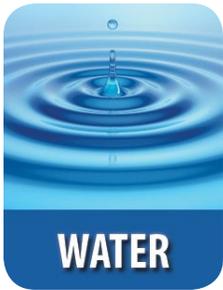


ALERT

VOLUME 41, NUMBER 30 • OCTOBER 30, 2015

 **CalChamber**
CALIFORNIA CHAMBER OF COMMERCE

CalChamber Actively Seeks California Water Solutions



The persistent drought has made water issues a very high priority for California voters, according to a recent poll. For the California Chamber of Commerce, the search for comprehensive solutions to the state's water needs has been a longstanding concern and priority.

Through its water policy committee, the CalChamber continually gathers information and insights from state water experts well-attuned to the many complexities of California's water infrastructure. Committee members are actively engaged in helping administration water policy specialists

find ways to resolve practical and political barriers to improving the state's water supply outlook.

The committee co-chairs are Robert MacLean, president, California American Water and Hawaii American Water; and Daniel W. Boyd, principal, Boyd Consulting Services.

Coalition for Water Security

The CalChamber is a founding member of Californians for Water Security, a broad-based coalition supporting the Governor's California Water Fix, including building new underground tunnels to transport water through the Sacramento-San Joaquin Delta.

A September poll conducted on behalf of the coalition by EMC Research showed nearly 80% of Californians

See CalChamber Actively Seeks: Page 7

U.S. House Votes to Reauthorize Export-Import Bank



The U.S. House of Representatives this week took the second step of a complicated process to reauthorize the

Export-Import (Ex-Im) Bank.

The 313-118 vote on October 27 sent the reauthorization legislation to the U.S. Senate, where supporters are attempting to craft a plan to bring an Ex-Im bill to President Barack Obama's desk.

In an article by *POLITICO*, Senate Majority Leader Mitch McConnell (Ky.) said he wouldn't take up a standalone bill, although he has allowed the agency's renewal to be attached to other must-pass legislation.

According to earlier news reports, the effort began on October 26 when 62 Republicans from the House joined with all Democrats in a 246-177 vote to begin the process of what's known as a discharge petition. The tactic was last successfully used in 2002 to move campaign finance reform legislation.

The vote Monday evening discharges a rule establishing floor debate from the Rules Committee—the first hurdle in a three-step process. According to *The Hill*, the House had to approve the rule before turning to the underlying legislation to reauthorize the Export-Import Bank

CalChamber Support

The California Chamber of Commerce
See U.S. House Votes: Page 7

Inside

[CalChamber Advocacy in Labor, Health](#): Pages 3, 5



Cal/OSHA Corner

New Rule Allows Use of Tractor-Mounted Worker Transport Carrier



Mel Davis
Cal/OSHA Adviser

We are an agribusiness specializing in row crops. Has Cal/OSHA amended Section 3441 to permit the use of devices attached to the three-point hitch of tractors to transport employees?

In 2011, as the result of a joint inspection by Cal/OSHA, California labor law officials and others, a device referred to as a Personnel Transport Carrier (PTC) was observed with workers on it and

being transported to a worksite at/within a row crop field.

The PTC was mounted on the three-point hitch of a tractor, placing the workers on the same conveyance as the tractor's operator. The division determined this was a violation of Title 8, Section 3441(a)(2)(B), as only the driver was to be on the tractor.

Petition

On July 8 and 11, 2013, the Cal/OSHA Standards Board received petitions from Wesley Selvidge, partner, Buttonwillow Land and Cattle Co., and Darren Filkins of Wm. Bolthouse Farms, Inc., respectively. The petitioners stated that PTCs had been used for 25 years without a recorded incident.

The petitions were granted and an advisory committee convened. A proposal was developed revising Sections 3437 and 3441. The board staff prepared the regulation for public hearing.

Approval

On April 16, 2015, the proposal was presented for public comment. The proposed regulation was approved by the Standards Board and submitted to the Secretary of State on September 14, 2015. The regulation takes effect on January 1, 2016.

Section 3437 defines terms found within the Agricultural Operations regulation. Definitions for the terms ballast, low-lying row crops, pipe trailer, and tractor-mounted personnel transport carrier have been adopted to clarify the intent of the new regulations in Section 3441(i).

An exception to permit the use of PTCs is now included in Section 3441(a)(2)(B).

