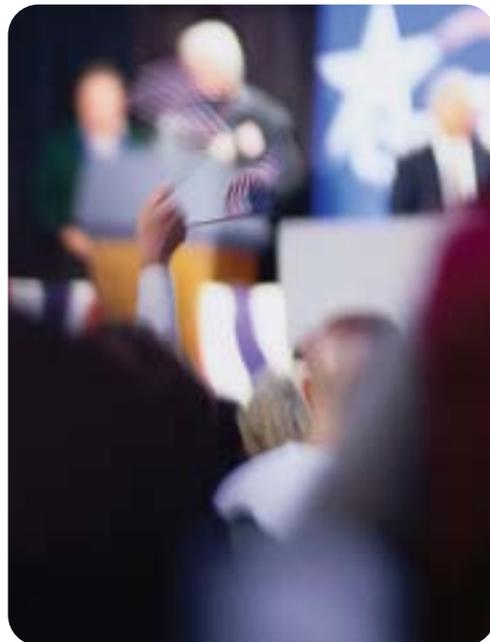


2022



Guide to the  
California Chamber of Commerce

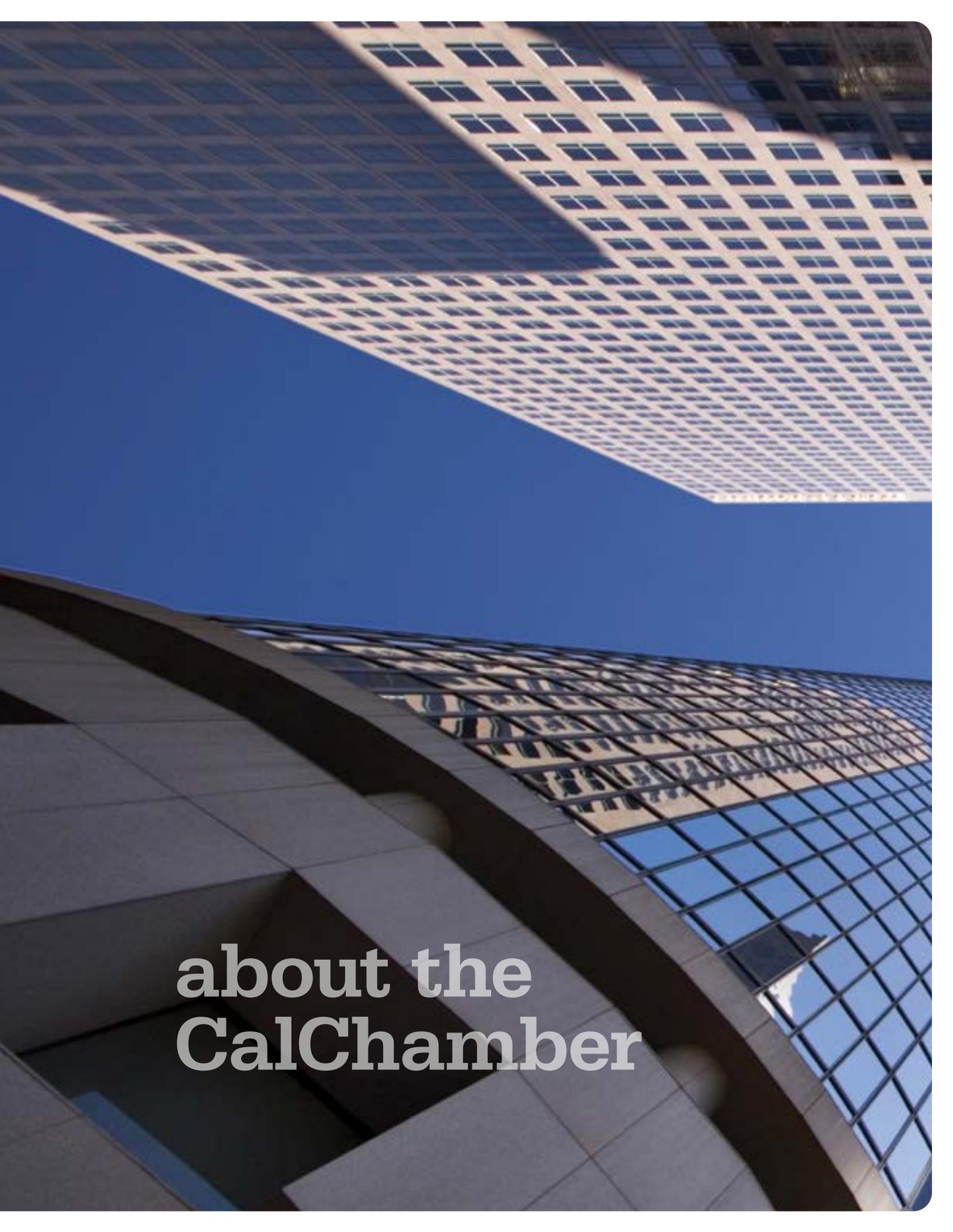


# 2022

GUIDE TO THE

## California Chamber of Commerce

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**about the  
CalChamber**

## CalChamber: HR Expert and Business Advocate

Welcome to the California Chamber of Commerce. As a CalChamber member, your company is entitled to a host of benefits that will enable you to maximize your influence in California's capital and be sure your company is in compliance with the state's often-unique and complex laws and regulations. With a history of presenting the business viewpoint for more than 130 years and an experienced public policy advocacy staff, the CalChamber is the most effective voice in the state capital for all California employers.

The CalChamber helps California business do business through an unmatched advocacy program, an aggressive public affairs agenda and an extensive business services division. Through our advocacy program, the CalChamber **promotes** the growth of California business, **protects** California employers from excessive government mandates and **prepares** the state for the future by seeking improvements to California's infrastructure and education system. Our public affairs program identifies and backs issues, candidates and elected officials in support of a pro-business agenda. Our business services division offers a wide and growing array of products and services to help employers of all sizes comply with laws and regulations.

The CalChamber Board of Directors and its Executive Committee reflect the diversity of the California economy. Our policy committee structure enables executives and managers at all levels in your company to help us in creating policy that meets the needs of a dynamic business community. The CalChamber continues to lead the way on ballot initiative campaigns and maintains an impressive track record on defeating anti-business propositions. When necessary, the CalChamber takes the business message before the courts to safeguard a sound