

ALERT

CalChamber Public Affairs Conference

Challenges Facing State Focus of Annual Gathering



Diving into some of the tough issues facing California sparked spirited and often amusing

exchanges at the 2025 CalChamber Public Affairs Conference in Orange County last week.

The sold-out gathering again brought together a diverse crowd, including public affairs and policy specialists, political consultants, legislators, government officials, pollsters, budget experts, and more.

The packed two-day agenda on October 29–30 covered topics such as California voter attitudes, the state budget outlook, insurance, artificial intelligence legislation, building an affordable California and the California Environmental Quality Act.

In addition to hearing from Assembly Speaker Robert Rivas, who opened the conference, attendees also had the opportunity to hear from some of the many first-term legislators elected to the California Legislature in 2024.

See the October 31 *Alert* for select photos from the first day of the conference. Other photos [inside](#) this edition.

US and China Pause Port Fees



During his recent trip to Asia, President Donald Trump agreed to cooperate

on shipbuilding with South Korea and Japan — and agreed with China to a one-year pause on the imposition of fees on Chinese and China-built vessels calling at U.S. ports and vice versa.

Originally the United States was to begin imposing new shipping fees in October that could increase the cost of Chinese goods and potentially reduce imports.

The Trump administration states that for nearly three decades, China has targeted the maritime, logistics, and shipbuilding sectors for dominance and has employed increasingly aggressive and specific targets in pursuing dominance. Through this new cooperation, the administration now hopes to kick start the U.S. shipbuilding industry.

Cargo imports to the United States carried by ships that either are Chinese-owned or operated by Chinese companies were to face port fees of \$46 per ton. Non-Chinese operators of ships built in China also were to face charges. Vessel tonnage ranges from 35,000 tons to 200,000 tons.

An [October 10 release](#) from the Office of the U.S. Trade Representative outlines the modifications to the original action taken on April 17.

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Photo by Matt Lara

Nathan Barankin, chief of staff to Governor Gavin Newsom, shares an anecdote from his time in the Governor's office with CalChamber President and CEO Jennifer Barrera and the Public Affairs Conference audience in the final session on October 30.

Inside

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*Labor Law Corner***Factors to Consider for Leave Request Not Related to Medical Reasons**

Dana Leisinger
Employment Law
Expert

Our employee is asking for a couple of months off for a personal leave that is not medically related (for either herself or a family member). We don't have a policy in our employee handbook that allows for this type of leave. What are our options?

A family leave request, be it under federal or state law, is far more clear-cut and easy to apply. If the employee qualifies for the leave, makes a timely request and provides the necessary documentation, they are entitled to take the time off.

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Much to Consider

A strictly "personal" leave, however, is a bit trickier, and requires the employer to consider more factors. If the company has routinely granted this type of leave for employees in the past, then rejects an employee's request for the leave now, the company risks being subject to a claim for discrimination, especially if the employee whose request is rejected is in a different protected class than employees whose requests were granted.

An employee may request personal leave for many reasons. Examples might include taking time beyond required bereavement leave to settle a parent's estate that could be thousands of miles away, moving kids to college, or going on a long-planned vacation.

An employer should require an employee to provide as much advance notice as possible. If unforeseeable circumstances prompt the leave request, employers should consider being fluid.

Consistent Response

Past practices are another major factor. In addition to the potential discrimination issues noted above, the

company also must be aware of what they have decided in the past and be consistent with those decisions.

Given the issues described above, employers who choose to provide a personal leave of absence of this nature should create a thorough policy to address these and other issues to help ensure consistency.

Another issue to consider is whether the employer is going to be able to replace the employee on leave with someone having similar experience and knowledge.

In the end, granting a leave of absence for non-medical reasons is discretionary for the employer and the question of what type of leave and how much to provide is a matter for internal consideration.

If there are any uncertainties, it is best to contact legal counsel before making a final decision on whether to grant a personal leave that isn't medically related.

Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred members and above. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.

CalChamber-Sponsored Seminars/Trade Shows

More information at www.calchamber.com.
Human Resources

Simplifying Local Ordinances: Helpful Resources for California Employers. CalChamber. December 4, **Free Webinar**. (800) 331-8877.

An Employer's Playbook for ICE Audits & Workplace Raids. CalChamber. **Webinar on Demand**. (800) 331-8877.

2026 Employment Law Updates. CalChamber. January 8–22, 2026, **Virtual Seminar**. (800) 331-8877.

2026 Employment Law Updates. CalChamber. January 29, 2026, **Webinar**. (800) 331-8877.

California Employers' Guide to AI Decision Making. CalChamber. February 19, 2026, **Webinar**. (800) 331-8877.

HR Boot Camp. CalChamber. February 26–27, April 23–24, June 4–5, September 10–11, 2026, **Virtual Seminar**. (800) 331-8877.

Navigating Paid Sick Leave & Time Off Requests in California. March 5, 2026,

Webinar. (800) 331-8877.

Leaves of Absence. CalChamber. March 26–27, May 7–8, August 6–7, 2026,
See CalChamber-Sponsored: Page 15

CalChamber Calendar

Women's Leadership Council:

December 4, Yountville

ChamberPAC Advisory Committee:

December 4, Yountville

CalChamber Board of Directors:

December 4–5, Yountville

International Trade Breakfast:

December 5, Yountville

Annual Meeting:

December 5, Yountville

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The Workplace Avoid Holiday Party Headaches



The holiday season is here — including Thanksgiving, Hanukkah, Kwanzaa, the Winter Solstice, Christmas and more. It's when

employers and their employees often let loose and celebrate the end of the year before the beginning of the next.

In [Episode 234](#) of The Workplace podcast, CalChamber Associate General Counsel Matthew Roberts, CalChamber Senior Employment Law Counsel Erika Barbara and CalChamber Employment Law Subject Matter Expert Vanessa Greene discuss what employers should consider for a wonderful end-of-year celebration — or any workplace gathering — that doesn't lead to concerns or issues at the end of the party.

For example, because many year-end holidays are religious or cultural, a best

practice is to avoid religious themes, traditions and décor at workplace events so that all employees feel welcome, and to reduce risk of religious discrimination claims.

Federal/State Law

Federal and California law prohibits employers from discriminating against employees because of their sincerely held religious beliefs. So, a party that celebrates a particular religious holiday over others is not going to be respectful of the workplace's diverse religious beliefs and could lead to employees feeling left out or treated unfairly — which eventually could lead to a discrimination complaint.

Instead of hosting a Christmas party, consider a neutral-themed “winter wonderland” lunch, an ugly sweater party or even an employee gratitude celebration. Better yet — wait until January when the holidays are over and celebrate the completion of the prior year that has no tie at all to the holidays.

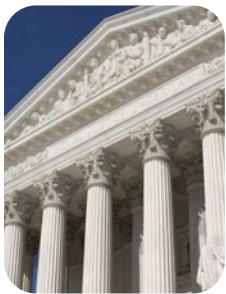
Tips/Best Practices

On this podcast, our experts offer tips, best practices and more to help employers avoid those thorny issues that arise with holiday parties, including:

- Reminding employees of existing policies and practices before the event;
- How to properly pay nonexempt employees as well as provide them with compliant meal and rest breaks during holiday parties;
- When planning the entertainment for a party, what considerations are important;
- Guidelines for gift exchanges, like a white elephant;
- Understanding liability issues for afterhours/off-site events; and
- Responding quickly to any post-party misconduct complaints.

Employers' end-of-year parties are approaching quickly. Now is the time to ensure the celebration is fun, inclusive and compliant.

US Supreme Court Hears Challenges to Trump Tariffs



This week, the U.S. Supreme Court heard legal challenges to President Donald Trump's use of emergency powers to raise tariffs on trading partners.

At issue is the International

Emergency Economic Powers Act (IEEPA) of 1977, which gives the president special authority over economic transactions during a national emergency.

The act historically has been used for foreign sanctions. Trump is the first president to invoke the IEEPA to impose tariffs. First he declared a national emergency over the fentanyl crisis in the United States to impose tariffs on China, Canada and Mexico. He then declared that the U.S. trade deficit is a national emergency to justify imposing high tariffs on trading partners around the world.

At the November 5 court hearing, each side had 40 minutes to make their arguments followed by questions from the nine

justices — although the time went longer. The court has until the end of its term in July 2026 to issue a ruling but many are hoping the court will reach a decision sooner, considering the global impact.

Earlier this year, the Congressional Budget Office projected President Trump's tariff revenues will bring in \$4 trillion to the U.S. Treasury over 10 years. Approximately \$195 billion in revenue has been collected through October. Potentially at issue is whether these tariffs would need to be returned and how that process would be implemented.

Other Forms of Tariffs

If IEEPA is not a viable tool to collect tariffs, other potential avenues are available — although none are as clear cut and direct as IEEPA.