New Requirements

The following are highlights of the new requirements of Section 3441 for the use of a PTC:

- PTCs shall be used only how and where specified by Section 3441(i).
- Seat belts shall be provided for all passenger seating.
- Seat cushions of specified dimensions shall be provided on all seating.
- Entry/exits shall have a safety chain, gate or door.
- Effective and reliable means of communication shall be maintained between the driver and passengers.

• Sufficient ballast shall be provided to prevent upending the tractor when carrying passengers.

- The PTC is to be inspected before use.
- Training is to be given to all affected employees.
- The PTC shall be designed and constructed meeting specified criteria.
- Only equipment necessary for the intended work will be carried on the PTC.
- All carried equipment will be stored under the seats.

Complete Regulation

These are just a few of the new requirements dealing with PTCs. The complete regulation can be viewed at www.dir.ca.gov/oshsb/AgriculturalPersonnelTransportCarriers.html.

The exception permitting the use of PTCs has been included in Article 25, Industrial Trucks, Tractors, Haulage Vehicles, and Earthmoving Equipment, Section 3664(b).

The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. 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.

Annual Meeting

In compliance with Article VII of the bylaws, notice is hereby given that the annual meeting of the members of the California Chamber of Commerce, a mutual benefit corporation operating under the laws of the State of California, will be held on Friday, December 4, 2015, at 9 a.m. in Salon III at the Ritz-Carlton, 600 Stockton Street, San Francisco, California, for the transaction of whatever business may be necessary.

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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. Periodicals Postage Paid at Sacramento, CA.

POSTMASTER: Send address changes to Alert, 1215 K Street, Suite 1400, Sacramento, CA 95814-3918. Publisher: Allan Zarembeg. Executive Editor: Ann Amioka. Associate Editor: Sara Espinosa. Art Director: Neil Ishikawa. Capitol Correspondent: Christine Haddon.

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Quick Answers to Tough HR Questions

Labor and Employment

CalChamber Steers Helpful Bills into Law, Stops Costly Mandates, Secures Changes



Labor Law

The 2015 legislative year was very active in the labor and employment policy arena. Overall, the California Chamber of Commerce was very successful with bills that we

supported, bills that we negotiated amendments to avoid opposing, as well as bills that we strongly opposed.

Below is a summary of what happened on some of the most significant bills.

Reducing Litigation

Governor Edmund G. Brown Jr. signed two CalChamber **supported** bills this year that will reduce employment litigation:

- **[AB 1506 \(R. Hernández; D-West Covina\)](#)**, designated as a **job creator**, provides employers with a 33-day right to cure technical violations on an itemized wage statement before civil litigation under the Private Attorneys General Act (PAGA) can be pursued. AB 1506 is a great step toward PAGA reform and included an urgency clause, therefore going into effect immediately upon being signed on October 2.

- **[SB 358 \(Jackson; D- Santa Barbara\)](#)** will reduce employment litigation by clarifying ambiguous terms regarding gender equity pay, making the existing standards consistent with federal and state gender discrimination laws.

SB 358 reinforces the illegality of basing compensation on gender, yet still provides employers the ability to determine appropriate wages for employees for nongender-related business reasons, such as training, experience, education, and geographic location.

Wage and Hour Mandates

Several bills introduced this year would have significantly increased the cost of doing business in California for employers:

- **[SB 3 \(Leno; D-San Francisco\)](#)**

proposed to increase the minimum wage to \$13 an hour by 2017 and then automatically adjust it according to inflation thereafter. CalChamber identified SB 3 as a **job killer**, and it was held in the Assembly Appropriations Committee.

- **[AB 67 \(Gonzalez; D-San Diego\)](#)** proposed to mandate double pay for almost all employees who worked on Thanksgiving. Although the author used retail establishments that open on the evening of Thanksgiving as the need for the bill, it would have had an impact on a much broader group of employers, including hotels and lodging, which cannot realistically close on holidays. AB 67 failed passage in an Assembly Floor vote.

- **[AB 357 \(Chiu; D-San Francisco\)](#)** would have mandated large employers to provide employees with 14 days notice of their schedule, and then imposed statutory penalties for changes made to the schedule thereafter. This mandate removed an employer's flexibility to accommodate employee last-minute requests for changes or time off, without the threat of financial penalties or litigation. AB 357 was identified as a **job killer**. Given the lack of support for this measure, AB 357 was moved to the inactive file on the Assembly floor and therefore never taken up for a vote.