economy and business climate in the state. Recognizing the importance of business involvement in politics, the CalChamber functions as the source for legislative campaign information and the coordination of political contributions. We continue to build on the grassroots strength that comes from our solid ties with local chambers of commerce.

There is tremendous value to be gained from an investment in CalChamber membership. Our staff is prepared to help. Use this guide to determine where your company's interests are best served: Join (or name a colleague to join) a CalChamber policy committee to guide state policies. Join your peers to influence the future of California's political landscape as a member of the Public Affairs Council. Help develop or lead a task force. Contribute to ChamberPAC. Check out our many tools to help businesses comply with complex laws and regulations, then forward the information to a colleague.

CalChamber members are part of an outstanding network of employers. We appreciate your support.



# about the CalChamber

## Our Mission and History

The mission of the California Chamber of Commerce is to serve as an advocate and resource for California employers and to engage in other activities, domestically and internationally, that enhance the California economy and make the state a better place to live, work and do business.

For more than 130 years, the CalChamber has been dedicated to maintaining our state's economic vitality by meeting the needs of California employers. The CalChamber works to promote the growth of California business, protect California businesses from excessive government mandates and prepare California for the future by lobbying for improvements to the state's infrastructure and education system.

Representing 14,000 companies of all types and sizes, the CalChamber is one of the state's largest, broad-based business advocates to government. CalChamber members employ one-fourth of the private sector workforce in California. More than two-thirds of CalChamber members have 100 or fewer employees. The CalChamber is a nonprofit organization.