Tariffs can be product specific under Section 232 of the Trade Expansion Act of 1962 to protect national security — via the U.S. Department of Commerce.

Tariffs can be country specific under Section 301 of the Trade Act of 1974 to protect U.S. commerce from harmful foreign trade practices — via the U.S.

Trade Representative's Office.

Temporary tariffs of 15% for 150 days can be imposed via Section 122 of the 1974 Trade Act — via the U.S. Trade Representative's Office.

Tariffs can be reciprocal to match other countries via Section 338 of the Trade Act of 1930 — allowing duties of up to 50% and allowing the President to act unilaterally within 30 days.

CalChamber Position

The California Chamber of Commerce will continue to focus on lowering and eliminating tariff and nontariff 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 and economic growth. Further, a focus on trade agreements instead ultimately will lower both tariff and nontariff barriers and help create long-term, sustainable economic growth.

The CalChamber opposes protec-

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CalChamber Urges Trump Administration to Extend US-Mexico-Canada Agreement



The California Chamber of Commerce submitted public comments

on November 3, as the Office of the U.S. Trade Representative is starting a public consultation process in advance of the Joint Review of the Agreement between the United States of America, the United Mexican States, and Canada (USMCA) on July 1, 2026.

Since the early 1990's, the CalChamber has supported the concept and establishment of a North American Free Trade Agreement (NAFTA) based upon an assessment that it serves the employment, trading and environmental interests of California and the United States, as well as Canada and Mexico, and is beneficial to the business community and society as a whole.

That support continued during the first President Trump administration when the United States, Mexico and Canada reached an agreement to modernize the 25-year-old NAFTA into a 21st century, high-standard agreement.

The CalChamber continues to believe the U.S.-Mexico-Canada Agreement supports mutually beneficial trade leading to freer markets, fairer trade, and robust economic growth in North America.

Now as all three countries have begun to organize for the six-year USMCA review in July 2026, the CalChamber continues to support the objectives of the USMCA to eliminate barriers to trade, promote conditions of fair competi-

tion, increase investment opportunities, provide adequate protection of intellectual property rights, establish effective procedures for implementing and applying the agreements and resolving disputes, and to further trilateral, regional and multilateral cooperation.

The process, which begins in year six of the pact (2026), allows each country to either confirm its desire to extend the agreement or raise concerns that it wants to address. In the latter scenario, the three countries will continue the review every year until either the concerns are resolved, or the pact is terminated in year 16. Therefore, with California's position as a global leader in international trade, the priorities of the USMCA are important to CalChamber members and the overall economic health of our state.

USMCA Statistics

The United States, Canada and Mexico comprise more than 520 million people (6.3% of the world's population), more than \$33 trillion in gross domestic product (GDP) (nearly 30% of world GDP), and \$1.8 trillion in goods and services trade (5.5% of \$33 trillion in total global trade). More than 13 million American jobs depend on trade with Mexico and Canada. The USMCA provides duty-free access for nearly all goods traded among the three countries.

The importance of total U.S.-USMCA goods trade at \$1.601 trillion cannot be overstated. The \$683.94 billion in exports to Mexico and Canada include transportation equipment (\$116.69 billion), computer and electronic products (\$80.47 billion), chemicals (\$69.03 billion),

non-electrical machinery (\$63.99 billion), and petroleum and coal products (\$49.06 billion).

Total U.S. imports from Mexico and Canada of \$917.41 billion include transportation equipment (\$238.95 billion), oil and gas (\$117.91 billion), computer and electronic products (\$104.75 billion), electrical equipment, appliances and components (\$54.13 billion), and non-electrical machinery (\$52.51 billion).

CalChamber Position

The original key provisions of the USMCA, including focus on rules of origin, goods market access, intellectual property modernization, ease of customs and trade rules for small business, greater market access for American agriculture, strong disciplines on digital trade, and enforceable labor standards, are as important to the agreement today as they were when first implemented. *Through all these provisions should run the continued theme of compliance and enforcement.*

The CalChamber urges the Trump administration to continue to engage with Mexico and Canada and swiftly extend the USMCA. In fact, it is hoped that the continued success of the USMCA may serve as a foundation for future trade agreements around the world.

The USMCA creates a stable and certain commercial environment that reinforces strong economic ties and enhances North American competitiveness in the global market, thereby ensuring North American economic security, which leads to geopolitical security.

Staff Contact: Susanne T. Stirling

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tionist measures which create uncertainty, disrupt global supply chains, raise consumer prices, limit choices of products for consumers, hinder the competitiveness of California businesses, and invite retaliation.

The CalChamber believes strengthening economic ties and enhancing regula-

tory cooperation through agreements with our top trading partners that encompass both goods and services, including financial services, is essential to eliminating unnecessary regulatory divergences that may act as a drag on economic growth and job creation.

The CalChamber seeks commercially meaningful outcomes in negotia-

tions with regions around the world and supports bilateral, regional and multilateral 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

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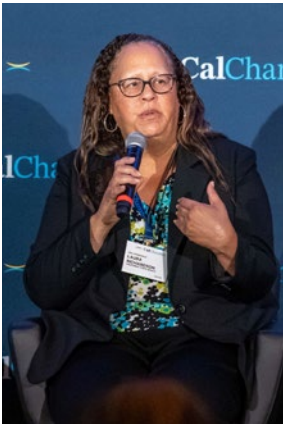
CalChamber Public Affairs Conference Examines Tough State Issues



Liz Snow, CalChamber senior vice president, political affairs, gives the conference crowd a preview of the agenda.



Ashley Hoffman, CalChamber vice president and deputy chief of staff for policy, moderates an overview of the California budget with Jason Sisney, budget advisor to Assembly Speaker Robert Rivas and the Assembly Democratic Caucus, and Christopher Woods, budget director for the Office of the Senate president pro tempore.



Examining the role of insurance in the California economy in an October 30 session are Senator Laura Richardson (D-San Pedro), Assemblymember Mike Gipson (D-Carson), Assemblymember Heath Flora (R-Ripon), Assemblymember LaShae Sharp-Collins (D-San Diego), Assemblymember Tina McKinnor (D-Inglewood). The session moderator was Ben Golombek, CalChamber executive vice president and chief of staff for policy.



Discussing legislative pathways to a responsible future on artificial intelligence issues are: Senator Thomas Umberg (D-Santa Ana), chair of the Senate Judiciary Committee; Assemblymember Diane Dixon (R-Newport Beach), vice chair of Assembly Judiciary; Assemblymember Patrick Ahrens (D-Sunnyvale), Assemblymember Cottie Petrie-Norris (D-Irvine), Assemblymember Lori Wilson (D-Suisun City). Moderating is CalChamber Vice President for Advocacy Ronak Daylami.

Photos by Matt Lara

CalChamber Public Affairs Conference Examines Tough State Issues



Building an Affordable California and the California Environmental Quality Act (CEQA) are the subject of an October 30 session, showing that reform is a bipartisan concern. On the panel: co-moderator Luis Quiñonez, president, California Foundation for Commerce and Education, Assemblymember José Luis Solache (D-Lakewood), Senator Anna Caballero (D-Merced); and (From right) co-moderator Adam Regele, CalChamber vice president of advocacy and strategic partnerships, Assemblymember Buffy Wicks (D-Oakland) and Assemblymember Greg Wallis (R-Bermuda Dunes). CalChamber has filed an initiative with the Office of the Attorney General for title and summary on a proposal to modernize the 55-year-old law governing environmental review of infrastructure projects vital to the state's future prosperity.



Presenting results of the People's Voice 2025, CalChamber 11th annual survey of California voter attitudes, on October 29 are James Fisfis (left), president and founder, Pathfinder Strategic, and Adam Rosenblatt, partner, Bold Decision.



Panelists for an October 30 lunchtime session on emerging political players in California are from left) Ramona Prieto, head of public policy and communications for Uber operations in the US West; Jim DeBoo, DeBoo Strategic Affairs; Cassandra Pye (moderator), president, Lucas Public Affairs; and Justin Wesson, California senior policy manager for Airbnb.

Photos by Matt Lara

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CalChamber Vote Record: Major Bills 2025



This report for the first year of the 2025–2026 legislative session focuses on California legislators’ votes on California Chamber of Commerce priority bills.

This is the 51st vote record the CalChamber has compiled in response to numerous requests from member firms and local chambers of commerce that would like a gauge by which to measure the performance of their legislators.

Partial Picture

No vote record can tell the entire story of a legislator’s attitude and actions on issues of importance to business. To fully evaluate your legislative representative, consult the legislative journals and examine your legislator’s votes in committee and on floor issues.

Many anti-business bills were rejected by legislators in policy or fiscal committees, thus stopping proposals before they reached the floor for a vote.

Most bills in this report cover major business issues that are of concern to both small and large companies.

The CalChamber recognizes that there are many bills supported or opposed by business that are not included in this vote record and analysis.

