of the training includes a workplace violence incident log and checklist. For more information, [click here](#).



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Stanford Study Details California Road to Net-Zero Emissions

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development is needed to reduce the cost of direct air capture (DAC).

• Meeting California's emission goals will require a massive amount of infrastructure buildout — electricity generators, transmission and distribution (T&D), battery electric vehicle (BEV) charging, CDR, CCS, building upgrades and more — in a short amount of time. It is critical that the state find ways to eliminate red tape, streamline permitting

activities and foster cooperation between public and private entities.

Opportunities

The scholars identified high priority research-and-development opportunities that could lead to reduced costs for key technologies, including carbon direct capture, hydrogen fuel switching and battery costs.

They also identified policy opportunities such as permit streamlining for grid

infrastructure, encouraging more rapid deployment of home electric appliances and adjusting the 100% decarbonized grid target to utilize dispatchable natural gas generation paired with carbon capture, along with hydropower.

The California Chamber of Commerce was an industry sponsor of the study, along with other industry and trade associations and labor unions.

Contact: Loren Kaye

CalChamber-Sponsored Seminars/Trade Shows

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Hannover Messe: California Pavilion.

GO-Biz. April 22–26, 2024, Hannover, Germany. patricia.utterback@gobiz.ca.gov.

Trade Winds – Europe. GO-Biz and U.S.

Commercial Service. May 13–15, 2024 Istanbul, Turkey. Optional: May 9–10, 2024, Denmark or Romania; May 16–17, 2024, Poland or Italy. Register interest. patricia.utterback@gobiz.ca.gov.

Farnborough International Air Show: California Pavilion. GO-Biz. July 18–22, 2024, Farnborough, United Kingdom. patricia.utterback@gobiz.ca.gov.

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2024 Employment Law Updates

From expanded mandatory paid sick leave to new cannabis testing requirements, Governor Newsom signed many employment-related laws that will affect California businesses in 2024.

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