### Voice for Business Pursuing an Agenda for California Recovery

Headquartered just one block from the State Capitol in Sacramento, the CalChamber's advocacy team works with state legislators, regulators and other key government staffers to assure they consider business concerns and the impact of actions on the California economy and jobs when proposing new laws and regulations. Backing up the CalChamber's full-time advocacy staff are hundreds of representatives of member companies who serve on CalChamber policy committees, councils and task forces.

### International Trade

Trade issues are a key component of the CalChamber's congressional advocacy efforts. For more than four decades, the CalChamber has been the only statewide business organization continually devoted to promoting international trade and exports.

### Legal Affairs

The CalChamber Legal Affairs Department participates in major litigation affecting California employers and the economy. The legal affairs unit files litigation and friend-of-the-court briefs on behalf of our members and key industries to emphasize the broad impact that court decisions may have on the California economy. Legal affairs team members also produce CalChamber compliance materials and lead our training sessions.

### Political Action

The CalChamber works aggressively to create a political climate that is more favorable to business through a targeted political action network, funding specific campaigns through issue and candidate political action committees, and recruiting pro-jobs candidates. Taking the lead in supporting or opposing statewide initiative campaigns also is an important part of this effort.

### Grassroots

The CalChamber's diverse membership and good working relationship with 200 member trade associations and 250 local chambers of commerce provide a firm foundation for a grassroots program to carry the business message to a wide audience. Our grassroots website, ***impact-california.com***, pulls together in one location all the online tools employers need to make their views known to policymakers.

### Access to Decision Makers

Through exclusive retreats and other special events, the CalChamber has offered major members access to decision makers from California, the federal government and around the globe. The gatherings provide an opportune setting for attendees to network with peers.

### Timely Information

The CalChamber offers business leaders handy access to timely, relevant information through the internet, emails, mobile apps, *The Workplace* podcasts and blogs. The CalChamber website, ***calchamber.com***, connects visitors to up-to-date information on legislative, court and regulatory activity affecting California employers. It also provides links to other CalChamber websites focusing on top concerns: ***HRCalifornia.com***, dedicated to human resource issues; and ***calchamber.com/store***, the source for products, services and tools to help employers comply with employment law requirements and more. Email newsletters bring directly to subscriber inboxes the latest news from the CalChamber and other news sources. Alternative ways to receive CalChamber updates include Facebook, Twitter and LinkedIn. Download smartphone- and tablet-friendly applications at ***calchamber.com/mobile***.

### Business Services: Member Services and Tools, Compliance Products and Training

The CalChamber—specifically our Business Services Division in conjunction with staff legal counsel—has developed convenient posters, online tools, and print and digital publications to help California employers meet changing state and federal employment law requirements. The division surveys current CalChamber members and customers to uncover new ways we can assist businesses with their HR compliance.

### Labor Law Helpline

CalChamber members with Preferred or Executive standing or higher have exclusive access to our Labor Law Helpline advisers, experts who can provide better understanding of employment-related laws, regulations, court cases and administrative procedures.

### Independent Research

To fill the need for a credible source of accurate information on the benefits of a strong economic base and the adverse effects of many government policies, the CalChamber works closely with the California Foundation for Commerce and Education. The foundation is a tax-exempt, nonprofit corporation affiliated with the CalChamber that functions as a "think tank" for the business community in California. The Foundation is nonpartisan and does not advocate on legislation or ballot measures. Its website is at ***www.cfcepolicy.org***.



Kailesh Karavadra, 2022 CalChamber chair, is a partner at Ernst & Young LLP, San Jose.



Gregory S. Bielli, first vice chair



Janet A. Liang, second vice chair



Maryam S. Brown, third vice chair

## about the CalChamber

## Board of Directors

The California Chamber of Commerce Board of Directors is made up of 100 top-level officers from member companies throughout the state. Members of the Board are elected by CalChamber members and are ranking executives of their organizations, representing many of the state's leading firms and industries, as well as the small business sector. The CalChamber Board votes on CalChamber policy based on recommendations from CalChamber committees. The CalChamber Board of Directors meets four times a year virtually or at locations throughout California. To be eligible for election to the Board, a businessperson must be a senior-level officer or owner of a significant company. The headquarters of the member company need not be located in California as long as the company conducts significant business in the state. CalChamber directors serve without compensation.