Factors Considered

The CalChamber considers the following factors in selecting vote record bills:

- The bills and votes reflect legislators’ attitudes toward private enterprise, fiscal responsibility and the business climate.
- Each bill was a CalChamber priority in a particular field. Priority bills generally have appeared in the “Status Report” sections of *Alert*.
- This year’s vote record charts show selected key committee votes. If a legislator served on two committees, the votes are shown in the column for the bill in the order in which the committee votes occurred.
- The vote record also covers 11 bills voted on by the full Senate and 13 bills voted on by the full Assembly.

• Unless otherwise noted, final floor votes are shown. Concurrence votes are considered final votes.

When ‘Not Voting’ Helps

Sometimes a legislator is unwilling to vote against a colleague but is willing to support the CalChamber’s opposition to a bill. In such cases, a legislator may abstain from voting, which will hinder passage of a bill, just as a “no” vote does.

To recognize that not voting can aid the CalChamber’s opposition to a bill, the vote record includes the number of times legislators did not vote “aye” on a CalChamber-opposed bill in the total for the column listing actions “in accord with” the CalChamber’s position, if the legislator was not absent for the day.

Priority Bills

Air Quality

• **AB 914 (Garcia; D-Rancho Cucamonga) Massive Expansion of CARB Regulatory Authority.** Hands the California Air Resources Board (CARB) blank check fee authority, transferring a core power of the Legislature to an unelected bureaucracy with little to no oversight. Passed Assembly Natural Resources, April 28, 10-4. Assembly Inactive File, June 2. Not heard in Senate. CalChamber Opposed/**Cost Driver 2025**.

• **SB 318 (Becker; D-Menlo Park) Air Quality Governance.** Imposes extensive new mandates and permitting requirements that introduce significant regulatory uncertainty, force costly technology upgrades on stationary sources, and increase the cost of operating in California for critical sectors such as energy, food production, manufacturing, and recycling. Such costs undermine the state’s competitiveness and further strain affordability for residents. Passed Senate Environmental Quality, April 23, 5-3. Held in Senate Appropriations. Not heard in Assembly. CalChamber Opposed/**Cost Driver 2025**.

Artificial Intelligence/Privacy/Anti-Trust

• **AB 325 (Aguiar-Curry; D-Winters) Cartwright Act: Nonpublic Competitor Data Violations.** Creates new definitions for “common pricing algorithm” and “coercion” under state’s anti-trust statute and prohibits a person from using a pricing algorithm that uses, incorporates or was trained with

nonpublic competitor data. Cost Driver tag removed due to amendments. Passed Assembly, June 2, 54-17 (vote shown). Passed Senate Judiciary, July 1, 11-2 (vote shown). Passed Senate, September 11, 29-9. Assembly concurred in Senate amendments, September 12, 54-18. Signed—Chapter 338. CalChamber Opposed/Former **Cost Driver 2025**.

• **AB 412 (Bauer-Kahan; D-Orinda) Generative Artificial Intelligence: Training Data.** Requires a developer that makes a generative artificial intelligence (GenAI) system or model available to Californians for use to, among other things, document both the copyrighted materials used to train the system model and the copyright owner of that material. Undercuts California’s status as an AI leader. Passed Assembly, May 12, 45-16. In Senate Judiciary, May 21; Failed Deadline. CalChamber Opposed.

• **AB 1018 (Bauer-Kahan; D-Orinda) Impact Assessments of Automated Decision Systems.** Limits use of automated decision systems (ADS), including by small businesses, which will lead to significant liability and increased costs that will ultimately be borne by consumers. It would also hinder many beneficial uses of ADS, including but not limited to: enabling faster approvals and expanded access to credit and enhancing real-time fraud detection. Passed Assembly, June 2, 50-16. Passed Senate Judiciary, July 15, 11-2. Senate Inactive File, September 13. CalChamber Opposed/**Cost Driver 2025**.

• **AB 1064 (Bauer-Kahan; D-Orinda) AI Development.** Bans the development and use of certain AI systems intended for use by or on minors, including AI systems that could foreseeably attempt to provide therapy, a minor could develop an attachment to, or that may manipulate a child in dangerous behavior; as well as tools that collect or process biometric data, use scraped images of minors, engage in social scoring, or assess mental state. It is enforced by the Attorney General and private right of action. The bill also prohibits using minors’ data to train or fine-tune one of the covered AI systems. The impact goes far beyond products for minors however, let alone companion chatbots for minors. It also impacts AI tools for adults.

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Contains vague and ambiguous definitions, unreasonable knowledge standards and unclear compliance burdens that would thwart innovation and put Californians' privacy at risk — especially children. Passed Assembly, June 2, 59-12. Passed Senate, September 10, 31-6. Assembly concurred in Senate amendments, September 11, 60-8 (vote shown). Vetoed. CalChamber Opposed.

• **SB 1355 (Ward; D-San Diego)**

Location Privacy. Seeks to place new restrictions around location data collection and use practices by businesses in California in a manner that will significantly undermine and cause confusion with the California Consumer Privacy Act, which already addresses these policy questions and data privacy concerns. Passed Assembly Privacy and Consumer Protection, April 22, 9-3. Passed Assembly Judiciary, April 29, 7-3. In Assembly Appropriations Suspense File, May 7; Failed Deadline. Not heard in Senate. CalChamber Opposed.

• **SB 259 (Wahab; D-Hayward)**

Online Pricing. Prohibits businesses from using any input data to create prices or discounts. Forces companies to overhaul their pricing models and strategies at significant cost, to the detriment of both the businesses themselves and their consumers. This threatens not only the profitability of businesses, but also potentially reduces the availability of discounts and personalized deals for consumers. Passed Senate, May 18, 30-9. Passed Assembly Privacy and Consumer Protection, June 24, 10-4. Passed Assembly Judiciary, July 15, 8-3. Assembly Inactive File, September 12. CalChamber Opposed/**Cost Driver 2025**.

• **SB 295 (Hurtado; D-Bakersfield)** **Pricing Algorithms.** Prohibits a person from using or distributing pricing algorithms that use, incorporate, or were trained on “nonpublic competitor data.” Exposes businesses to significant uncertainty and aggressive liability and creates a chilling effect on the use of this technology by imposing significant cost on all businesses using technological tools. Passed Senate, June 3, 29-10. Failed passage in Assembly, September 13, 13-24. CalChamber Opposed/**Cost Driver 2025**.

• **SB 384 (Wahab; D-Hayward)** **Prohibition on Using Information to**

Set Competitive Pricing. Effectively bans the use of technology to help set prices or help manage supply levels. Will make it harder for businesses to offer discounts and competitive pricing to their customers. Passed Senate, June 3, 28-10. Passed Assembly Judiciary, July 1, 9-2. Passed Assembly Privacy and Consumer Protection, July 16, 9-4. Held in Assembly Appropriations Suspense File, August 29. CalChamber Opposed/**Cost Driver 2025**.

• **SB 435 (Wahab; D-Hayward)** **Sensitive Personal Information.**

Expands the scope of the California Consumer Privacy Act's (CCPA) definition of sensitive personal information while ignoring the protections existing law already creates and the law's careful balance between consumer privacy and the free flow of information. Failed passage in Assembly Privacy and Consumer Protection, July 16, 7-5; Failed Deadline. Not heard in Senate. CalChamber Opposed.

• **SB 763 (Hurtado; D-Bakersfield)** **Vast Expansion of State Antitrust Penalties.**

Raises penalties under California's antitrust law, the Cartwright Act, from \$1 million to \$6 million, and individual penalties from \$250,000 to \$1 million, with no demonstrated need for reform or adjustment, thereby increasing liability and costs on businesses. Cost Driver status removed due to amendments. Passed Senate Judiciary, April 8, 11-2 (vote shown). Passed Senate Public Safety, April 29, 5-1 (vote shown). Significant amendments taken to remove Cost Driver status. Passed Senate, June 4, 29-10. Passed Assembly, September 12, 53-10. Senate concurred in Assembly amendments, September 13, 29-8. Signed—Chapter 426. CalChamber Opposed/**Former Cost Driver 2025**.

Climate Change

• **AB 1243 (Addis; D-Morro Bay)** **Climate Superfund.** Imposes retroactive financial liability on companies for lawful greenhouse gas emissions dating back to 1990, sending the message that even strict adherence to the state's compliance programs is not enough to avoid retroactive penalties down the road. Passed Assembly Natural Resources, April 21, 9-4. April 29 hearing in Assembly Judiciary canceled at author's request; Failed Deadline. Not heard in Senate. CalChamber Opposed/**Cost Driver 2025**.

• **SB 684 (Menjivar; D-San Fernando Valley)** **Climate Superfund.** Imposes retroactive financial liability on companies for lawful greenhouse gas emissions dating back to 1990, sending the message that even strict adherence to the state's compliance programs is not enough to avoid retroactive penalties down the road. Passed Senate Environmental Quality, April 2, 5-3. April 22 Senate Judiciary hearing canceled at author's request. Failed Deadline. Not heard in Assembly. CalChamber Opposed/**Cost Driver 2025**.