- **[AB 970 \(Nazarian; D-Sherman Oaks\)](#)** expanded the Labor Commissioner's authority to enforce local minimum wage ordinances. CalChamber **opposed** the bill based on concerns it would incentivize local jurisdictions to adopt minimum wage ordinances and also increase annual assessments on all employers to fund the Labor Commissioner's expanded authority. AB 970 was signed by the Governor.

Expanding Protected Leaves

Several proposals involved employee leaves of absence.

- **[AB 304 \(Gonzalez; D-San Diego\)](#)** was the clean-up bill for paid sick leave, and included several important provisions, such as: grandfathering in paid time off policies that were in effect before the paid sick leave law; options for differ-

ent sick leave accrual methods; and options for calculating the appropriate rate of pay for paid sick leave.

CalChamber worked extensively with the author and administration on AB 304, moving from opposition to no position on the bill upon obtaining employer-friendly amendments. AB 304 was signed by the Governor on July 13 and had an urgency clause that made it effective immediately.

- When introduced, **[SB 579 \(Jackson; D-Santa Barbara\)](#)** sought to expand the circumstances under which an employee could take paid sick leave to include nonmedical reasons. CalChamber initially opposed the bill due to this expansion, but continued working with the author to negotiate amendments to remove our opposition.

Once amended, SB 579 clarified the basis for an employee to take leave under the existing school activities leave. SB 579 was signed into law.

- **[SB 406 \(Jackson; D-Santa Barbara\)](#)** proposed to add five new family members to the California Family Rights Act (CFRA), which would have created a significant lack of conformity with the federal Family Medical Leave Act (FMLA), and potentially require employers to provide employees with up to 24 weeks of protected leave.

Given this expansion and the increased burden on California employers, CalChamber aggressively **opposed** SB 406 as a **job killer**. SB 406 was vetoed by the Governor.

Litigation Costs/Class Actions

- **[AB 465 \(R. Hernández; D-West Covina\)](#)** was sponsored by the California Labor Federation and identified by CalChamber as a job killer. AB 465 sought to ban all mandatory employment arbitration agreements signed as a condition of employment.

The CalChamber strongly **opposed** AB 465, pointing out that: arbitration is a cost-effective forum to resolve employee disputes that is beneficial to the employer and employee; California courts already have mandated extensive protections for

See CalChamber Steers: Page 4

CalChamber Steers Helpful Bills into Law, Stops Costly Mandates

From Page 3

mandatory employment arbitration agreements that benefit the employee; and interfering with the right to arbitration has repeatedly been struck down by the courts as pre-empted under the Federal Arbitration Act.

AB 465 would have had an impact on almost all employers in California and exposed them to a risk of litigation, including financially devastating class actions. Governor Brown vetoed AB 465.

• **AB 359 (Gonzalez; D-San Diego)** also was a **job killer** that mandated grocery employers to retain all employees of a successor employer for at least 90 days following the transition of ownership, and offer them continued employment thereafter.

The CalChamber **opposed** the bill given the risk of litigation and liability it creates for grocery employers and because the bill essentially mandates the recognition of an incumbent union representative of the successor employer. AB 359 was signed into law.

Wage Theft

• **SB 588 (de León; D-Los Angeles)** was introduced as an alternative to the pre-judgment wage lien bill that CalChamber and the business community have strongly opposed for the past several years. Compared to the prior prejudgment wage lien bills, SB 588 primarily targets employers in the underground economy that fail to pay final judgments issued by the Labor Commissioner for unpaid wages.

The CalChamber worked throughout the session with the author and sponsor to obtain amendments to portions of the bill that could have had significant impacts on employers trying to comply with the law. Through these efforts, the bill was substantively amended, and CalChamber ultimately had no position on the bill. The Governor signed SB 588.

Gender Equity

One of the main themes this year in the Capitol was gender equity in the

workplace. This legislative agenda included AB 357, SB 358 and SB 406, referenced above. In addition, it included the following:

• **AB 1017 (Campos; D-San Jose)** sought to preclude employers from asking applicants about their prior compensation, based upon the concern that a future employer would solely base any offer of employment on the prior compensation provided, and perpetuate lower pay for women in the workplace.

The CalChamber **opposed** the bill due to the exposure of frivolous litigation to employers for seeking relevant information concerning an applicant that is not based upon gender. The Governor vetoed the bill.

• **AB 1354 (Dodd; D-Napa)** proposed to expand California's current nondiscrimination program for state contractors to include additional information regarding the gender of employees in job positions, as well as annual wages.