### Executive Committee

The CalChamber Executive Committee consists of the current Board chair and three vice chairs, the three most recent past chairs (remaining on the Board) and up to three additional directors. The Executive Committee, with concurrence of the Board, appoints the CalChamber president/chief executive officer, corporate secretary and chief financial officer, none of whom need be Board members.

The term for CalChamber directors is three years, after which they are eligible to be re-elected for additional three-year terms. Officers serve one-year terms.

## 2022 CalChamber Officers

### *Chair*

**Kailesh Karavadra**

Partner  
Ernst & Young LLP

### *First Vice Chair*

**Gregory S. Bielli**

President and Chief Executive Officer  
Tejon Ranch Company

### *Second Vice Chair*

**Janet A. Liang**

Executive Vice President, Group  
President and Chief Operating Officer,  
Care Delivery  
Kaiser Foundation Health Plan, Inc.  
and Hospitals

### *Third Vice Chair*

**Maryam S. Brown**

President  
Southern California Gas Company

## Executive Committee At-Large Members

**John F. Boyle**

President and Chief Executive Officer  
Automobile Club of Southern California

**John A. Stowell**

Senior Vice President  
The Walt Disney Company

**Sima Patel**

Chief Executive Officer  
Ridgemont Hospitality

## Executive Staff Leadership

Directing the policies adopted by the California Chamber of Commerce Board of Directors is an experienced staff led by Jennifer Barrera, president and chief executive officer. Collectively, the CalChamber executive leadership brings to its assignment a depth and breadth of knowledge from decades of experience at upper levels of management in the public and private sectors. If these executives were an outside firm on their own, tapping into their expertise and connections would carry a sizable fee.



### ***President and Chief Executive Officer***

#### **Jennifer Barrera**

Stepped up to top staff position on October 1, 2021, after serving as CalChamber executive vice president heading policy strategy development and implementation since 2018. Known for her success rate with the CalChamber's annual list of job killer legislation, efforts to reform the Private Attorneys General Act (PAGA) and leadership working with employers on critical issues, including most recently those arising from the COVID-19 pandemic. Previously led CalChamber advocacy in labor and employment, taxation and legal reform. Also advises CalChamber business compliance activities interpreting changes in employment law.



### ***Executive Vice President and Chief of Staff for Policy***

#### **Ben Golombek**

Joined the CalChamber as head of its policy team on January 17, 2022. Provides strategic oversight and management of CalChamber's legislative and regulatory priorities. Most recently served as West Region vice president for public affairs for AT&T. Also has served as chief of staff to three members of the California State Assembly. Worked at Los Angeles City Hall as deputy city controller, communications director for a city councilmember, and deputy press secretary for a former Los Angeles mayor.



### ***Executive Vice President, Corporate Affairs***

#### **Dave Kilby**

Joined the CalChamber in December 1988 after more than 11 years in local chamber of commerce management. Works with CalChamber major members, serves as CalChamber corporate secretary and coordinates Board relations. Also president/chief executive officer of the Western Association of Chamber Executives. Extensive communications with California businesses since 2004. Developed and implemented extensive outreach program for members, potential members and grassroots contacts.



***Executive Vice President and Chief Financial Officer***

**Gretel Tortolani**

Joined the CalChamber in April 2022. Bilingual executive with more than 20 years of experience overseeing financial and human resources activities, most recently as chief financial officer at international food distribution company Otis McAllister, Inc. Also served as chief financial officer and vice president of human resources at Operation Dignity, Inc., nonprofit providing housing and supportive services to veterans and the homeless. Started consultancy agency GTCFO2Go LLC, providing chief financial officer services and advice to early-stage startups and later-stage companies. Was corporate controller at Mi Pueblo Food Center, a Hispanic grocery chain with 19 stores across California.