• **SB 755 (Blakespear; D-Encinitas)** **Climate Disclosure Mandate.** Imposes significant costly new mandates on businesses that contract with the state and risks reducing participation in state contracting at a time when public procurement should be more efficient, not more burdensome. Passed Senate Environmental Quality, April 30, 5-2. Held in Senate Appropriations Suspense File, May 23; Failed Deadline. Not heard in Assembly. CalChamber Opposed/**Cost Driver 2025**.

Elections

• **AB 596 (Ortega; D-San Leandro)** **Upends the Referendum Process.** Amended September 9 to make unnecessary changes to the state's direct democracy process, which will make ballot initiative lengthy and more confusing for voters. Passed Senate, September 12, 26-9. Assembly failed to concur in Senate amendments, September 13, 37-22. CalChamber Opposed.

Energy

• **AB 825 (Petrie-Norris; D-Irvine)** **Independent Regional Energy Organization.** Originally introduced as SB 540 (Becker; D-Menlo Park) Authorizes the California Independent System Operator and California utilities to integrate into a broader regional energy market governed by an independent regional organization. Will reduce energy costs for Californians. Passed Senate, September 13, 34-0. Assembly concurred in Senate amendments, September 13, 74-1. Signed—Chapter 116. CalChamber Supported/**Cost Cutter 2025**.

• **SB 222 (Wiener; D-San Francisco)** **Climate-Related Disaster Liability.** Sets a troubling precedent of singling out a small, targeted group of companies and makes them jointly, severally, and strictly

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liable for virtually all damages suffered as a result of climate-related disasters regardless of cause or fault. Failed passage in Senate Judiciary, April 8, 5-2. Not heard in Assembly. CalChamber Opposed/**Cost Driver 2025**.

• **SB 254 (Becker; D-Menlo Park) State Wildfire Fund.** Strengthens California's Wildfire Fund to ensure sufficient resources are available to help wildfire victims and communities recover and rebuild, while also taking steps to improve electricity affordability. Opposition removed following major September 10 amendments resulting in the balanced measure signed into law. Passed Senate, September 13, 30-2. Passed Assembly, September 13, 69-0. Signed—Chapter 119. CalChamber Supported.

Environmental Regulation

• **AB 405 (Addis; D-Morro Bay) New Climate Disclosure.** Imposes duplicative, costly and misaligned regulatory requirements on apparel companies that will increase clothing prices and worsen affordability for Californians, all without delivering meaningful sustainability improvements to global supply chain. Passed Assembly Environmental Safety and Toxic Materials, April 8, 5-2. Passed Assembly Natural Resources, April 28, 10-4. Assembly Appropriations Suspense File, May 14. Failed Deadline. Not heard in Senate. CalChamber Opposed/**Cost Driver 2025**.

Labor and Employment

• **AB 858 (Lee; D-San Jose) Onerous Return to Work Mandate.** Unnecessarily transforms prior COVID-19 specific law that created an onerous and stringent process for specific employers to return employees to the workforce for specified industries into a new mandate that applies to any state of emergency. Cost Driver tag removed due to August 29 amendments narrowing scope and duration of the bill. CalChamber remained opposed. Passed Assembly, June 3, 52-19 (vote shown). Passed Senate Labor, Public Employment and Retirement, July 9, 4-1 (vote shown). Passed Senate, September 10, 29-10. Assembly concurred in Senate amendments, September 11, 49-19. Signed—Chapter 280. CalChamber Opposed/**Former Cost Driver 2025**.

• **AB 1221 (Bryan; D-Los Angeles) Restricts Use of Data in Employment.** Imposes impractical requirements on

employers of every size relating to any worker data collected by a workplace surveillance tool, which is defined so broadly that it would impact everything from security footage to emails. Passed Assembly Labor and Employment, April 2, 5-0. Passed Assembly Privacy and Consumer Protection, May 1, 10-1. Held in Assembly Appropriations Suspense File, May 23. Not heard in Senate. CalChamber Opposed/**Cost Driver 2025**.

• **AB 1234 (Ortega; D-San Leandro) Creates New Penalty and Revises Wage Claim Procedures.** Imposes up to a 30% penalty on all orders issued by the Labor Commissioner, which penalizes employers that exercise their due process rights, and also makes other burdensome changes to the existing claims process. Passed Assembly, June 4, 50-14. Passed Senate Labor, Public Employment and Retirement, June 25, 4-1. Passed Senate Judiciary, July 15, 11-2. Senate Inactive File, September 3. CalChamber Opposed/**Cost Driver 2025**.

• **AB 1331 (Elhawary; D-Los Angeles) Restricts Workplace Safety and Security Tools.** Undermines workplace safety in every California workplace by effectively prohibiting the use of surveillance technology in the workplace, including security cameras, cybersecurity systems, and anti-theft devices. Passed Assembly, June 5, 55-15. Passed Senate Labor, Public Employment and Retirement, June 25, 4-1. Passed Senate Judiciary, July 15, 9-2. Senate Inactive File, September 13. CalChamber Opposed/**Cost Driver 2025**.

• **SB 7 (McNerney; D-Pleasanton) Restricts Use of Automated Decision Systems in Employment.** Imposes impractical requirements on employers of every size related to automated decision systems, which will discourage the use of such tools and subject employers to costly penalties and onerous new compliance procedures. Passed Senate, June 2, 27-10 (vote shown). Passed Assembly, September 11, 45-17. Senate concurred in Assembly amendments, September 12, 28-9. Vetoed. CalChamber Opposed/**Cost Driver 2025**.

• **SB 310 (Wiener; D-San Francisco) Expands Private Right of Action for Penalties.** Creates a new private right of action for wage and hour penalties that will be manipulated by trial attorneys, undermining the 2024 Private Attor-

neys General Act (PAGA) reform, which sought to reduce avenues for litigation abuse. Passed Senate Labor, Public Employment and Retirement, April 9, 4-1. Passed Senate Judiciary, April 22, 10-2. To Senate Inactive File at author's request, June 5. Not heard in Assembly. CalChamber Opposed/**Cost Driver 2025**.

• **SB 464 (Smallwood-Cuevas; D-Los Angeles) Publication of Pay Data.** Encourages litigation against employers based on the publication of broad, unreliable data collected by the state, which will unnecessarily drive up costs. Cost Driver status and opposition removed based on May 1 amendments removing publication provision. Passed Senate Labor, Public Employment and Retirement, April 23, 4-1 (vote shown). Significant amendments taken to remove Cost Driver status. Passed Senate, June 2, 27-9. Passed Assembly, September 9, 64-7. Signed — Chapter 760. CalChamber Neutral/**Former Cost Driver 2025**.

Legal Reform

• **AB 446 (Ward; D-San Diego) Burdens Grocery Discounts in California.** Makes it considerably harder to offer basic, consumer-friendly pricing practices — such as local discounts, loyalty programs, and others — by restricting the types of discounts that can be offered based on personal data. Also conflicts with the California Consumer Privacy Act (CCPA) by rewriting disclosure and consent obligations necessary to use personally identifiable information. Originally created private right of action to enforce its provisions. Removed from Cost Driver list due to amendments to narrow the scope of data obligations, remove the private right of action, and limit the bill to grocery establishments. CalChamber remained opposed. Passed Assembly, May 12, 47-20. Passed Senate Judiciary, July 15, 10-2. To Senate Inactive file, September 10. CalChamber Opposed/**Former Cost Driver 2025**.