The CalChamber initially opposed the bill given the new reporting requirements it created for state contractors. After obtaining several amendments to minimize the reporting burden, however, the CalChamber removed opposition. The Governor ultimately vetoed AB 1354.

Agricultural Labor Relations

Two bills dealing with the authority and procedures for disputes before the Agricultural Labor Relations Board (ALRB) were introduced this year, one supported by CalChamber and one opposed.

• **AB 1389 (Patterson; R-Fresno)** sought to make common-sense changes to the ALRB in an effort to protect employees by: requiring employees to ratify the terms of a contract imposed by a state mediator; including employees as parties for purposes of state mediation hearings; and decertifying an election if the certified labor organization abandoned the employees for three years.

The CalChamber **supported** AB 1389. Unfortunately, it failed to pass by a legislative deadline in the Assembly.

• **AB 561 (Campos; D-San Jose)**, **opposed** by CalChamber, would have required an employer seeking a writ of review of any ALRB decision to first post a bond in the amount of the entire economic value of the order as determined by the board.

This requirement could have deterred many employers from seeking their right to appeal given that the entire economic value of the order would be unknown or in dispute, thereby limiting the possibility of obtaining a bond. Governor Brown vetoed AB 561.

Unemployment Insurance

No efforts were undertaken in 2015 to resolve the \$8.7 billion debt owed to the federal unemployment insurance trust fund—a debt that is costing employers an additional \$21 per employee per year in federal taxes. For tax year 2015, employers will be paying an additional \$105 per employee. Employers will continue to see their federal tax liability increase each year until the debt is paid off, which is anticipated for 2019.

• The CalChamber led a large coalition in **support** of one unemployment insurance-related bill in 2015. **AB 944 (Obernolte; R-Big Bear Lake)** would have increased the opportunity for participation by all parties in unemployment insurance claims appeals hearings by holding hearings by telephone, instead of in person. The bill failed to get a hearing in its first Assembly policy committee.

• **AB 1245 (Cooley; D-Rancho Cordova)**, signed by the Governor, requires all employers to file unemployment insurance tax returns and to transmit taxes electronically. Although the CalChamber did not take a position on the bill, we worked with the author and sponsor to create a path to compliance for employers that is less onerous than the bill originally proposed.

Staff Contacts: [Jennifer Barrera](#), [Valerie Nera](#), [Marti Fisher](#)

Health Care

CalChamber Stops/Delays/Amends All But 2 Misguided Bills; Backs 1 Signed into Law



Increasing access to health care and prescription drugs was the main priority for state policymakers in 2015. While a number of measures that would have increased health

care premiums or put additional strain on the General Fund were stopped due to concerns about their cost, several proposals that threaten the long-term affordability of health care premiums were either signed into law or remain viable threats going into the 2016 legislative session.

Rate Regulation/Reporting

Despite the fact that health insurers are already subject to considerable regulation and are required to spend a prescribed amount of every premium dollar on direct care, lawmakers continue to introduce measures targeting the industry as a cost driver.

This year, Senator Mark Leno (D-San Francisco) introduced [SB 546](#) requiring health insurers to annually report aggregated information about how their large group premium rates are calculated, as well as specific information about employers' rates that will increase in the coming plan year.

The measure was originally tagged a job killer because it also would have allowed state regulators to unilaterally veto or modify large group rates, but it was scaled back substantially as it moved through the Legislature, and only the aggregate reporting requirement remained in the final version signed by the Governor.

Despite the changes, the CalChamber remained **opposed** because the measure still imposes new administrative costs on health plans and insurers that will ultimately be passed on to employers, and fails to provide new information that would help large employers negotiate lower premiums.

Prescription Drugs

Concern over rising prescription drug prices has been increasing in the last two years, but so far legislative proposals have focused only on increasing consumer access instead of addressing the underlying cost of the drugs.

CalChamber **opposed** [AB 339](#) ([Gordon; D-Menlo Park](#)), which imposes numerous restrictions on how prescription drug benefits can be designed, thereby limiting the ability of health insurers to negotiate lower prices with manufacturers and the ability of employers to control costs by encouraging efficient utilization of prescription drugs by their employees.

