

ALERT

CalChamber Notes Success on Affordability Agenda

Lawmakers embraced Cost Cutter bills, rejected almost all Cost Driver bills



The California Chamber of Commerce announced this week a strong show-

ing for its **2025 Affordability Agenda**, a checklist used to analyze the economic impact of proposed laws during the first year of the legislative session.

Of the almost 2,400 bills introduced this year by the California Legislature, CalChamber's advocacy team initially identified more than three dozen proposals with a sizeable impact on the costs associated with living and working in the Golden State.

The list was updated throughout the spring and summer months to reflect modifications to bills introduced earlier in the year and new, mid-session proposals.

Most of the identified proposals were on CalChamber's **Cost Driver** list, based on projections that these bills would lead to higher costs for California businesses and consumers.

Legislators took notice: All but one of the bills identified as a Cost Driver failed to move forward in 2025.

"Our elected officials were right to reject proposals that, even when well intentioned, would have saddled Californians with unwarranted and unsustainable costs," said CalChamber President and CEO Jennifer Barrera. "Legislators would do well to embrace the oath often cited as essential to physicians: 'First, do no harm.'"

Meanwhile, several pro-economy measures on CalChamber's **Cost Cutter** list were approved by the Legislature. These proposals offer ways to help businesses succeed which will benefit workers and, ultimately, consumers.

(Several Cost Cutter proposals — most notably, ones to expedite and streamline housing construction — were eventually folded into the year's state budget agreement.)

"We applaud lawmakers for embracing proposals that can address affordability, the single most important challenge facing California," Barrera said. "We look forward to working with the Legislature in 2026 to find more ways of easing the burdens on businesses and the communities they serve."

A full list of bills and actions can be found on [the advocacy section of CalChamber's website](#).

Liz Snow Joins CalChamber as Senior Vice President, Political Affairs



Liz Snow

Liz Snow, a distinguished political and policy strategist, joined the California Chamber of Commerce this week as senior vice president, political affairs.

Snow joins the organi-

zation after serving as chief of staff for Assembly Speaker Robert Rivas, where she was involved in all aspects of the legislative process and provided key leadership in his office's work on the state budget and legislation covering issues of importance to the lives of every Californian.

As a member of CalChamber's executive team, Snow will work closely with California businesses to elect candidates who understand the challenges faced by the business community, providing leadership of political activities carried out by CalChamber's candidate and independent expenditure committees, JobsPAC, ChamberPAC and its general issues committee, CalBusPAC.

"No issue looms larger than California's affordability crisis, and Liz will

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Labor Law Corner

Employers May Not Induce Employees to Work on Rest Day



Sharon Novak
Employment Law
Expert

We understand that employees must be provided a day of rest unless the employee wants to work a seventh day. We would like to offer a bonus or special higher wage to employees to make it more attractive for them to work on their rest day. Can we do this?

In California, a day of rest is guaranteed for each workweek. Generally, an employer cannot require, encourage, or induce employees to forgo their statutorily required day of rest.

A bonus or higher wage would likely be considered incentive pay and treated as an inducement that violates the requirement that a day of rest be provided.

Day of Rest Rules

Labor Code Section 551 provides that “Every person employed in any occupation of labor is entitled to one day’s rest therefrom in seven.” Labor Code Section 552 states that “No employer of labor shall cause his employees to work more than six days in seven.” (Emphasis added).

Labor Code Section 556 provides an exception to sections 551 and 552 “when the total hours of employment do not exceed 30 hours in any week or six hours in any one day thereof.”

Additionally, the day of rest requirement does not apply when the employer can show that emergencies or the nature of the employment reasonably require that the employee work seven or more consecutive days so long as, in each calendar month, the employee receives

days of rest equivalent to one day’s rest in seven. (Labor Code Section 554).

A workweek is defined in Labor Code Section 500(b) as “any seven consecutive days, starting with the same calendar day each week” that “is a fixed and regularly recurring period of 168 hours, seven consecutive 24-hour periods.” Importantly, the employer defines the workweek. If the employer fails to define the workweek, a workweek definition of Sunday through Saturday will be applied by default.

When an employee chooses to work on the seventh day in a defined workweek, Labor Code Section 510(a) requires time and one-half the regular pay rate for the first eight hours worked and double the regular pay rate for all hours worked beyond eight.

The key issue here is what actions taken by the employer “cause” an employee to work more than six days in seven.

Causing Employee to Work More than Six Days

The California Supreme Court has held that an employer causes an employee to work the seventh day in violation of Section 552 if it *motivates or induces* the

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An Employer’s Playbook for ICE Audits & Workplace Raids. CalChamber. October 14, [Free Member Webinar](#). Contact your account manager for registration details. (800) 331-8877.

International Trade

California State Trade Expansion Program (STEP) Export Training Series. Governor’s Office of Business and Economic Development (GO-Biz). Through March 31, 2026. [Event website](#).

Global Logistics: Mitigating the Challenges and Maximizing Opportunities. National Association of District Export Councils. September 29, Webinar. [Register Online](#).