• **SB 766 (Allen; D-Santa Monica) Slower Car-Buying Process and Changes to Right of Return.** Original bill dramatically increased legal liability to car dealers. Now rewrites existing car-buying process, including: (1) additional disclosures and advisements; (2) creating a longer right to return vehicles and dealership right to recover costs of return. Cost driver tag removed after

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CalChamber Vote Record: Major Bills 2025

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removal of private right of action (June 26). Opposition removed after July 17 removal of a variety of new obligations, and addition of dealerships' ability to recover for costs of return. Passed Senate, June 2, 27-9 (vote shown). Passed Assembly Judiciary, July 1, 9-1 (vote shown). Passed Assembly, September 10, 76-1. Senate concurred in Assembly amendments, September 11, 30-8. Signed — Chapter 354. CalChamber Neutral/**Former Cost Driver 2025.**

Product Regulation

• **SB 682 (Allen; D-Santa Monica)**
Bans PFAS in Cookware. Originally created a de facto ban on the use of perfluoroalkyl and polyfluoroalkyl substances (PFAS) in all commercial and consumer products, unless Department of Toxic Substances Control (DTSC) was petitioned and determined that the PFAS in a product was an unavoidable use. Because of the breadth and scope of PFAS use, including in aerospace, lithium-ion batteries, medical devices, automotive and semiconductors, to name a few, the regulatory program established was unworkable and ultimately would have led to a ban on critically important products or otherwise made certain products less safe, ultimately driving up prices for consumers. Cost Driver status removed due to June 23 amendments significantly reducing the types of products to which it applies. CalChamber remained opposed because the bill treated fluoropolymers and other polymers of low concern the same as acidic PFAS chemistries for a limited number of product categories, including cookware despite overwhelming science that polymers of low concern exhibit inherently low toxicity, high molecular weight and negligible bioavailability or environmental persistence. Passed Senate Environmental Quality, April 2, 5-3 (vote shown), Passed Senate Health, April 30, 7-2 (vote shown). Passed Senate, June 3, 28-7. Significant amendments taken to remove Cost Driver status. Passed Assembly, September 12, 45-21. Senate concurred

in Assembly amendments, September 13, 30-5. Vetoed. CalChamber Opposed/**Former Cost Driver 2025.**

Taxation

• **AB 796 (Lowenthal; D-Long Beach) Tax on Digital Advertising Revenue.** Implements a new tax on digital ads. In addition to increasing costs for businesses and in turn consumers, it is likely unconstitutional. Passed Assembly Privacy and Consumer Protection, April 22, 8-4. Died in Assembly Revenue and Taxation Committee, April 28. Not heard in Senate. CalChamber Opposed/**Cost Driver 2025.**

Water Supply and Quality

• **AB 1313 (Papan; D-San Mateo)**
Water Quality Permits. Requires commercial, industrial, and institutional facilities to obtain a new stormwater permit that would be subject to crushing compliance costs and a private right of action. Passed Assembly Environmental Safety and Toxic Materials, April 29, 5-2. Assembly Inactive File, June 4. Not heard in Senate. CalChamber Opposed.

• **AB 1413 (Papan; D-San Mateo)**
Undermines Judicial Oversight and Water Rights Protections. Requires courts to defer to a groundwater sustainability agency's (GSA) determination of sustainable yield in groundwater adjudications—stripping courts of their ability to independently assess facts, undermining water rights due process, and locking in potentially flawed or unvetted data. Passed Assembly, June 3, 45-21. Passed Senate Natural Resources and Water, July 8, 4-3. Passed Senate Judiciary, July 15, 10-3. Senate Inactive File, September 9. CalChamber Opposed Unless Amended.

• **SB 601 (Allen; D-Santa Monica)**
New Water Quality Permitting Regime. Originally created duplicative permitting obligations and dramatic legal liability requirements for businesses, agriculture, and water and wastewater utilities by granting the water boards broad authority to impose permitting requirements without considering economic impacts or the critical need for housing and recycled water projects. As amended requires

Key to This Section

- Y means voted for bill.
- N means voted against bill.
- means not voting.
- means absent.
- o means not applicable; no opportunity to vote.

Boldface type indicates votes in accord with CalChamber position.
Red columns are Cost Drivers.
Green columns are Cost Cutters.

new permits for those interacting with a vague category of “nexus waters.” The permit would be subject to prescriptive federal permitting requirements and punitive enforcement measures. Cost Driver status removed due to removal of the private right of action, but CalChamber remained opposed. Passed Senate, June 4, 23-12. Passed Assembly Judiciary, July 1, 8-2 (vote shown). Significant amendments taken to remove Cost Driver Status. Passed Assembly Environmental Safety and Toxic Materials, July 15, 5-2. Assembly Appropriations failed to hear bill, August 29. CalChamber Opposed/**Former Cost Driver 2025.**

Workers' Compensation

• **SB 632 (Arreguin; D-Berkeley) Expands Costly Presumption of Injury.** Significantly increases workers' compensation costs for public and private hospitals by presuming certain diseases and injuries are caused by the workplace and establishes an extremely concerning precedent for expanding presumptions into the private sector. Has been tried nine times before and failed every time. Passed Senate, June 4, 22-10. In Assembly Insurance, June 16; Failed deadline to pass policy committee in second house, July 17. CalChamber Opposed/**Cost Driver 2025.**

Please note: To help make the vote charts printer-friendly, any column for a bill without votes is not included on the charts.

2025 Senate Vote Record

	SB 318-Air Quality Governance	AB 325-Nonpublic Competitor Data	AB 1018-Impact Assessments	AB 1064-AI Development	SB 259-Online Pricing	SB 295-Pricing Algorithms	SB 384-Competitive Pricing	SB 763-Antitrust Penalties	SB 684-Climate Superfund	SB 755-Climate Disclosure	AB 596-Referendum Process	AB 825-Regional Energy Organization	SB 222-Climate Disaster Liability	SB 254-State Wildfire Fund	AB 858-Return-to-Work Mandate	AB 1234-New Penalty	AB 1331-Restricts Safety/Security Tools	SB 7-Automated Decision Systems	SB 310-Expands Private Right of Action	SB 464-Publication of Pay Data	AB 1446-Grocery Discounts	SB 766-Car-Buying Process	SB 682-PFAS in Cookware	AB 1413-Undermines Judicial Oversight	SB 601-Water Quality Permits	SB 632-Presumption of Injury	In Accord with CalChamber	Not in Accord with CalChamber	Absent	
Allen, B. (D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	Y	Y	o	oY	o	Y	oY	o	Y	Y	o	Y _{x2}	Y	Y	Y	3	18	0	
Alvarado-Gil, M.(R)	o	o	o	N	N	N	N	o	o	o	N	—	o	—	o	o	o	N	o	o	o	N	o	N	N	9	0	2		
Archuleta, B. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	Y	o	o	o	o	o	o	o	o	o	4	7	0	
Arreguin, J. (D)	o	Y	Y	Y	Y	Y	Y	Y _{x2}	o	o	Y	Y	o	Y	o	oY	oY	Y	oY	o	Y	Y	o	oY	Y	Y	3	18	0	
Ashby, A. (D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	Y	o	Y	o	oY	oY	Y	oY	o	o	o	o	oY	Y	Y	4	16	0	
Becker, J. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	o	o	o	o	Y	o	o	Y	o	4	7	0	
Blakespear, C. (D)	Y	o	o	Y	Y	Y	Y	o	Y	Y	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	Y _o	o	Y	o	3	12	0	
Cabaldon, C. (D)	o	o	o	o	Y	Y	o	o	o	o	N	Y	o	Y	o	o	o	Y	o	o	Y	Y	o	o	Y	o	6	6	0	
Caballero, A. (D)	o	Y	Y	Y	Y	Y	Y	Y _{x2}	o	o	Y	Y	N	Y	o	oY	oY	Y	o	o	o	Y	o	o	N	o	Y	6	14	0
Cervantes, S. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	o	o	Y	Y	2	9	0	
Choi, S. (R)	o	o	o	N	Y	N	N	o	o	o	o	—	o	—	o	o	o	N	o	o	o	N	o	o	N	N	8	1	2	
Cortese, D. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	Y	Y _o	Y _o	Y	Y _o	Y	o	Y	o	o	N	Y	3	13	0	
Dahle, M. (R)	N	o	o	Y	N	N	N	o	N	N	N	o	o	o	o	o	o	N	o	o	o	N	N _o	o	N	N	12	3	0	
Durazo, M. (D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	Y	o	Y	Y	Y _{x2}	Y _{x2}	Y	Y _{x2}	Y	Y	Y	oY	oY	Y	Y	3	23	0	
Gonzalez, L. (D)	Y	o	o	Y	Y	Y	Y	Y _o	Y	Y	—	Y	o	Y	o	o	o	Y	o	o	o	Y	Y _{x2}	o	Y	Y	2	14	1	
Grayson, T. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	o	o	Y	o	3	8	0	
Grove, S. (R)	o	o	o	Y	N	N	N	o	o	o	N	Y	o	Y	o	o	o	N	o	o	o	N	o	N _o	N	N	12	1	0	
Hurtado, M.(D)	N	o	o	Y	Y	Y	Y	o	N	o	o	Y	Y	o	o	o	o	—	o	o	o	—	o	N _o	N _o	N	Y	7	7	1
Jones, B. (R)	o	o	o	N	N	N	N	o	o	o	N	Y	o	o	o	o	o	N	o	o	o	N	o	o	N	N	10	1	0	
Laird, J. (D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	Y	Y	Y	Y	Y _{x2}	Y _{x2}	Y	Y _{x2}	Y	Y	Y	o	Y _{x2}	Y	Y	2	24	0	
Limón, M. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	oY	Y _o	Y	Y	2	11	0	
McGuire, M. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	o	o	Y	Y	2	9	0	
McNerney, J. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	o	o	o	Y	3	8	0	
Menjivar, C. (D)	Y	o	o	Y	Y	Y	Y	o	Y	Y	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	Y _{x2}	o	Y	Y	2	14	0	
Niello, R. (R)	o	N	N	N	N	N	N	oN	o	o	N	Y	N	N	o	oN	oN	N	oN	o	N	o	o	oN	N	N	19	1	0	
Ochoa Bogh, R. (R)	o	o	o	o	N	N	N	o	o	o	N	Y	o	o	o	o	o	N	o	o	o	N	o	o	N	N	10	1	0	
Padilla, S.(D)	Y	o	o	Y	Y	Y	Y	o	Y	Y	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	Y _{x2}	o	Y	Y	2	14	0	
Pérez, S. (D)	Y	o	o	Y	Y	Y	Y	Y _o	Y	Y	o	Y	o	Y	o	o	o	Y	o	o	o	Y	Y _o	o	Y	Y	3	13	0	
Reyes, E.(D)	o	o	o	Y	—	—	—	o	o	o	Y	Y	o	Y	o	o	o	—	o	o	o	—	o	—	—	—	2	2	7	
Richardson, L.(D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	o	o	o	o	5	7	0	
Rubio, S. (D)	o	o	o	Y	Y	Y	Y	o	o	o	Y	Y	o	Y	o	o	o	Y	o	o	o	Y	o	o	Y	o	4	8	0	
Seyarto, K. (R)	o	o	o	N	N	N	N	N _o	o	o	N	Y	o	N	o	o	o	N	o	o	o	N	o	N _o	N	N	12	1	0	
Smallwood-Cuevas, L. (D)	o	o	o	o	Y	Y	Y	o	o	o	Y	Y	o	Y	Y	Y _o	Y _o	Y	Y _o	Y	o	Y	o	o	Y	Y	3	13	0	
Stern, H. (D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	Y	Y	Y	o	oY	o	Y	oY	o	Y	Y	o	Y _{x2}	Y	Y	3	18	0	
Strickland, T. (R)	o	o	o	N	N	N	N	o	o	o	N	Y	o	Y	N	N _o	N _o	N	N _o	N	N	o	o	N	N	N	16	0	0	
Umberg, T.(D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	o	o	Y	o	oY	oY	Y	oY	o	Y	Y	o	oY	Y	Y	2	18	0	
Valladares, S. (R)	N	N	N	Y	N	N	N	N _o	N	N	o	—	o	—	o	oN	oN	N	N	o	N	N	N _{x2}	N	N	N	21	1	2	
Wahab, A.(D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	Y	o	o	Y	o	oY	oY	Y	oY	o	Y	Y	o	oY	Y	Y	2	18	0	
Weber Pierson, A.(D)	o	Y	Y	Y	Y	Y	Y	oY	o	o	o	Y	Y	o	oY	oY	Y	oY	o	Y	Y	Y	oY	oY	Y	o	3	18	0	
Wiener, S.(D)	o	Y	Y	Y	Y	Y	Y	Y _{x2}	o	o	Y	Y	Y	Y	o	oY	oY	Y	oY	o	Y	Y	o	oY	Y	Y	2	19	0	

