

ALERT

Inaugural Class Advances from Advocacy Academy



The California Chamber of Commerce is celebrating the graduation of the

inaugural class of the California Business Advocacy Academy, a program designed to equip chamber executives and business advocates with the tools, knowledge, and confidence to engage more effectively in California’s policy arena.

Power of Chambers

The Academy opened last fall with a half-day in-person meeting at CalChamber. The agenda that day included a look at “The Power of Chambers & the California Business Policy Landscape,” featuring welcome remarks from Assemblymembers Joe Patterson and Josh Hoover. Other presentations included an overview of CalChamber’s Affordability Agenda from President and CEO Jennifer Barrera, legis-

lative updates, and a deep dive into the evolving business policy climate.

Academy participants progressed through six dynamic virtual sessions covering state legislative processes, regulatory frameworks, priority policy issues, and the growing importance of chamber-led advocacy. The Academy also included interactive discussions on top business concerns, the role of chambers in shaping policy solutions, and group policy projects allowing participants to apply what they learned.

The program culminated in a session on “Coalition Building, Candidate Engagement & Civic Leadership,” focusing on developing long-term political influence, strengthening regional coalitions, and best practices for political action committee (PAC) engagement and pro-business candidate support.

The final two days in Sacramento (February 25–26) featured a Capitol tour, legislative briefings, group presenta-

See CalChamber Celebrates: Page 4

CalChamber Urges Stronger Cost Containment in Cap-and-Trade Updates



The California Chamber of Commerce is urging the California Air Resources Board

(CARB) to revise its proposed amendments to the state’s Cap and Trade Program, warning that the current draft risks undermining economic competitiveness, accelerating emissions leakage, and increasing costs for California consumers and businesses.

In extensive comments submitted to CARB on March 9, CalChamber acknowledges the program’s decade-long success in achieving cost-effective emissions reductions while protecting industry through compliance flexibility and safeguards against leakage (when facilities and their emissions are relocated out of California).

However, CARB’s newly proposed emissions cap trajectory—removing hundreds of millions of allowances between 2027 and 2045—moves too far, too fast without corresponding enhancements to cost-containment tools.

The result, CalChamber cautions, is an increased likelihood that production and emissions shift out of state, harming both the economy and global climate progress.

A central concern is the erosion of

See CalChamber Urges: Page 3



CalChamber President and CEO Jennifer Barrera (left) and Vice President of Small Business Advocacy Rana Ghadban welcome the first graduating class of the California Business Advocacy Academy.

Inside

[New Law on Training Records: Page 2](#)

Labor Law Corner

New Law Prescribes How to Maintain Existing Training Records



David Leporiere
Employment Law
Expert

I was recently speaking with another HR professional, and he told me that a bill was passed last year (SB 513, I believe) that now requires employers to keep all training records. Do I need to create records for training that we've done in the past, and if so, how far back do I need to go?

There seems to be quite a bit of confusion about what exactly SB 513 is requiring of employers. SB 513 amends California Labor Code Section 1198.5. That code section requires employers to allow

employees to review or receive copies of their personnel records upon request.

SB 513, effective January 1, 2026, amends this Labor Code section to explicitly require that employers allow employees to review or copy any education and training records the employer retains as part of their personnel records.

SB 513 does NOT require employers to begin retaining records, nor does it require employers to create training records that do not currently exist. The new law simply states that IF employers have kept training records, then those records must be maintained in a certain prescribed manner, and they must be provided to an employee upon his or her request.

There are certain training records, however, that employers have been required to maintain (for example, sexual harassment and workplace violence). This new law sets forth the way these legally required training records, and any

other training or education records the employer retained, must be maintained and what they must include.

For these records, beyond just requiring that the records be included in the employee's personnel file, SB 513 requires the records to contain the following information:

- Name of the employee.
- Name of the training provider.
- Duration and date of the training.
- Core competencies of the training, including skills in equipment or software.
- The resulting certification or qualification.

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.

California Chamber Officers

Maryam S. Brown
Chair

Frank Washington
First Vice Chair

Fiona Hutton
Second Vice Chair

John A. Stowell
Third Vice Chair

Jennifer Barrera
President and Chief Executive Officer

Alert (ISSN 0882-0929) is published weekly during legislative session with exceptions by California Chamber of Commerce, 1215 K Street, Suite 1400, Sacramento, CA 95814-3918. Subscription price is \$50 paid through membership dues.

Send email address changes to alert@calchamber.com.

Publisher: Jennifer Barrera. Executive Editor: Ann Amioka. Art Director: Neil Ishikawa.