40th Annual American-Turkish Conference. Türkiye-U.S. Business Council, American Turkish Business Round-

table, U.S. Chamber of Commerce. October 22–23, Washington, D.C.

[Event website](#).

U.S.-China Clean Tech Trade Mission. GO-Biz will support up to eight California small businesses. November 3–7, China. See [flyer for application details](#).

California Trade Mission: Poland and Ukraine (spotlight on energy and construction sectors). GO-Biz. November 11–14, Warsaw, Poland. tricia.utterback@gobiz.ca.gov [Application portal](#).

California Trade Mission: India – Health Tech. GO-Biz. January 27–January 31, 2026. Mumbai & New Delhi, India. [Event website](#).

EXIM Annual Conference. Export-Import Bank of the United States. April 29–30, 2026, Washington, D.C. [Registration will open later this year](#).

CalChamber Urges Congress to Renew African Trade Program



This week the California Chamber of Commerce urged members of

the California congressional delegation to support renewal of a trade preference program for sub-Saharan African nations before it expires at the end of September.

The African Growth and Opportunity Act (AGOA) is a trade preference program that has been the model behind U.S.-African trade and investment since it was enacted in 2000.

The AGOA provides duty-free entry into the United States for almost all African products. This has helped to expand and diversify African exports to the United States. In 2015, the U.S. Congress renewed AGOA for 10 years.

The AGOA embodies a trade and investment-centered approach to development. Enactment of the AGOA has stimulated the growth of the African private sector and provided incentives for further reform.

Transforming Relationship

The AGOA is aimed at transform-

ing the relationship between the United States and sub-Saharan Africa away from aid dependence to enhanced commerce by providing commercial incentives to encourage bilateral trade. Since 2000, AGOA has helped increase U.S. two-way trade with sub-Saharan Africa.

According to the U.S. Trade Representative's Office, AGOA provides eligible sub-Saharan African countries with duty-free access to the U.S. market for more than 1,800 products, in addition to the more than 5,000 products that have been eligible for duty-free access under the Generalized System of Preferences program. Thirty-two countries are eligible for AGOA benefits. The issue is currently muddled with new tariffs placed by the United States.

To meet AGOA's rigorous eligibility requirements, countries must establish or make continual progress toward establishing a market-based economy, the rule of law, political pluralism, and the right to due process. In addition, countries must eliminate barriers to U.S. trade and investment, and enact policies to reduce poverty, combat corruption and protect human rights.

By providing new market opportunities, AGOA has helped bolster economic

growth, promoted economic and political reform, and improved U.S. economic relations in the region.

Sub-Saharan Africa will have 25% of the world's population by 2050. Economic self-reliance is critical for this growing population.

CalChamber Position

The California Chamber of Commerce believes that it is in the mutual economic interest of the United States and sub-Saharan Africa to promote stable and sustainable economic growth and development in sub-Saharan Africa and that this growth depends in large measure upon the development of a receptive environment for trade and investment.

The CalChamber is supportive of the United States seeking to facilitate market-led economic growth in, and thereby the social and economic development of, the countries of sub-Saharan Africa.

In particular, the CalChamber is supportive of the United States seeking to assist sub-Saharan African countries, and the private sector in those countries, to achieve economic self-reliance.

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Liz Snow Joins CalChamber as Senior Vice President, Political Affairs

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work closely with our business members to ensure their voices are heard come election day," said CalChamber President and CEO Jennifer Barrera. "Her deep experience is invaluable in our work to support lawmakers who are committed to improving and strengthening the state's business climate."

Snow's experience in public service

and advocacy roles spans more than three decades. She assumed the role of leading Speaker Rivas' team after serving as chief of staff to former Assemblymember Jim Wood. Prior to the California Legislature, Snow was the chief operating officer of the California Dental Association, having previously served in other leadership roles with the organization and its political action committee. She also served as

chief executive officer of the California Building Industries Association.

"Elected leaders must never forget that CalChamber's members provide the jobs that fuel California's economy," said Snow. "Providing businesses with a clear-eyed view of the political landscape is key to holding Sacramento officials accountable for their efforts to focus on affordability and reasonable regulations."

Employers May Not Induce Employees to Work on Rest Day

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employee to work. (*Mendoza v. Nordstrom, Inc.*, 2 Cal.5th 1074 (2017)).

The court emphasized that an employer is not liable if it simply permits an employee to work more than six days in seven. An employer must notify employees of their right to a day of rest and “maintain absolute neutrality” regarding the exercise of the right. “An employer may not encourage its employees to forgo rest or conceal the entitlement to rest, but is not liable simply because an employee chooses to work a seventh day.” (2 Cal.5th at 1091).

Best Practices for Seventh Day of Work

To ensure compliance with day of rest requirements, the employer should:

- Clearly define the workweek in the employee handbook.
- Track all employee hours to avoid inadvertently scheduling an employee for a seventh day of work.
- Have employees complete the [Day of Rest - Acknowledgement and Waiver](#) form (available to CalChamber members on *HRCalifornia*) when they choose to work the seventh day.

- Pay the correct overtime and double time if the employee works the seventh day.

- Train managers and supervisors that they cannot pressure or induce employees to work on the seventh day.

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.



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