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	AB 914-CARB Authority	AB 325-Nonpublic Competitor Data	AB 412-Training Data	AB 1018-Impact Assessments	AB 1064-AI Development	AB 1355-Location Privacy	SB 259-Online Pricing	SB 295-Pricing Algorithms	SB 384-Competitive Pricing	SB 435-Sensitive Personal Information	AB 1243-Climate Superfund	AB 596-Referendum Process	AB 825-Regional Energy Organization	SB 254-State Wildfire Fund	AB 405-New Climate Disclosure	AB 858-Return-to-Work Mandate	AB 1221-Use of Data in Employment	AB 1234-New Penalty	AB 1133-Restricts Safety/Security Tools	SB 7-Automated Decision Systems	AB 1446-Grocery Discounts	SB 766-Car-Buying Process	AB 796-Tax on Digital Ad Revenue	AB 1313-Water Quality Permits	AB 1413-Undermines Judicial Oversight	In Accord with CalChamber	Not in Accord with CalChamber	Absent	
Addis, D. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	o	o	Y	o	Y	Y	Y	Y	o	o	o	o	Y	3	11	0
Aguiar-Curry, C. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	o	o	o	o	Y	2	12	0
Ahrens, P. (D)	o	Y	o	o	o	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	o	o	Y	o	o	o	Y	7	7	0
Alanis, J. (R)	N	N	N	o	Y	o	o	N	o	o	N	N	Y	Y	o	N	o	N	o	N	N	N	o	o	o	N	16	1	0
Alvarez, D. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y*	Y	Y	o	o	o	Y	4	10	0
Arambula, Dr. J. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	o	o	o	o	4	10	0
Avila Farias, A. (D)	o	Y	o	o	o	o	o	o	o	o	o	N	Y	Y	o	Y	o	Y	N	N	o	o	o	o	Y	7	7	0	
Bains, Dr. J. (D)	o	o	o	o	o	o	o	o	o	o	o	Y	Y	o	o	Y	o	o	o	Y	Y	o	o	o	N	9	5	0	
Bauer-Kahan, R. (D)	o	Y	Y	Y	Y	Y	o	Y	Y _{x2}	Y	o	Y	Y	Y	o	o	o	o	o	Y	Y	Y	Y	Y	Y	Y	5	20	0
Bennett, S. (D)	o	Y	Y	Y	Y	o	Y	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	4	12	0	
Berman, M. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	4	10	0	
Boerner, T. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	3	11	0	
Bonta, M. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	2	12	0	
Bryan, I. (D)	Y	Y	Y	Y	Y	Y _{x2}	Y _{x2}	Y	Y _{x2}	Y	Y	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	2	26	0	
Calderon, L. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	3	11	0	
Caloza, J. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	3	11	0	
Carrillo, J. (D)	o	Y	Y	o	o	o	o	o	o	o	o	o	Y	Y	o	Y	o	o	o	Y	Y	Y	Y	Y	o	8	6	0	
Castillo, L. (R)	o	N	N	N	Y	o	o	N	o	o	o	N	Y	o	N	o	o	o	o	o	o	N	o	o	N	14	2	0	
Chen, P. (R)	o	N	o	N	N	o	o	N	o	o	o	N	Y	Y	o	o	o	o	o	o	o	o	o	o	N	14	0	0	
Connolly, D. (D)	Y	Y	Y	Y	Y	o	o	N	Y	o	Y	Y	Y	Y	Y _{x2}	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	3	21	0	
Davies, L. (R)	o	N	N	N	o	o	o	N	o	o	o	N	Y	Y	o	N	o	N	o	o	o	N	o	o	N	14	0	0	
DeMaio, C. (R)	o	N	N	N	N	N	o	N	o	N	o	N	N _{x2}	o	o	N	o	N	N	N	N	N	N	N	N	18	2	0	
Dixon, D. (R)	o	N	N	N	Y	N _{x2}	N _{x2}	N	N _{x2}	N	o	N	Y	Y	o	N	o	o	o	o	o	N	o	o	N	24	1	0	
Elhawary, S. (D)	o	Y	Y	Y	Y	o	o	Y	o	o	o	Y	o	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	1	14	0	
Ellis, S. (R)	N	N	N	N	N	o	o	N	o	o	N	N	Y	Y	o	N	o	N	N	N	N	N	o	o	N	18	0	0	
Flora, H. (R)	N	o	o	o	o	o	o	N	o	o	N	N	Y	Y	o	N	o	o	o	o	o	N	o	o	N	18	0	0	
Fong, M. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	3	11	0	
Gabriel, J. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	4	10	0	
Gallagher, J.(R)	o	N	N	N	o	o	o	N	o	o	o	N	Y	o	N	o	o	N	N	N	N	N	o	o	N	13	1	0	
Garcia, R. (D)	Y	Y	Y	Y	Y	o	o	o	o	o	Y	Y	o	o	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	1	16	0	
Gipson, M. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y*	Y	Y	Y	Y	Y	4	10	0	
Gonzalez, J. (R)	o	N	N	N	N	o	o	o	o	o	o	N	Y	Y	o	N	o	N	N	N	N	N	o	o	N	14	0	0	
Gonzalez, M. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	o	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	4	10	0	
Hadwick, H. (R)	o	N	N	N	o	o	o	N	o	o	o	N	Y	o	N	o	o	N	N	N	N	N	o	o	N	14	1	0	
Haney, M. (D)	Y	Y	Y	Y	Y	o	o	Y	o	o	Y	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	2	15	0	
Harabedian, J. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	o	Y	Y	Y	Y	Y	4	15	0	
Hart, G. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	Y	Y	Y	3	12	0	
Hoover, J.(R)	N	N	N	N	o	o	N	N	o	N	N	N	Y	Y	o	N	o	N	N	N	N	N	o	o	N	18	0	0	
Irwin, J. (D)	o	Y	o	Y	Y	Y	o	o	o	N	o	o	Y	Y	o	N	o	o	o	o	o	o	o	o	Y	12	8	0	
Jackson, C. (D)	o	Y	Y	Y	Y	o	o	o	o	o	o	Y	Y	o	o	Y	o	Y	Y	o	Y	Y	Y	Y	Y	3	11	0	

*Members who laid off voting before total reached 41 "aye" votes.

