

ALERT

Trump Tariff Plans Cause Concern, Much Speculation



The new Trump administration promises the most disruptive change in Washington, D.C. ever seen. From the inaugural speech and into the second week of the new administration, there is much speculation about the extent tariffs may be used to protect domestic industries from the unfair practices of foreign companies and foreign markets, raise revenue — even replacing income taxes with tariffs — and as leverage in negotiations.

President Donald Trump stated in the [inaugural speech](#), “I will immediately begin the overhaul of our trade system to protect American workers and families. Instead of taxing our citizens to enrich other countries, we will tariff and tax foreign countries to enrich our citizens. For this purpose, we are establishing the External Revenue Service to collect all tariffs, duties and revenues. It will be massive amounts of money pouring into our treasury coming from foreign sources.”

The [America First Trade Policy released on January 20](#) is directed to nine government entities.

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CalChamber, Dozens of Local Chambers Bring Together Key Policy, Strategy Leaders



At the CalChamber/local chamber legislator policy panel on January 22 are (from left) CalChamber Executive Vice President and Chief of Staff for Policy Ben Golombek, Senator Christopher Cabaldon, Assemblymember Greg Wallis, Assemblymember Jose Luis Solache, and Senator Tom Umberg. [See story on Page 4.](#)

Visit LA: Support Local Businesses and Help Region Recover from Wildfires



California’s [tourism board](#) is urging tourists to visit Los Angeles County and

help support the region’s local businesses and economy.

Wildfires have affected certain regions of Los Angeles County, but 98% of the county remains unaffected and is open for business.

In a [statement](#), Visit California President and CEO Caroline Beteta pointed out that Los Angeles’ impacted communities and businesses need the tourism economy to keep doors open and to support the many residents whose lives and livelihoods have been affected.

“Los Angeles has always been a beacon to the world — a place where dreams are born and stories unfold from the silver screen to iconic landmarks. Now this resilient city needs your help in its recovery story. One of the best ways to support the comeback of Los Angeles is to plan a trip,” she said.

Resources to Help Your Travel Plans

Visit California has compiled essential information to help travelers navigate their visit to Los Angeles responsibly and safely:

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*Labor Law Corner***How to Deal with Predictive Scheduling and Scheduling Changes**

Ashley Huynh
Employment Law
Expert

We want to change our non-exempt employee's schedule for next week. How far in advance do we need to notify the employee of schedule changes?

Currently, there isn't a California law or federal law that specifies how much advance notice you are required to provide employees.

Instead, notice of schedule changes has been addressed at the local level with city and county ordinances. The local laws use names such as predictive scheduling or fair workweek ordinance.

Local Ordinances

Multiple cities and counties such as Berkeley, San Francisco, Emeryville, Los Angeles, and Los Angeles County, have adopted local ordinances that require a minimum amount of notice, and often-times include a penalty or predictability pay for failure to provide timely notice.

These local ordinances typically are specific to the industry, such as retail and fast food, and affect employers once they employ a certain number of employees and/or have a certain number of locations.

Many local ordinances require employers to provide schedules with two weeks or 14 days advance notice. Each of these ordinances has its own specific criteria and requirements, so if you have employees in multiple locations with different ordinances, you will need to review each of the ordinances for applicability to your employees.

To get more specific details, visit the [Local Ordinances](#) section on [HRCalifornia.com](#).

Same Day Change: Reporting Time

When you change your employee's schedule, but the employee has already arrived to start work and you don't have them work, then the employee needs to be paid half of the hours they were scheduled to work, but never less than two hours and a maximum of four hours of pay for reporting time pay.

No Applicable Local Ordinance

If you are in an area that doesn't have an applicable local ordinance, a best practice would be to provide reasonable advance notice. Reasonableness would depend on the circumstances.

A minor scheduling change could be asking an employee to stay an extra 15 minutes versus a more significant change, such as changing the employee's start and end times or days of work.

For example, changing work schedules from 8 a.m.–5 p.m. to 9 a.m.–6 p.m. could have a significant impact on an employee's personal life, such as child care, after school activities, dinner with the family, etc.

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Human Resources

Employee Handbooks and Policies.
CalChamber. February 20, Online.
(800) 331-8877.

International Trade

TIMTOS Show — A Global Leading Smart Manufacturing & Machine Tool Expo. Taiwan External Trade Development Council and Taiwan Association of Machinery Industry. March 3–8, Taipei City, Taiwan. (415) 362-7680 #500.