Unfortunately, AB 339 was signed into law and will cap enrollee cost-sharing requirements for a 30-day supply of a prescription drug at \$250 under most health care plans; require all health insurers to cover expensive single-tablet formulations of antiretroviral treatments for enrollees with HIV/AIDS; mandate specific definitions for each tier of a plan's covered drug list in the individual and small group markets; and codify new federal regulatory requirements governing how prescription drug benefits are designed and administered, even though those regulations are subject to change.

A few of these provisions will sunset automatically at the end of 2019 unless the Legislature affirmatively acts to extend them after having a chance to evaluate their impact.

In the meantime, though, the biggest concern is that, by increasing utilization of expensive medications, limiting the negotiating strength of insurers, and shifting a larger share of prescription drug costs into premiums, this new law will quickly eliminate the most affordable plans on the market, harming middle class Californians and small employers that are unable to afford higher premiums.

Two other bills also dealing with prescription drugs did not fare as well:

- [AB 623](#) ([Wood; D-Healdsburg](#)) would have required health insurers to cover abuse-deterrent formulations of

opioid pain medications, even though these formulations have not been proven to prevent opioid abuse or addiction, and are considerably more expensive than other formulations on the market. This bill was held in the Assembly due to fiscal concerns.

- [AB 374](#) ([Nazarian; D-Sherman Oaks](#)) sought to restrict the ability of health insurers to require an enrollee to first try proven, safer and/or less costly prescription drugs before covering one prescribed by their doctors. The CalChamber removed its opposition after the measure was significantly amended to instead simplify the process by which a doctor can ask a patient's health insurer to bypass this protocol when medically appropriate.

Coverage Mandates

Two CalChamber-**opposed** bills introduced this year sought to expand existing coverage requirements already imposed on health insurers, driving up premiums for employers and their employees. Due to the costs associated with both measures, and the lack of evidence that either expansion would have improved patient outcomes significantly or improved health care access, both were defeated in the first house:

- [SB 190](#) ([Beall; D-San Jose](#)) would have increased employer premiums by \$145 million by requiring health insurers to cover care by post-acute residential transitional rehabilitation providers for patients with acquired brain injuries.

- [SB 289](#) ([Mitchell; D-Los Angeles](#)) would have increased employer premiums by as much as \$207 million by mandating physicians be reimbursed for email and telephone communications with patients as though they were office visits.

The CalChamber **supported** [SB 125](#) ([E. Hernandez; D-West Covina](#)), which was signed into law mid-year, extending authorization and funding for the California Health Benefits Review Program administered by the University of California to provide the Legislature with valuable independent analyses of the medical, financial and public health

CalChamber Stops/Delays/Amends Bills; Backs 1 Signed into Law

From Page 5

impacts of proposed health insurance benefit mandates like those in SB 190 and SB 289. These analyses have proved incredibly valuable in helping legislators weigh the potential costs and benefits associated with measures like these, and have helped prevent adoption of many other costly proposals.

MCO Tax and Special Session

One issue that is still pending and could have an even larger impact on employer premiums in the long run is the administration's proposal to tax commercial health insurance to cover part of the cost of the state's Medicaid program (Medi-Cal in California) that would otherwise be paid for out of the General Fund.

Last year the federal government called a halt to the state's current practice of drawing down federal matching funds by taxing Medi-Cal managed care plans that are ultimately reimbursed through higher payments from the state. Starting in July 2016, in order for California to continue receiving federal matching funds for what it spends on Medi-Cal, the tax must be broadened to apply to health insurers that cover few, if any, Medi-Cal enrollees, and therefore will not be fully reimbursed by the state.

Prior iterations of the so-called MCO tax easily received enough votes to meet the two-thirds vote requirement for new taxes even though they did not, in fact, impose a net tax on the entities subject to them.

The four proposals considered by the Legislature this year, however, proved to

be much more controversial, and were **opposed** by CalChamber and other business groups because they would have unfairly penalized responsible employers and individuals who purchase commercial health insurance, reduced the affordability of that coverage, and set a dangerous precedent that could lead to long-term pressure to increase the tax to fund a growing share of this general government program.

Most of these proposals were introduced as part of a special session called by the Governor to identify new revenue streams to support Medi-Cal and other growing public health and developmental services programs. While none of the measures had enough support to pass when the regular session adjourned in September, it is very likely that they will be considered again later this year or early on in 2016 when the Legislature formally reconvenes.

Balance Billing

CalChamber also **supported AB 533 (Bonta; D-Oakland)** to resolve a long-standing problem caused by out-of-network providers unexpectedly treating patients at in-network hospitals and clinics.