***Executive Vice President, Public Affairs***

**Martin R. Wilson**

Joined the CalChamber in October 2011. Oversees all CalChamber public affairs and campaign activities. More than 40 years in California politics, playing leadership roles in the election and re-election of two governors and a U.S. senator. Has orchestrated numerous successful ballot measure campaigns. Also has served in government as a senior staff member at the local, state and federal levels, and has advised major California employers on public policy matters.



**More detailed staff biographies are available at [www.calchamber.com](http://www.calchamber.com).**

## CalChamber Accomplishments

Each year the California Chamber of Commerce tracks some 3,000 legislative proposals on behalf of employers, using our significant clout to promote cost-saving reforms and fight anti-business legislation.

Since releasing its first job killer list in 1997, the CalChamber has stopped numerous job killer bills from becoming law, saving employers millions of dollars and protecting jobs for the California economy. Over the years, our efforts have:

- stopped costly workplace mandates;
- prevented expansion of employer liability;
- halted expensive, unnecessary regulatory burdens;
- protected workers' compensation reforms;
- helped control unemployment insurance costs;
- helped control health care costs;
- stopped tax increases—both in legislation and at the ballot box;
- kept a lid on wage costs;
- safeguarded the ability of California ports to keep goods moving;
- won voter approval of investment in critical infrastructure;
- ensured students are better prepared for the workplace;
- helped California small businesses;
- promoted tourism marketing;
- kept the lid on excessive litigation;
- increased world trade, investment and tourism opportunities.



**A rundown on the dollar impact of CalChamber activities in 2021 alone appears on the facing page.**

# Advocacy Return on Investment

## 2021 Sample Return on Investment for CalChamber Members

Government-run health care stalled (AB 1400)	\$200 billion
Costly leave expansion mandates stopped or amended (AB 995, AB 95, AB 1041)	\$44.6 billion
Massive tax increase stalled (AB 310, AB 1253, ACA 8)	\$22.3 billion
Mandatory bonuses for health care workers stopped (AB 650)	\$7 billion
Oil and gas development ban stopped (SB 467)	\$3.5 billion
Massive corporate tax increase stopped (AB 71)	\$2.4 billion
Automated decision systems assessment mandate for public contracts stopped (AB 13)	\$2 billion
Restrictions on personal health devices stopped (AB 1252, AB 1436)	\$1 billion
Costly health care coverage mandate amended (AB 570)	\$829.36 million
Changes encouraging unemployment insurance fraud and increasing fund insolvency stopped (AB 548)	\$500 million
Unworkable restrictions on smart speakers stopped (AB 1262)	\$500 million
Health care mandate on chronic diseases stopped (SB 568)	\$126.348 million
Costly mandate to create state-run medical provider network amended (AB 1465)	\$65 million
Health care cost increase due to insulin-related mandates stopped (SB 473, AB 97)	\$32.666 million
Health care premium increases due to changes affecting autism services stopped (SB 562)	\$4.3 million

**Total Definable Return** **\$284.857 billion**

**Return Per California Employee:** **\$19,921**

See [www.calchamber.com/advocacyroi](http://www.calchamber.com/advocacyroi) for other savings from legislation stopped or amended (litigation threats averted and broad-based returns).



**advocates  
for policies  
to strengthen  
California**

## The Voice of Business in the State

The public policy team of the California Chamber of Commerce, led by Ben Golombek, executive vice president and chief of staff for policy, brings energy and experience to the task of making sure lawmakers and regulators hear about the impact of proposals on business and the state's economy.

CalChamber policy advocates testify regularly at public hearings of the Legislature, state agencies and regulatory bodies on a broad array of topics affecting how California businesses do business—privacy, environmental requirements, climate change-related emissions requirements, labor law, legal reform, product regulations, safety and health, taxes and resources management, to name just a few.

In addition, the CalChamber policy advocates are deeply involved in behind-the-scenes meetings and discussions, helping shape proposed laws and regulations to streamline government and improve the jobs climate.