2025 California International Arbitration Week. California Lawyers Association. March 10–13, West Los Angeles. (916) 516-1757.

2025 Sports and Fitness Taiwan (TaiSPO) Exhibition. Taiwan External Trade Development Council. March 26–29, Taipei City, Taiwan.

Health Engineering and Minerals Show (HEMS) 2025 – Pakistan. Trade Development Authority of Pakistan (TDAP). April 17–19. 92-345-465-8469, omer.bajwa@tdap.gov.pk.

Exim 2025 Annual Conference. Export-Import Bank of the United States. April 29–30, Washington, D.C. In-person only. [Registration now open](#).

14th World Chambers Congress. World Chambers Congress. September 2–September 4, Melbourne, Australia. <https://wcc.iccwbo.org/>

The Workplace

2025 Compliance Checklist: Key HR Practices for Employers



In **Episode 213** of *The Workplace* podcast, CalChamber Labor and Employment General Counsel Bianca Saad and CalChamber

Associate General Counsel Matthew Roberts discuss key compliance practices and reminders for California employers.

The following provides a summary of the topics discussed on the podcast. Readers are encouraged to listen to the podcast for detailed information.

Recruiting, Hiring

There have been many changes over the last several years pertaining to hiring and recruiting, Saad says. These updates touch on various aspects of the hiring process, from job advertisements to criminal background checks and pre-employment drug screenings.

Employers are now required to be more vigilant in crafting job advertisements, ensuring that the language used is free from any form of discrimination. Additionally, certain employers are now mandated to include reasonable pay scales in their job postings. A new law has also made it illegal for employers to require a driver's license unless driving is an essential part of the job and no comparable alternative transportation exists.

Saad explains that in an effort to promote fairness, a recent law prohibits employers from asking applicants about their gender or salary history. This shift, she notes, aims to combat wage discrimination and ensure a more equitable hiring process.

California's Fair Chance Act has introduced a rigorous process for criminal background checks, emphasizing that these checks can occur only after a conditional offer of employment is made.

If a criminal conviction surfaces, employers must conduct an individualized assessment to determine its relevance to the job. Applicants also are given the opportunity to provide additional information before a decision to deny employment is made, Saad says.

The Fair Employment and Housing Act has brought significant changes to how pre-employment drug screenings

are conducted. Employers are prohibited from discriminating against applicants who use cannabis off the job. Additionally, drug screenings must be adjusted to avoid testing for non-psychoactive cannabis metabolites, a change that requires employers to work closely with their drug screening vendors.

Job Descriptions

Saad recommends that job descriptions be reviewed annually to ensure they accurately reflect an employee's current duties. Accurate job descriptions help with classification (exempt vs. non-exempt), background checks, and reasonable accommodation requests.

Job descriptions also provide clarity for performance expectations. For example, Saad says, if an employer is dealing with an employee with performance issues, the employer can go over the employee's job description and help the employee understand where they're falling short.

Employee Handbooks

Saad recommends that employers review employee handbooks yearly to align with new laws and ensure the policies reflect current practices.

An employee handbook is basically the workplace rules manual for employees, she says.

"It's how we are going to communicate the expectations and the policies to our employees. So, if you want to enforce those rules, you of course need to make sure that your employees are aware of those rules. Secondly, a lot of times we have written policies that maybe have been in place for a while, they haven't been reviewed, and they kind of get stale," she says.

Training Programs

In California, employers should ensure their teams undergo the required trainings to maintain legal compliance.

One requirement is harassment prevention training, which must occur every two years. Non-supervisory employees are required to undergo one hour of training, while supervisors must receive two hours. Newly hired or promoted supervisors must complete this training within six months of their new hire or promotion.

Additionally, the state now mandates annual workplace violence prevention training for all employees, with additional

sessions required whenever changes are made to the workplace violence prevention plan.

While not legally required, training on wage and hour laws, as well as mandatory leave policies such as paid sick leave and the California Family Rights Act, is essential to ensure compliance.

Supervisors, in particular, must understand these regulations to prevent costly legal issues, such as violations of employee break requirements or not paying employees for all hours worked. Inadequate training in these areas can lead to actions under the Private Attorneys General Act (PAGA), which can be both costly and disruptive.

Beyond compliance, effective training helps address specific organizational risks, Saad says. Companies are encouraged to assess where their operations are most vulnerable and implement training programs that address those areas.

For instance, cybersecurity training is increasingly crucial for businesses that have employees who rely heavily on computer systems.