Typically, insurers will not pay out-of-network providers more than they would pay an in-network one for the same service, and as a result, out-of-network providers often bill patients for the portion of their charges that insurers do not pay, a practice known as balance billing.

In a hospital setting, it is virtually impossible for patients to verify that

every provider they could encounter in the course of their treatment is an in-network provider. Operators of health care facilities are prohibited by law from directly employing providers or from requiring providers that work there to contract with the same health insurers with which those facilities contract.

As a result, a patient can verify that a facility and his/her primary provider is in the patient's network and still end up having an ancillary service performed by an out-of-network provider.

In fact, balance billing by anesthesiologists, radiologists, pathologists and other ancillary providers is common and can result in insured patients receiving large bills they cannot afford and made every effort to avoid.

AB 533 prohibits out-of-network providers from balance billing patients treated at an in-network facility unless the providers receive the patient's informed, written consent before providing the health care service.

The bill also allows patients to apply payments made to out-of-network providers toward the patients' annual out-of-pocket spending cap, thus helping to preserve the value of employer-sponsored coverage and protect employees from unreasonable, unanticipated health care costs.

Unfortunately, AB 533 was narrowly defeated on the last night of session, but there still is a chance it will be approved through a reconsideration vote during the second year of this two-year session.

Staff Contact: Mira Morton

CalChamber-Sponsored Seminars/Trade Shows

More at www.calchamber.com/events.

International Trade

CalAsian Trade Mission to Shanghai.

CalAsian Pacific Chamber. November 7–14, Shanghai, China. (916) 446-7883.

Hong Kong/China Trade and Leadership

Mission. CalAsian Pacific Chamber. November 7–19, Hong Kong, Guangzhou, Shanghai, and Beijing, China. (916) 446-7883.

K-TECH. Korea Trade-Investment

Promotion Agency. November 11–12, Santa Clara. (408) 432-5000.

Integrating Global Trade, Logistics and

Cybersecurity. Center for International

Trade Development. November 12–14, San Francisco. (650) 738-7098.

Exporting Best Practices Workshop.

California Center for International Trade Development. November 17, Clovis. (559) 324-6401.

Importing into the U.S. Workshop.

California Center for International Trade Development. November 17, Clovis. (559) 324-6401.

How to Do Business in the Pacific Rim.

CalAsian Pacific Chamber. December 2–3, Fresno. (916) 446-7883.

World Affairs Council-Cuba Policy Trip

2015. World Affairs Council of Atlanta. December 6–13, Havana and

Varadero, Cuba. (404) 413-7647.

Inbound Trade Mission from Europe.

Western United States Agricultural Trade Association. December 7–9, New Mexico; December 9–11, California. (575) 646-4959.

Exporter Roundtable Series: Trade

Compliance. Northern California World Trade Center. December 11, Sacramento. (916) 321-9146.

World Affairs Council-Cuba Policy Trip 2016. World Affairs Council of Atlanta. January 21–27, 2016, Havana and Varadero, Cuba. (404) 413-7647.

U.S. House Votes to Reauthorize Export-Import Bank

From Page 1

is asking the state's representatives to support reauthorizing the U.S. Export-Import Bank, which expired on June 30.

In a recent letter to the California congressional delegation, CalChamber explains that failure to reauthorize the Ex-Im Bank will seriously disadvantage U.S. companies—small and large—in foreign markets, potentially resulting in the loss of thousands of U.S. jobs. Failure to reauthorize the Ex-Im Bank would put at risk the more than 150,000 U.S. jobs at 3,000 companies that depend on Ex-Im to compete in global markets.

California Congressional Delegation Vote on Ex-Im Bank

Ayes: Aguilar (D-Redlands), Bass (D-Los Angeles), Becerra (D-Los Angeles), Bera (D-Elk Grove), Brownley (D-Westlake Village), Calvert

(R-Corona), Capps (D-Santa Barbara), Cárdenas (D-San Fernando Valley), Chu (D-Monterey Park), Cook (R-Yucca Valley), Costa (D-Fresno), Davis (D-San Diego), Denham (R-Atwater), DeSaulnier (D-Concord), Eshoo (D-Palo Alto), Farr (D-Carmel), Garamendi (D-Walnut Grove), Hahn (D-San Pedro), Honda (D-San Jose), Huffman (D-Marin), Hunter (R-Alpine), Issa (R-Vista), Knight (R-Palmdale), Lee (D-Oakland), Lieu (D-Torrance), Lofgren (D-San Jose), Lowenthal (D-Long Beach), Matsui (D-Sacramento), McNerney (D-Pleasanton), Napolitano (D-Norwalk), Nunes (R-Tulare), Pelosi (D-San Francisco), Peters (D-La Jolla), Roybal-Allard (D-Los Angeles), Ruiz (D-Coachella), Sánchez, Linda (D-Lakewood), Sanchez, Loretta (D-Anaheim), Schiff (D-Burbank),