**Ben Golombek**  
Executive Vice President  
and Chief of Staff for Policy

## Policy Committees

The policy committees of the California Chamber of Commerce draft and review policy and make recommendations to the Board of Directors on an array of issues. In addition, the CalChamber establishes ad hoc committees as the need arises to address other policy issues. Committees range in size from eight to 100 members and meet between two and four times a year (or, as needed) via telephone or virtual conference calls. The committee chairs generally are members of the CalChamber Board of Directors and work closely with the CalChamber's public policy team members, permitting the CalChamber to act quickly as issues emerge. Membership in committees (other than those whose membership is by appointment) is open to managers, technicians and/or policy experts with member companies.



**To get involved, submit the online form at [www.calchamber.com/getinvolved](http://www.calchamber.com/getinvolved) or contact a policy advocate.**

### Education

Goal: Foster greater business involvement to improve both teacher and student performance, and administrative accountability in schools throughout California. (Membership by appointment.)

Staff: Robert Moutrie, [robert.moutrie@calchamber.com](mailto:robert.moutrie@calchamber.com)

### Environmental Policy

Goal: Oversee issues related to the environment, such as air quality, climate change and AB 32 implementation, energy, the California Environmental Quality Act (CEQA), Proposition 65 and green chemistry, hazardous and solid waste, surface mining and land use issues. Recommends policies that meet the mutual objectives of protecting human health and the environment while conserving the financial resources of business to the fullest extent possible in order to help California businesses grow and promote their technologies/services.

Staff: Adam Regele, [adam.regele@calchamber.com](mailto:adam.regele@calchamber.com)

### Food and Agriculture

Goal: Shape policy impacting the entire food and agricultural supply chain, from growing and distribution to packaging, transportation, retail and end of life management.

Staff: Adam Regele, [adam.regele@calchamber.com](mailto:adam.regele@calchamber.com)

Brenda Bass, [brenda.bass@calchamber.com](mailto:brenda.bass@calchamber.com)

### Health Care Policy

Goal: Promote a sound and affordable health care system. Work to contain costs and avoid unnecessary and expensive regulatory controls, including mandates.

Staff: Preston Young, [preston.young@calchamber.com](mailto:preston.young@calchamber.com)

### Housing

Goal: Support housing policies that focus on increasing California's housing supply for the benefit of all Californians' quality of life.

Staff: Adam Regele, [adam.regele@calchamber.com](mailto:adam.regele@calchamber.com)

### **Immigration**

Goal: Recommend policies on issues concerning immigration.

Staff: Robert Moutrie, [robert.moutrie@calchamber.com](mailto:robert.moutrie@calchamber.com)

### **Labor and Employment**

Goal: Protect employers' rights to direct and manage their companies' employees in an efficient, safe and productive manner.

Staff: Ashley Hoffman, [ashley.hoffman@calchamber.com](mailto:ashley.hoffman@calchamber.com)

### **Legal Reform and Protection**

Goal: Seek comprehensive tort reform legislation that will prevent lawsuit abuse, halt runaway liability risk and promote greater fairness, efficiency and economy in the civil justice system.

Staff: Robert Moutrie, [robert.moutrie@calchamber.com](mailto:robert.moutrie@calchamber.com)

### **Privacy and Cybersecurity**

Goal: Proactively develop and promote privacy principles and policies that protect consumers without stifling innovation and that avoid costly and unnecessary legal liability and compliance burdens on businesses.

Staff: Ronak Daylami, [ronak.daylami@calchamber.com](mailto:ronak.daylami@calchamber.com)

### **Taxation**

Goal: Monitor legislation and regulatory activity to ensure that California tax laws are fair and can be administered easily. Review state spending plans to make certain that economy and efficiency are the primary goals of government.

Staff: Preston Young, [preston.young@calchamber.com](mailto:preston.young@calchamber.com)

### **Tourism**

Goal: Encourage increased travel to California by fostering investment in advertising and improvements to tourism infrastructure, considering the important role of tourism in the state's economy and plans for economic recovery. (Membership by appointment.)