Performance Management

The first thing that employers should keep in mind when they're determining whether someone should be disciplined or rewarded, is to ensure that the decision being made is for a non-discriminatory, non-retaliatory legitimate business reason, Saad explains.

Effective performance management techniques are key in this area, she stresses. Whether quarterly or biannually, employees should receive a performance review from their managers. This ensures that performance issues are addressed promptly, preventing situations where an employee may be caught off guard by disciplinary action or termination if they haven't been informed about their performance issues earlier.

Additionally, maintaining consistent, objective standards for evaluating performance is critical to avoid potential legal pitfalls. A structured review system helps ensure that employees are assessed fairly and are aware of the expectations and criteria used to evaluate their work. This transparency not only fosters better employee retention, but also helps mitigate risks of discrimination or unfair treatment, Saad says.

CalChamber, Dozens of Local Chambers Bring Together Key Policy, Strategy Leaders to Discuss California's Top 2025 Legislative Priorities



Panelists offering a political update are (from left) CalChamber Executive Vice President and Chief of Staff for Policy Ben Golombek, Anthony York, Stephanie Roberson, Joe Justin and Marva Diaz.



Presenting a CalChamber policy update are (from left) CalChamber Executive Vice President and Chief of Staff for Policy Ben Golombek; Vice President of Advocacy and Strategic Partnerships Adam Regele; Senior Policy Advocate Ashley Hoffman; and Policy Advocate Ronak Daylami.



The California Chamber of Commerce hosted a series of panels on

January 22 to discuss the state's top policy issues and priorities with leading experts.

The experts included California Senators Tom Umberg and Christopher Cabaldon, and Assemblymembers Jose Luis Solache and Greg Wallis.

The event brought together chambers of commerce from throughout California and featured three panel discussions, all moderated by Executive Vice President and Chief of Staff for Policy Ben Golombek: a legislator policy panel; a policy update panel featuring CalChamber policy advocates; and a political update panel featuring experts in communications and political strategy.

Legislator Policy Panel

The first panel on the agenda was the "Legislator Policy Panel," featuring California Senators Tom Umberg and Christopher Cabaldon, and Assemblymembers Jose Luis Solache and Greg Wallis.

Affordability was the No. 1 issue that legislators said is on everyone's priority list.

Wallis pointed to affordability concerns and wide support of Proposition 36 for many of the political upsets seen in California this last election cycle. Voters

are worried about how they will afford to pay for everyday necessities like gas and rent, he said.

Cabaldon and Solache agreed, with Solache noting that voters are frustrated with the lack of progress in addressing pocketbook issues and some feel like California's lawmakers are not going to deliver what they say they're going to deliver on.

Cabaldon pointed to California's Master Plan for Higher Education, noting how the program is admired throughout the world, but the state has not delivered on its original promise. He said career pipelines should be adopted and integrated that allow for apprenticeships and internships.

In addition to housing and affordability, Umberg said another top priority will be fire and wildfire recovery. But probably the issue the Senate Judiciary will spend most of its time on, he said, is artificial intelligence (AI). He brought up the recent announcement of The Stargate Project and expressed concern that the federal government may try to move AI's center of gravity from California to Texas.

CalChamber Policy Update

The second panel on the agenda was the CalChamber Policy Update panel, featuring CalChamber Vice President of Advocacy and Strategic Partnerships Adam Regele, Senior Policy Advocate Ashley Hoffman and Policy Advocate Ronak Daylami.

Hoffman and Daylami recounted some of the top bills they worked on in

the Legislature last year and shared some of the issues they expect to see this year.

In the labor and employment area, Hoffman anticipates childcare costs to be discussed this year and hopes to work on solutions that do not involve a mandate for employers to pay toward childcare costs.

In the AI and privacy area, Daylami expects to see more proposals that regulate AI, similar to last year's [SB 1047 \(Wiener; D-San Francisco\)](#), which was vetoed by Governor Gavin Newsom.

Regele reviewed [AB 98 \(J. Carrillo; D-Palmdale\)](#), a key bipartisan-supported bill signed into law last year that established rules for certain truck routes, warehouse design, and build standards for specified classes of warehouse development projects.

Political Update

The last panel featured:

- Anthony York, former communications director for Governor Newsom;
- Marva Diaz, California Target Book, and CEO of Marva Diaz Strategies;
- Joe Justin, former chief of staff to the Assembly Minority Leader, and CEO of Gleeson Digital Strategies; and
- Stephanie Roberson, CEO of Stephanie Roberson Strategies, and co-editor of California Target Book.