Permission granted to reprint articles if credit is given to the California Chamber of Commerce Alert, citing original publication date of article, and reprint is emailed to Alert at address above.

*Email: alert@calchamber.com.
Home page: www.calchamber.com.*

CalChamber-Sponsored Seminars/Trade Shows

More information at www.calchamber.com.
Human Resources

Navigating Paid Sick Leave & Time Off Requests in California. March 19, [Webinar](#). (800) 331-8877.

Leaves of Absence. CalChamber. March 26–27, May 7–8, August 6–7, [Virtual Seminar](#). (800) 331-8877.

Workplace Violence Prevention Program Tips for 2026. CalChamber. April 16, [Webinar](#). (800) 331-8877.

HR Boot Camp. CalChamber. April 23–24, June 4–5, September 10–11, [Virtual Seminar](#). (800) 331-8877.

Wage & Hour 101: Nonexempt/Hourly Employees. CalChamber. May 21, [Webinar](#). (800) 331-8877.

Cal/OSHA Consultation Program Overview and Key Updates. May 28, Free Member Webinar. [Contact account manager](#).

Wage & Hour 101: Exempt Employees. CalChamber. June 18, [Webinar](#). (800) 331-8877.

Supervisor Essentials. CalChamber, July 16, [Virtual Seminar](#). (800) 331-8877.

Conducting California Workplace Investigations. CalChamber. August 27, [Virtual Seminar](#). (800) 331-8877.

Simplifying Local Ordinances: Helpful

Resources for California Employers. CalChamber. [Webinar recording](#). (800) 331-8877.

2026 Employment Law Updates. CalChamber. [Webinar recording](#). (800) 331-8877.

International Trade
Agriculture Tech in South Africa, Export Training. Governor's Office of Business and Economic Development (GO-Biz) and Zurcom International. February 19–May 7, [Virtual](#).

Chile FIDAE Airshow: California Pavilion. GO-Biz. April 7–12, Santiago, Chile. [See flyer](#). Diana.Dominguez@gobiz.ca.gov.

EXIM Annual Conference. Export-Import Bank of the United States. April 29–30, Washington, D.C. [Conference website](#).

The World in Motion: Advancing Sports Tourism on a Global Stage. Inland Empire World Trade Conference Committee and San Bernardino International Airport. May 1, Highland. [Get tickets](#).

SelectUSA Investment Summit. Select USA. May 3–6, National Harbor, Maryland. [Event website](#).

See CalChamber-Sponsored: Page 3

The Workplace

Frequent Employer Questions About California's Paid Sick Leave



Regularly, our members have questions about California's Healthy Workplaces, Healthy Families (HWHF) Act— better

known as the mandatory paid sick leave law — including how to control abuse of the leave and enforce their existing attendance policies.

In [Episode 239](#) of The Workplace podcast, CalChamber Associate General Counsel for Labor and Employment Matthew Roberts, CalChamber General Counsel for Labor and Employment Bianca Saad, and CalChamber Employment Law Counsel Vanessa Greene help guide employers through managing paid sick leave and applying its legal require-

ments to their everyday operations and policies.

Listen to a discussion on:

- The key provisions of California's paid sick leave law, including employee rights and job protections, such as limits on denying paid sick leave use and the presumption of retaliation when adverse action occurs within 30 days of paid sick leave use.

- How employers can enforce their attendance policies by applying them flexibly and confirming whether an absence involves protected leave before taking adverse action.

- How employers should handle a typical call-out scenario, including what questions they may ask and what to avoid asking.

Employers can still maintain their paid sick leave policies, but they need to do so in a careful and compliant manner.

An effective approach involves a lot of communication between employers and employees, including why the employee is taking leave, how much leave time they have available and which bank of leave they are using.

Live Webinar

Still unsure how to properly manage California's mandatory paid sick leave? On Thursday, March 19, 2026, from 10 a.m. to 11:30 a.m., CalChamber's [Navigating Paid Sick Leave and Time Off Requirements in California](#) live virtual webinar will break down what's required, what's optional, and how to design compliant policies and practices that support your workforce.

Attendees can submit questions during the webinar and have them answered in real time. [Register now!](#)

CalChamber Urges Stronger Cost Containment in Cap-and-Trade Updates

From Page 1

industrial allocations for emissions-intensive, trade-exposed sectors such as cement, refining, metals, and glass. As allowance budgets shrink, the reduced pool of freely allocated allowances will leave manufacturers more exposed to volatile allowance prices.