Staff: Robert Moutrie, [robert.moutrie@calchamber.com](mailto:robert.moutrie@calchamber.com)

### **Transportation and Infrastructure**

Goal: Develop and maintain a statewide transportation network that is adequate for the needs of business, agriculture and individual citizens.

Staff: Ben Golombek, [ben.golombek@calchamber.com](mailto:ben.golombek@calchamber.com)

### **Water Resources**

Goal: Encourage responsible water quality goals and water development policies to meet the increasing demand for reliable water supplies. (Membership by appointment.)

Staff: Brenda Bass, [brenda.bass@calchamber.com](mailto:brenda.bass@calchamber.com)

### **Workers' Compensation**

Goal: Promote legislative, judicial and regulatory actions that maintain an efficient workers' compensation system that provides adequate worker benefits while protecting the competitive position of California employers.

Staff: Ashley Hoffman, [ashley.hoffman@calchamber.com](mailto:ashley.hoffman@calchamber.com)

## Subcommittee

### **Workplace Safety**

Goal: Advocate cost-effective and practical safety and health regulations while protecting the competitive position of California employers. (Subcommittee of Labor and Employment Committee)

Staff: Robert Moutrie, [robert.moutrie@calchamber.com](mailto:robert.moutrie@calchamber.com)

## Special Committees

### **CalChamber Fundraising Committee**

Goal: Develop comprehensive strategy for the CalChamber in its political fundraising efforts. Oversee budget and expenditure plan for ChamberPAC and implementation of ChamberPAC recognition program for major donors. (Must be a member of the CalChamber Board of Directors to join.)

Staff: Martin R. Wilson, [martin.wilson@calchamber.com](mailto:martin.wilson@calchamber.com)

### **Council for International Trade**

Goal: Work with state and federal administrations and lawmakers to support expansion of international trade and investment, fair and equitable market access for California products abroad, and elimination of disincentives that impede the international competitiveness of California business.

Staff: Susanne T. Stirling, [susanne.stirling@calchamber.com](mailto:susanne.stirling@calchamber.com)