Panelists touched on the November election and outcomes, agreeing that California voters feel the Democratic party is ignoring their concerns on affordability and crime.

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State Contracting Insights in Spotlight at Small Business Policy Council



The California Chamber of Commerce

Small Business Policy Council

Tips on how small and minority-owned businesses can tackle the process of bidding on contracts with the California Department of Transportation (Caltrans) were the focus of the CalChamber Small Business Policy Council first quarter meeting.

Presenting the information-packed overview on January 17 was David DeLuz, deputy director of the [Caltrans Office of Civil Rights](#). DeLuz leads the office's efforts to increase the participation of Small Business (SB), Disadvantaged Business Enterprise (DBE), and Disabled Veteran Business Enterprise (DVBE) firms in both federal and state contracting and procurement.

The CalChamber Small Business Policy Council is chaired by CalChamber Board member Sandra Floyd, president and CEO of OUTSOURCE Consulting Services, Inc.

"My job is to bridge the gap between where people are and where they want to be in terms of contracting with the state of California," DeLuz told meeting attendees.

Caltrans receives state and federal funds and there is strong competition for its grants, DeLuz reported. His office tracks participation of the disadvantaged groups in the bidding process via their use of the certification programs it oversees.

He noted that as of this month, Caltrans has 924 active construction contracts valued at more than \$14 billion. Each contract, he said, represents opportunities for many types of businesses.

For public works projects, Caltrans procurement includes major/minor highway construction and maintenance,

architectural and engineering consulting services, and emergency maintenance. Goods and services Caltrans procures include supplies and equipment, operations and safety, office and information technology equipment, and facility maintenance supplies.

For companies new to bidding on government contracts, DeLuz suggested trying Minor B contracts and emergency contracts to learn how the process works.

Advantages of the Minor B contracts, he said, include the relatively lower dollar threshold (\$461,000), the shorter time for processing the contracts and lower administrative burden. Participating in the process also enables the business to develop relationships with Caltrans and



Deputy Director David DeLuz, Caltrans Office of Civil Rights

contractors that work with the department on a regular basis, DeLuz said.

Emergency projects, such as those related to the Los Angeles wildfires, offer similar opportunities and staff at Caltrans headquarters is working with those in the district to unbundle contracts to make them more accessible to smaller firms, DeLuz explained. A Caltrans webpage provides [information on the emergency contract program](#), including links to advertised emergency projects.

Resources for Business

Among the business resources DeLuz highlighted were:

- [Caleprocure.ca.gov](#): This online portal is a central spot where businesspeople can register their business; find solicitations and contracts via the searchable data base; indicate their interest in projects; and look up historical public procurement information, which can guide their strategy in developing proposals to submit. The required registration means the business will appear in searches by other buyers. Information available here includes how to register to receive bid notifications and how to get certified as a Small Business and Disabled Veteran Business Enterprise.

- [Contractor's Corner](#) offers a comprehensive platform allowing the visitor to search for advertised projects, contracts by item, bidder inquiries, current and past advertised projects and a 24-month advertised look ahead.

- The [Caltrans text notification system](#) to opt-in to receive text message alerts.

- A list of Caltrans [small business liaison contacts](#) at district offices and at Caltrans headquarters in Sacramento.

Mentor Program

Another Caltrans resource is the [Construction Mentor Protégé Program](#), which offers classes year-round. DeLuz described it as a "cohort program." Caltrans matches

a protégé company with a mentor (an established successful firm) and the two walk through the program over a series of months.

The program includes workshops and one-on-one mentoring sessions and is available in all 12 [Caltrans districts](#).

Next Council Meeting

The next meeting of the CalChamber Small Business Policy Council is scheduled for April 25 at 11:30 a.m. via Zoom. Any small business that is interested in joining the council or being notified about the meeting can [email Jennifer Johnson](#).

Trump Tariff Plans Cause Concern, Much Speculation

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It states: “Americans benefit from and deserve an America First trade policy. Therefore, I am establishing a robust and reinvigorated trade policy that promotes investment and productivity, enhances our Nation’s industrial and technological advances, defends our economic and national security, and — above all — benefits American workers, manufacturers, farmers, ranchers, entrepreneurs, and businesses.”

In the policy, President Trump describes a possibility of various trade actions and directs federal agencies, by April 1, 2025, to investigate potentially unfair trade practices, calls for an assessment of previous trade deals, particularly those with China, Mexico and Canada, and mentions again creating a new agency, the External Revenue Service, to collect tariffs.