Sherman (D-Sherman Oaks), Speier (D-Hillsborough), Swalwell (D-Dublin), Takano (D-Riverside), Thompson (D-St. Helena), Torres (D-Pomona), Valadao (R-Hanford), Vargas (D-Golden Hill), Walters (R-Irvine), Waters (D-Los Angeles).

Noes: LaMalfa (R-Richvale), McCarthy (R-Bakersfield), McClintock (R-Roseville), Rohrabacher (R-Huntington Beach), Royce (R-Fullerton).

Action Needed

The CalChamber is asking that businesses send a letter to their senator via our grassroots system at www.calchambervotes.com.

For more information see www.CalChamber.com/Ex-Im.
Staff Contact: [Susanne T. Stirling](mailto:Susanne.T.Stirling)

CalChamber Actively Seeks California Water Solutions

From Page 1

support the plan when voters hear information about key components and the plan's importance to the surveyed person's own region.

The poll showed strong support across demographic and party lines, with Democrats, Republicans and Independents all supportive, and support spanning across age groups and gender.

Even after hearing a back-and-forth of statements from supporters and opponents in each region, support for the Water Fix remained well above a super majority—68% support statewide.

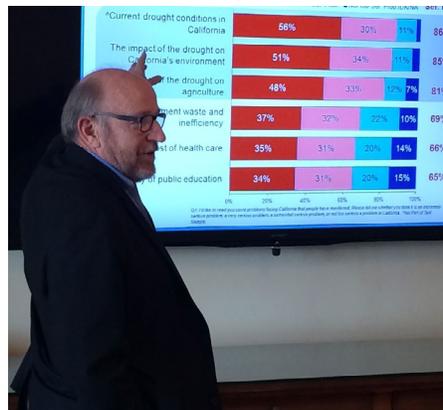
Drought Concerns

In response to an open-ended question about the most important problem facing California, 36% of voters volunteered the drought as the top issue facing the state, double the percentage of voters mentioning the drought early this year.

Asked to rate the importance of issues facing the state, 59% of respondents rated the drought as most important, followed by the reliability of water supply (40%) and the conditions of the state's water infrastructure (33%).

Flexible Storage Project

A closer look at a proposal to build water storage with multiple statewide



Lester Snow, executive director of the California Water Foundation, briefs the CalChamber Water Committee on September 3 about the impact the drought has had on Californians' attitudes toward water use and other water infrastructure issues.

benefits—the Sites Reservoir Project—was the focus of the October 26 gathering of the CalChamber Water Subcommittee.

Subcommittee members exchanged comments and information with James Watson, general manager of the joint powers authority that is spearheading efforts to secure funding and support for the Sites Reservoir Project.

Watson explained how the completed project will provide storage whose usage includes capturing rainwater. The addi-



James Watson, general manager of the Sites Reservoir Project, exchanges comments with the CalChamber Water Subcommittee on October 26.

tional storage will enable state water managers to balance actions to secure water supply with those for environmental goals, such as protecting fish.

Located in Northern California, west of the community of Maxwell in Colusa County, the project upon completion can help improve the availability and quality of water for both its region and communities farther south in the Central Valley.

Staff Contact: [Valerie Nera](mailto:Valerie.Nera)

CalChamber Keeps You Posted: Mandatory Updates in 2016



Your business could incur significant fines for not posting the most current California and federal employment notices. Effective January 1, 2016, there are mandatory changes to the required Workers' Compensation notice and Whistleblowers notice.

Simplify your compliance with **CalChamber's all-in-one 2016 California and Federal Employment Notices poster**. Available in English or Spanish, it contains the 17 required state and federal employment notices every California employer must post.

Mandatory midyear changes to required notices were issued in the last two years alone. So don't forget to add Poster Protect® to your preorder.

Reminder: California minimum wage increases to \$10.00 per hour on January 1.

PREORDER at calchamber.com/2016poster or call (800) 331-8877.

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