Industries with limited near-term decarbonization options may be left with little choice other than to leave California. CalChamber supports updated leakage analyses, adjustments to allocation formulas, and a more flexible Cap Adjustment Factor.

Affordability Risks

The letter submitted also highlights affordability risks tied to dwindling allowance supply and rising administrative price floors. In response, CalChamber urged regulators to preserve stronger price containment reserves, reassess reserve trigger thresholds, and review annual price escalators to avoid compounding cost pressures on consumers.

Additional concerns were raised with the proposed shift of allowance value from natural gas corporations to electric utilities. CARB should ensure the transition does not disproportionately impact

households that rely on gas service and those least able to electrify.

Flexibility Needed

CalChamber also supports CARB's Manufacturing Decarbonization Incentive and offset smoothing mechanism, but notes the need for greater flexibility so facilities can realistically deploy capital and maintain competitiveness.

Delivering long-term climate results requires a framework that is politically and economically durable; that means a program design that puts affordability and keeping businesses in California at its core. [Staff Contact: Jon Kendrick](#)

CalChamber-Sponsored Seminars/Trade Shows

From Page 2

NADEC Annual Trade Conference:

Global Trade in Transition. National Association of District Export Councils. May 12–13, Nashville, Tennessee. [Event website.](#)

BeautyWorld Saudi Arabia: California Pavilion. GO-Biz. May 18–20. [See flyer.](#) Tricia.Utterback@gobiz.ca.gov.

Asia Tech x Singapore: California Pavil-

ion. GO-Biz. May 20–22, Singapore.

[Learn more.](#)

Sri Lanka Expo 2026. Sri Lanka Export Development Board. June 18–21, Sri Lanka. [Event website.](#)

Farnborough Airshow. GO-Biz to lead delegation of economic developers. July 20–24, London, United Kingdom. [Event website.](#)

Semicon Taiwan: California Pavilion.

GO-Biz. September 1–4, Taipei, Taiwan. Up to 8 California small businesses in semiconductor supply chain invited to apply. [See flyer.](#)

Aquatech: California Pavilion. GO-Biz with U.S. Commercial Service. September 1–3, Mexico City, Mexico. Registration deadline: June 1 or until spaces are filled. [See flyer.](#)

CalChamber Celebrates First Graduating Class of Advocacy Academy

From Page 1

tions, and a graduation ceremony led by CalChamber President Barrera.

Inspiration

Among the graduates was Lucy Lopez, president and CEO of the Hayward Chamber of Commerce, who shared the profound impact of the experience:

“Attending the CalChamber Advocacy Academy was a turning point for me as a Chamber CEO,” said Lopez. “It didn’t just teach me policy — it helped me find my voice and confidence as an advocate, and a more effective leader



Lucy Lopez, president and CEO of the Hayward Chamber of Commerce.



Members of the inaugural graduating class of the California Business Advocacy Academy with CalChamber President and CEO Jennifer Barrera (standing, back row), Vice President of Small Business Advocacy Rana Ghadban (front row, right) and Local Chamber Relations Director Jennifer Johnson (front row, left).

for the community I serve. I now find myself eagerly stepping into policy conversations and becoming more intentional about connecting local issues to the bigger picture. I am inspired by my cohort and grateful for the educators who challenged and equipped us. Thank you, CalChamber!”

Commitment

“California’s business climate depends on strong, informed, and unified advocacy,” said CalChamber Vice President of Small Business Advocacy Rana Ghadban. “This inaugural cohort demonstrated exceptional commitment to learning the legislative process, championing

their local business communities, and strengthening the statewide network of chamber advocates.”

Next Cohort

Building on the success and momentum of the inaugural class, the next California Business Advocacy Academy cohort will launch in October 2026. Details on applications, session dates, and program enhancements will be released later this spring.

CalChamber congratulates all graduates and looks forward to the continued impact they will make in communities across California.

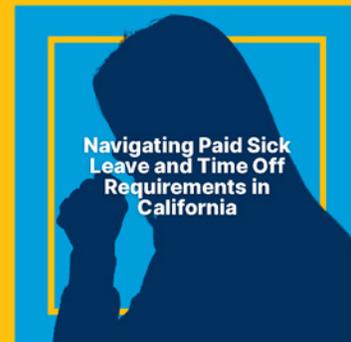
Staff Contact: Rana Ghadban

SICK LEAVE ≠ PTO ≠ VACATION

California rules explained.

Join the LIVE Webinar: March 19

Register Today >



HRCalifornia
powered by CalChamber