The U.S. government already has an agency, U.S. Customs and Border Protection, that collects tariff revenue for the United States.

The America First Trade Policy also begins the public consultation process on the United States-Mexico-Canada Agreement (USMCA) in preparation for the July 2026 review of the agreement.

Types of Tariffs

Tariffs can be country specific under Section 301 of the Trade Act of 1974;

Tariffs can be product specific under Section 232 of the Trade Expansion Act of 1962 to protect national security; or

Tariffs can be universal or global, perhaps citing a national economic emergency to provide legal justification for implementing them under the International Economic Emergency Powers Act — although this has never been used.

Temporary tariffs of 15% for 150 days can be imposed via Section 122 of the 1974 Trade Act.

There also has been discussion of slowly ramping up tariffs month by month, rather than taking an aggressive approach, to help boost U.S. negotiating leverage and avoid inflation.

The administration has explored tariff plans that would be applied globally to every country but not all imports.

Campaign/Post-Campaign Pledges

The Trump campaign pledge included 10% to 20% tariffs on all imports. For China, Trump threatened 60% tariffs to cut its trade surplus, 10% tariffs if it

didn’t halt fentanyl shipments and 100% tariffs if it tried to create a rival currency to the dollar.

Also threatened was a 25% tariff on goods from Mexico and Canada to pressure those countries into taking action on illegal migration and fentanyl entering the United States.

On inauguration day, President Trump said that 25% tariffs on Canadian and Mexican goods could take effect on February 1. On his second day in office, he announced the first wave of tariffs would hit China on February 1.

Davos Statement

On Thursday, January 23, Trump spoke via video to the World Economic Forum held in Davos, Switzerland. “My message to every business in the world is very simple: Come make your product in America, and we will give you among the lowest taxes of any nation on Earth,” Trump told the gathering. “But if you don’t make your product in America, which is your prerogative, then, very simply, you will have to pay a tariff ... which will direct hundreds of billions of dollars and even trillions of dollars into our Treasury to strengthen our economy and pay down debt.”

Colombia

On Sunday, January 26, President Trump imposed an emergency 25% tariff on all goods imported from Colombia when President Gustavo Petro turned away two U.S. military aircraft full of detained Colombian illegal migrants. The tariffs would increase to 50% in a week.

The Trump administration canceled the tariff threat when Colombia agreed to accept deportation flights. Colombia has a GDP of \$364 billion and a population of 52.2 million as of 2023. Colombia was the second country in South America to join the Organization for Economic Co-operation and Development (OECD), becoming a member in 2020, a decade after Chile. The United States had a long-time free trade agreement with Colombia — in force since May 2012. Colombia is the third-largest U.S. trading partner in Latin America. The United States is Colombia’s largest trading partner with \$33.8 billion in two-way trade in 2023 and a \$1.6 billion U.S. trade surplus.

In 2023, Californian exports to Colombia totaled \$514 million. Since 2006, exports to Colombia have nearly tripled.

Colombia is California’s 38th largest export market. Total imports from Colombia to California in 2023 were \$1.9 billion.

Impact

Economists have warned that Trump’s tariff plans would raise costs for businesses and consumers, hampering another of his campaign promises — to reduce inflation.

On December 18, 2024 the Congressional Budget Office released its [assessment](#) of the economy-wide effects of then President-elect Trump’s proposed global tariffs, plus retaliation by trading partners. The CBO detailed both positives with lower budget deficits due to increased revenue and negatives with a decline in gross domestic product (GDP) and an increase in inflation.

The CBO further acknowledged that because the United States has not pursued tariffs on large scale for 50 years, the results of the assessment are very uncertain.

CalChamber Position

As we are at beginning of a new federal administration, it is incumbent upon the California Chamber of Commerce to reiterate its long-held support for a national free trade agenda. The CalChamber supports free trade worldwide, expansion of international trade in investment, fair and equitable market access for California products abroad, and elimination of disincentives that impede the international competitiveness of California business.

The CalChamber opposes protectionist-oriented legislation (which would include tariffs) that will result in higher prices to the consumer for the specific product protected and limited choices of products for consumers. Protectionist legislation causes a net loss of jobs in related industries, retaliation by our trading partners and violates provisions of the World Trade Organization, as well as free trade agreements.

The CalChamber will continue to focus on lowering tariff and non-tariff barriers to support the expansion of American exports. While strategic use of tariffs or the threat of tariffs may be a meaningful negotiation tool, the CalChamber supports efforts to reduce taxation and regulatory burden as a means to create jobs in economic growth.