2025 Assembly Vote Record

	AB 914-CARB Authority	AB 325-Nonpublic Competitor Data	AB 412-Training Data	AB 1018-Impact Assessments	AB 1064-AI Development	AB 1355-Location Privacy	SB 259-Online Pricing	SB 295-Pricing Algorithms	SB 384-Competitive Pricing	SB 435-Sensitive Personal Information	AB 1243-Climate Superfund	AB 596-Referendum Process	AB 825-Regional Energy Organization	SB 254-State Wildfire Fund	AB 405-New Climate Disclosure	AB 858-Return-to-Work Mandate	AB 1221-Use of Data in Employment	AB 1234-New Penalty	AB 1133-Restricts Safety/Security Tools	SB 7-Automated Decision Systems	AB 1446-Grocery Discounts	SB 766-Car-Buying Process	AB 796-Tax on Digital Ad Revenue	AB 1313-Water Quality Permits	AB 1413-Undermines Judicial Oversight	In Accord with CalChamber	Not in Accord with CalChamber	Absent	
Johnson, N. (R)**	o	N	o	o	N	o	o	N	o	o	o	N	Y	Y	o	o	o	o	o	N	o	o	o	o	o	o	7	0	0
Kalra, A. (D)	Y	Y	Y	Y	Y	oY	oY	Y	Yo	o	Y	Y	Y	Y	oY	Y	Yo	Y	Y	Y	Y	Y	o	o	o	Y	2	21	0
Krell, M. (D)	o	Y	•	Y	Y	o	o	•	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	o	o	o	•	5	9	0
Lackey, T. (R)	o	•	•	N	•	o	o	N	o	o	o	N	Y	•	o	N	o	•	•	N	N	o	o	o	o	N	13	1	0
Lee, A. (D)	o	Y	Y	Y	Y	o	o	•	o	o	o	Y	Y	Y	Yo	Y	Yo	Y	Y	Y	Y	Y	o	o	Y	Y	3	14	0
Lowenthal, J. (D)	o	Y	Y	Y	Y	Yo	Yo	Y	oY	Y	o	Y	Y	Y	o	Y	oY	Y	Y	Y	Y	Y	o	Y	o	Y	2	18	0
Macedo, A. (R)	o	N	N	N	N	Nx2	oN	N	N	N	o	N	Y	Y	o	N	o	N	N	N	N	N	•	N	o	N	22	0	0
McKinnor, T. (D)	o	Y	Y	Y	Y	Yo	Yo	•	oY	•	o	Y	•	Y	Yo	Y	o	Y	Y	Y	Y	Y	o	Y	Y	Y	3	18	0
Muratsuchi, A. (D)	Y	Y	Y	Y	Y	o	o	•	o	o	•	Y	Y	Y	oY	Y	o	Y	Y	Y	Y	Y	o	o	o	Y	4	13	0
Nguyen, S. (D)	o	Y	•	Y	Y	o	o	•	o	o	o	•	Y	Y	o	•	o	•	•	•	•	o	o	o	o	•	11	3	0
Ortega, L. (D)	o	Y	Y	Y	Y	Yo	Yo	•	oY	Y	o	Y	Y	Y	o	Y	Yx2	Y	—	Y	Y	o	Y	o	Y	3	17	1	
Pacheco, B. (D)	o	Y	•	•	Y	o•	o•	•	Yo	o	o	•	Y	Y	o	Y	o	•	•	•	•	Y	o	o	•	•	14	5	0
Papan, D. (D)	o	Y	Y	Y	Y	oY	oY	•	Yo	o	o	•	Y	Y	Yo	Y	o	Y	Y	Y*	Y	Y	o	Y	Y	4	17	0	
Patel, D. (D)	o	Y	•	Y	Y	o	o	•	o	o	o	•	Y	Y	o	•	o	Y	Y	Y	•	o	o	o	Y	7	7	0	
Patterson, J. (R)	o	N	N	N	•	o•	N	oN	N	N	o	N	Y	Y	o	N	o•	N	N	N	N	N	o	N	o	N	20	0	0
Pellerin, G. (D)	Y	Y	Y	Y	Y	Yo	Yo	•	oY	Y	Y	N	•	Y	oY	Y	oY	Y	Y	Y	Y	o	Y	o	Y	3	20	0	
Petrie-Norris, C. (D)	o	•	Y	•	Y	o•	o•	•	o•	•	o	•	Y	Y	o	•	o•	•	Y	•	Y	•	o	•	o	Y	16	4	0
Quirk-Silva, S. (D)	o	Y	Y	Y	Y	o	o	•	o	o	o	•	Y	Y	o	•	o	Y	•	Y	•	Y	o	o	•	•	7	7	0
Ramos, J. (D)	o	•	Y	•	Y	o	o	•	o	o	o	Y	Y	Y	o	•	o	•	N	•	N	o	o	o	•	•	11	3	0
Ransom, R. (D)	o	Y	Y	•	Y	o	o	N	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	o	o	o	o	N	5	9	0
Rivas, R. (D)	o	Y	Y	Y	Y	o	o	Y	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	o	o	o	o	Y	2	12	0
Rodriguez, C. (D)	o	Y	Y	Y	Y	o	o	Y	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	o	o	o	o	Y	2	12	0
Rodriguez, M. (D)	o	Y	•	•	Y	o	o	•	o	o	o	•	Y	Y	o	Y	o	•	Y	•	Y	•	o	o	•	•	10	4	0
Rogers, C. (D)	o	Y	Y	Y	Y	o	o	N	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	o	o	o	•	•	4	10	0
Rubio, B. (D)	o	•	•	Y	Y	o	o	•	o	o	o	•	Y	Y	o	o	o	Y	Y	Y	•	o	o	o	o	•	11	3	0
Sanchez, K. (R)	o	N	N	N	Y	oN	oN	N	N	o	o	N	Y	•	o	N	o	N	N	N	N	N	o	o	o	N	17	2	0
Schiavo, P. (D)	o	Y	Y	Y	•	o	o	Y	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	o	o	o	Y	3	11	0	
Schultz, N. (D)	Y	Y	Y	Y	Y	o	o	•	o	o	o	Y	Y	Y	oY	Y	o	Y	Y	Y	Y	Y	o	o	Y	3	14	0	
Sharp-Collins, L. (D)	o	Y	Y	Y	Y	o	o	•	o	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	Y	Y	o	o	Y	3	11	0	
Solache, J. (D)	o	•	•	Y	Y	o	o	•	o	o	o	•	Y	Y	o	Y	o	Y	Y	Y*	Y	o	o	o	o	Y	6	8	0
Soria, E. (D)	o	Y	•	•	Y	o	o	N	o	o	o	•	Y	Y	o	Y	o	Y	Y*	•	•	o	o	o	•	•	9	5	0
Stefani, C. (D)	o	Y	—	Y	Y	oY	oY	•	Yo	o	o	Y	Y	Y	o	Y	o	Y	Y	Y	—	Y	o	o	Y	3	14	2	
Ta, T. (R)	o	N	N	N	N	o	o	N	o	o	o	N	•	•	o	N	o	•	N	N	N	o	o	o	N	12	2	0	
Tangipa, D. (R)	o	N	N	N	N	o	o	N	o	o	o	N	Y	Y	o	N	o	N	N	N	N	o	o	o	N	14	0	0	
Valencia, A. (D)	o	Y	•	•	Y	o	o	•	o	o	o	•	Y	Y	o	Y	o	Y	Y	•	N	o	o	o	•	•	9	5	0
Wallis, G. (R)	o	N	N	•	•	o	o	N	o	o	o	N	Y	Y	o	N	o	N	N	N	N	o	o	o	N	14	0	0	
Ward, C. (D)	o	Y	Y	Y	Y	Yo	Yo	N	oY	Y	o	Y	Y	Y	o	Y	Yx2	Y	Y	Y	Y	o	Y	o	•	4	17	0	
Wicks, B. (D)	Y	Y	Y	Y	Y	Yo	Yo	Y	oY	Y	Y	•	Y	Y	oY	Y	oY	Y	Y	Y	Y	o	Y	o	Y	3	20	0	
Wilson, L. (D)	o	Y	•	Y	Y	•Y	Yo	•	oY	•	o	Y	Y	Y	o	Y	oY	Y	Y	•	Y	o	•	o	Y	8	1	0	
Zbur, R. (D)	Y	Y	Y	Y	Y	oY	oY	•	Yo	o	Y	Y	Y	Y	oY	Y	o	Y	Y	Y	Y	Y	o	o	Y	3	19	0	

*Members who laid off voting before total reached 41 "aye" votes. **Sworn into office September 8, 2025

CalChamber Best Business Votes 2025

Legislators are listed in descending order according to how often they voted in accord with the California Chamber of Commerce position (first number) versus how often their votes were not in accord with the CalChamber position (second number) in 2025. Total votes may not match the vote record chart because the tally for absences is not included in this list. Votes when a legislator was absent are not included in calculating percentages.