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Visit LA: Support Local Businesses; Help Region Recover from Wildfires

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• **FAQ:** This webpage provides frequently asked information, such as air quality conditions, road closures and information on the region's popular attractions.

• **Support relief efforts:** This webpage details how you can support local recovery efforts.

• **Travel Alerts:** This webpage provides current facts and conditions from local authorities.

• **LA Hero stories:** This webpage provides inspiring tourism industry contributions to the community.

Events to Support Relief Efforts

Visit California is also highlighting some of the ways visitors and residents can support Los Angeles' wildfire relief efforts:

• **Dine LA:** Dine LA is a two-week event, running from January 24 to February 7, that not only features deals on incredible meals at some of the county's best restaurants — it also will support critical wildfire relief efforts.

• **Special concerts and events:** Communities across California are coming together to make a difference by organizing one-of-a-kind concerts,

special performances, and unique experiences that benefit wildfire relief efforts. Events can be found throughout the state.

CalChamber Wildfire Resource Page

A webpage compiled by the California Chamber of Commerce lists resources useful for businesses and local chambers of commerce that may need ready access to information important to running their operations during the Los Angeles wildfires.

For more information and resources links, visit <https://www.calchamber.com/wildfires>.

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The CalChamber seeks commercially meaningful outcomes in negotiations with regions around the world and supports bilateral, regional and multi-lateral trade agreements which are critical to consumers, workers, businesses, farmers and ranchers, and would allow the United States to compete with other countries that are negotiating agreements with each other.

The Biden administration was not proactive in any form of trade agreements. It is hoped that the Trump administration will focus on the promotion of trade agreements versus a heavy tariff policy. During the first Trump administration, negotiations were started with both the United Kingdom and Kenya to establish free trade agreements.

What the Trump administration trade policy will do is to highlight the impor-

tance of promoting subnational diplomacy, as it builds more layers and durability into the fabric of U.S. international partnerships and adds to the country's global diplomacy by building lasting relationships among leaders at many levels.

The CalChamber assures our international trade and investment partners that California continues to value international trade and investment.

Staff Contact: Susanne T. Stirling



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How to Deal with Predictive Scheduling and Scheduling Changes

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For this type of change, reasonable advance notice would be lengthier than asking the employee to stay an extra 15 minutes after work. When the scheduling change affects multiple employees, a good practice is to create an implementation plan, including communication planning, and work with management and employees to address and mitigate the impact the schedule changes could have.

Additionally, although local ordinances are not applicable here, they could be instructive in determining reasonable advance notice.

Policies and Past Practice

Employers also should review whether you have a policy or past practice that addresses schedule changes and be consistent in how you apply the policy or practice under similar circumstances.

However, your policy or past practice cannot ignore applicable local ordinances, and, as a best practice, still should provide reasonable advance notice.

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, Local Chambers Bring Together Key Policy, Strategy Leaders

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Roberson pointed out that progressive Democrats fought against Proposition 36, but the ballot measure was widely popular with voters and was the only proposition that won in every county. She sees the rise of a new class of Democrats that will offer practical solutions and focus on policies that align with voters.

York spoke on the dangers of new media and the spread of misinformation. Misinformation regarding the recent wildfires in Los Angeles spread quickly through social media and YouTube and was even reposted by prominent poli-

ticians. Governor Newsom, York said, had to launch a fact-checking wildfire website, www.californiafirefacts.com, to try to counter erroneous claims circulated online.

When asked about the future of California's political parties, Diaz stressed that candidates matter. And just like the media landscape is changing, so is the way that political campaigns are run. For example, consultants love mail, but people don't like that method of communication anymore. Now, phone ads are the way to go.

Looking toward the 2026 gover-

nor's race, Diaz said she doesn't think a Republican or an Independent can win, but voters will be looking for a moderate pragmatic governor.

Diaz also urged chamber leaders to look out for and foster potential candidates to run for office. She recommends that chambers have a process in place that actively asks if there is anyone desiring to run for office. Anyone planning to run will need a lot of guidance and support, but local chambers are uniquely positioned to help create the next legislator in their district, she said.

CalChamber

NEW ARRIVAL

FAST FOOD CALIFORNIA AND FEDERAL LABOR LAW NOTICES

[Shop Posters](#) >

The banner features a blue background with a yellow and white illustration of fast-food items (a drink, fries, and a burger) on the left. On the right, there is an image of a poster titled '2025 California and Federal Employment Notices' with various text sections and a photo of a group of people. The CalChamber logo is at the top left.