80% or more with CalChamber	60%-79% with CalChamber	30%-59% with CalChamber	Less than 30% with CalChamber
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Senate

Valladares, Suzette Martinez (R)	21-1
Niello, Roger (R)	19-1
Strickland, Tony (R)	16-0
Dahle, Megan (R)	12-3
Grove, Shannon (R)	12-1
Seyarto, Kelly (R)	12-1
Jones Brian W. (R)	10-1
Ochoa Bogh, Rosilicie (R)	10-1
Alvarado-Gil, Marie (R)	9-0
Choi, Steven (R)	8-1
Hurtado, Melissa (D)	7-7
Reyes, Eloise Gómez (D)	2-2
Cabaldon, Christopher (D)	6-6
Caballero, Anna (D)	6-14
Richardson, Laura (D)	5-7
Archuleta, Bob (D)	4-7
Becker, Josh (D)	4-7
Rubio, Susan (D)	4-8
Ashby, Angelique (D)	4-16
Grayson, Tim (D)	3-8
McNerney, Jerry (D)	3-8
Blakespear, Catherine (D)	3-12
Cortese, Dave (D)	3-13
Pérez, Sasha Renée (D)	3-13
Smallwood-Cuevas, Lola (D)	3-13
Allen, Ben (D)	3-18
Arreguín, Jesse (D)	3-18
Stern, Henry (D)	3-18
Weber Pierson, Akilah (D)	3-18
Durazo, Maria Elena (D)	3-23
Cervantes, Sabrina (D)	2-9
McGuire, Mike (D)	2-9
Limón, Monique (D)	2-11
Gonzalez, Lena (D)	2-14
Menjívar, Caroline (D)	2-14
Padilla, Steve (D)	2-14
Umberg, Tom (D)	2-18
Wahab, Aisha (D)	2-18
Wiener, Scott (D)	2-19
Laird, John (D)	2-24

Assembly

Dixon, Diane (R)	24-1
Macedo, Alexandra (R)	22-0
Patterson, Joe (R)	20-0
Ellis, Stan (R)	18-0
Flora, Heath (R)	18-0
Hoover, Josh (R)	18-0
DeMaio, Carl (R)	18-2
Sanchez, Kate (R)	17-2
Alanis, Juan (R)	16-1
Petrie-Norris, Cottie (D)	16-4
Chen, Phillip (R)	14-0
Davies, Laurie (R)	14-0
Gonzalez, Jeff (R)	14-0
Tangipa, David (R)	14-0
Wallis, Greg (R)	14-0
Hadwick, Heather (R)	14-1
Castillo, Leticia (R)	14-2
Gallagher, James (R)	13-1
Lackey, Tom (R)	13-1
Ta, Tri (R)	12-2
Johnson, Natasha (R)	7-0*
Pacheco, Blanca (D)	14-5
Ramos, James C. (D)	11-3
Rubio, Blanca (D)	11-3
Rodriguez, Michelle (D)	10-4
Irwin, Jacqui (D)	12-8
Nguyen, Stephanie (D)	11-3
Soria, Esmeralda (D)	9-4
Bains, Jasmeet (D)	9-5
Valencia, Avelino (D)	9-5
Carrillo, Juan (D)	8-6
Wilson, Lori D. (D)	8-13
Ahrens, Patrick (D)	7-7
Ávila Farias, Anamarie (D)	7-7
Patel, Darshana (D)	7-7
Quirk-Silva, Sharon (D)	7-7
Solache, José Luis (D)	6-7
Krell, Maggy (D)	5-9
Ransom, Rhodesia (D)	5-9
Alvarez, David (D)	4-9
Gipson, Mike (D)	4-9

Bauer-Kahan, Rebecca (D)	5-20
Arambula, Joaquin (D)	4-10
Berman, Marc, (D)	4-10
Gabriel, Jesse (D)	4-10
González, Mark (D)	4-10
Rogers, Chris (D)	4-10
Bennett, Steve (D)	4-12
Muratsuchi, Al (D)	4-13
Harabedian, John (D)	4-15
Papan, Diane (D)	4-16
Ward, Chris (D)	4-17
Addis, Dawn (D)	3-11
Boerner, Tasha (D)	3-11
Calderon, Lisa (D)	3-11
Caloza, Jessica (D)	3-11
Fong, Mike (D)	3-11
Jackson, Corey (D)	3-11
Schiavo, Pilar (D)	3-11
Sharp-Collins, LaShae (D)	3-11
Hart, Gregg (D)	3-12
Lee, Alex (D)	3-14
Schultz, Nick (D)	3-14
Stefani, Catherine (D)	3-14
Ortega, Liz (D)	3-17
McKinnor, Tina (D)	3-18
Zbur, Rick Chavez (D)	3-19
Pellerin, Gail (D)	3-20
Wicks, Buffy (D)	3-20
Connolly, Damon (D)	3-21
Aguiar-Curry, Cecilia (D)	2-12
Bonta, Mia (D)	2-12
Rivas, Robert (D)	2-12
Rodriguez, Celeste (D)	2-12
Haney, Matt (D)	2-15
Lowenthal, Josh (D)	2-18
Kalra, Ash (D)	2-21
Bryan, Isaac (D)	2-26
Elhawary, Sade (D)	1-14
Garcia, Robert (D)	1-16

*Sworn into office September 8, 2025

US and China Pause Port Fees

From Page 1

In retaliation, China's [Ministry of Transport](#) had announced that it was matching the Trump administration's planned increase in port fees on Chinese-owned and -operated ships on U.S.-owned or -flagged ships in China. The move was symbolic and would have little impact on the United States.

An April [USTR Fact Sheet](#) includes more information about the proposed action against China, as well as links to the [history of its investigation](#).

Background

In March, the California Chamber of Commerce joined more than 300 other organizations urging the Office of the U.S. Trade Representative to refrain from imposing proposed actions against China that will hurt U.S. businesses and

consumers instead of deterring China's broader maritime ambitions.

The USTR proposal was in response to the Section 301 investigation of China's targeting the maritime, logistics and shipbuilding sectors for dominance.

The [March 24 letter to the USTR](#) was signed by organizations representing a wide breadth of the nation's economy, including importers, exporters, farmers and agribusinesses, retailers, manufacturers, energy providers, wholesalers, transportation and logistics providers, and other sectors.

The coalition supports scrutiny of China's efforts to dominate the maritime industry but argued that the USTR's proposed actions will not deter China's broader maritime ambitions and will instead directly hurt American businesses and consumers.

Impact of Fees on Shipping Costs

The letter explained specifically how USTR's proposed fees would increase shipping costs, container and non-containerized, by at least 25% (\$600–\$800 or more), adding approximately \$30 billion in annual costs on U.S. businesses and farmers.

Further, this will lead to higher prices for U.S. consumers and undermine the competitiveness of many U.S. exports — leading to a decline in export revenues and increasing the U.S. trade deficit, contrary to the Trump administration's America First trade goals.

Read more about the USTR's 2024 investigation into the decline of U.S. shipbuilding and the public hearings in March 2025 on its proposed action in the [April 4 Alert](#).

Staff Contact: [Susanne T. Stirling](#)

CalChamber-Sponsored Seminars/Trade Shows

From Page 2

- [Virtual Seminar](#). (800) 331-8877.
- Workplace Violence Prevention Program Tips for 2026. CalChamber. April 16, 2026, [Webinar](#). (800) 331-8877.
- Wage & Hour 101: Nonexempt/Hourly Employees. CalChamber. May 21, 2026, [Webinar](#). (800) 331-8877.
- Wage & Hour 101: Exempt Employees. CalChamber. June 18, 2026, [Webinar](#). (800) 331-8877.
- Supervisor Essentials. CalChamber. July 16, 2026, [Virtual Seminar](#). (800) 331-8877.

International Trade

- California Trade Mission: Poland and Ukraine (spotlight on energy and construction sectors). Governor's Office of Business and Economic Development (GO-Biz). November 11–14, Warsaw, Poland. tricia.utterback@gobiz.ca.gov
- Creating Resilience and Sustainability in Global Supply Chains: Navigating Tariffs Disruption. National Association of District Export Councils. November 18, Webinar. [Register](#).
- Sri Lanka Economic and Investment Summit 2025: Gateway to Growth. The

- Ceylon Chamber of Commerce. December 2–3, Colombo, Sri Lanka. [Register](#).
- 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](#).
- NADEC Annual Trade Conference: Global Trade and Transition. National Association of District Export Councils. May 12–13, 2026, Nashville, Tennessee. [Event website](#).



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