## Policy Advocates



**Adam Regele**  
Senior Policy Advocate  
Environmental Policy,  
Housing and Land Use,  
Product Regulation



**Ashley Hoffman**  
Policy Advocate  
Labor and Employment,  
Workers' Compensation,  
Regulatory Reform



**Brenda Bass**  
Policy Advocate  
Water



**Robert Moutrie**  
Policy Advocate  
Education, Workplace  
Safety, Tourism,  
Unemployment Insurance,  
Immigration



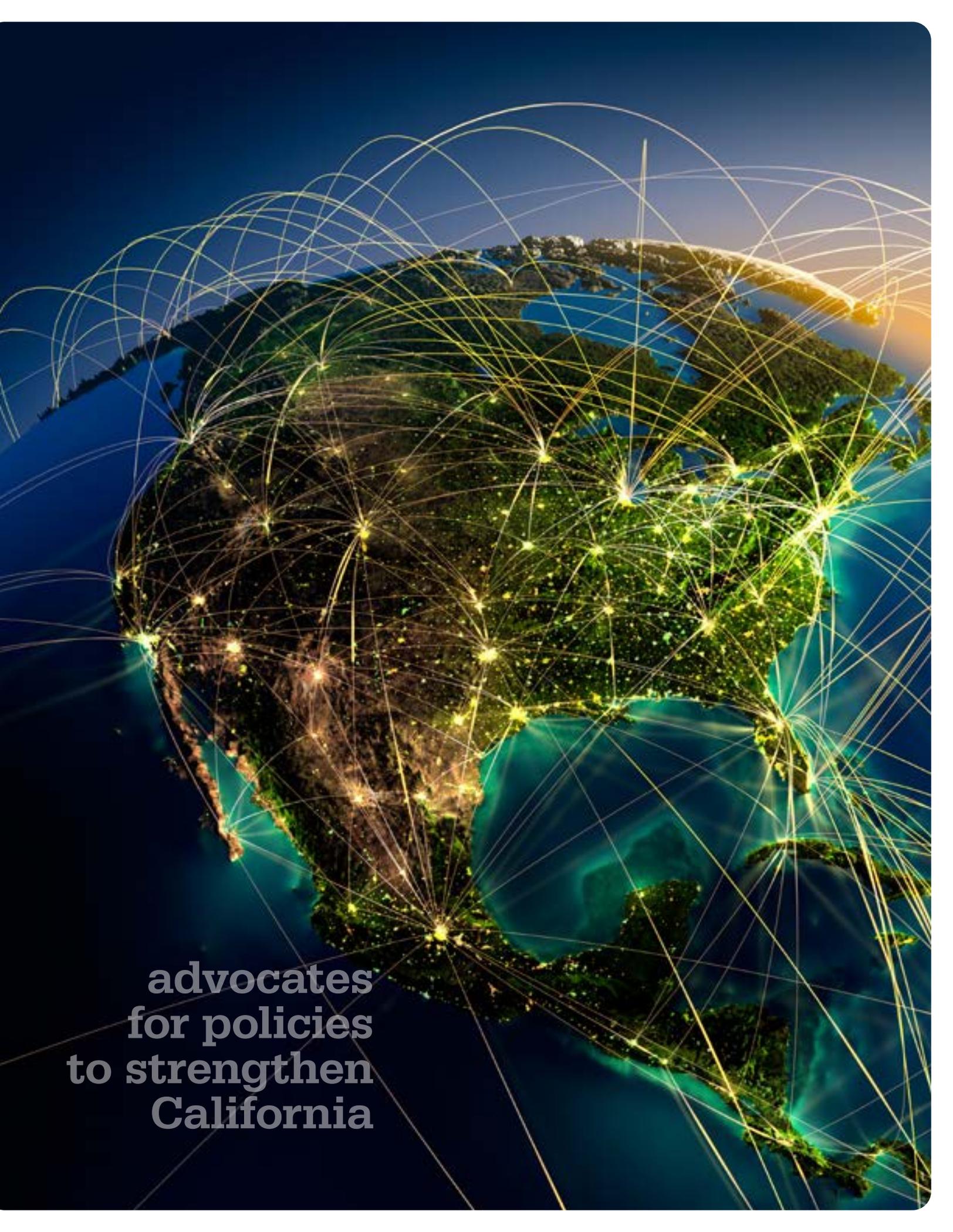
**Ronak Daylami**  
Policy Advocate  
Privacy/Cybersecurity



**Preston Young**  
Policy Advocate  
Health Care, Taxation

## Policy Issues and Staff Index

Agriculture .....	Brenda Bass	International .....	Susanne Stirling
Air quality .....	Ben Golombek	Labor and employment ....	Ashley Hoffman
Banking/finance .....	Brenda Bass	Land use .....	Adam Regele
Budget .....	Ben Golombek	Legal reform .....	Robert Moutrie
Climate change .....	Ben Golombek	Occupational safety and health .....	Robert Moutrie
Crime .....	Brenda Bass	Privacy .....	Ronak Daylami
Cybersecurity .....	Ronak Daylami	Product regulation .....	Adam Regele
Economic development .....	Ben Golombek	Recycling .....	Adam Regele
Education .....	Robert Moutrie	Regulatory reform .....	Ashley Hoffman
Energy .....	Ben Golombek	Resources .....	Brenda Bass
Environmental justice .....	Ben Golombek	Taxation .....	Preston Young
Fair Political Practices Commission .....	Ben Golombek	Technology .....	Ben Golombek
Grassroots .....	Ben Golombek	Telecommunications .....	Ben Golombek
Hazardous waste .....	Ben Golombek	Tourism .....	Robert Moutrie
Health care .....	Preston Young	Transportation .....	Ben Golombek
Housing .....	Adam Regele	Unemployment insurance .....	Robert Moutrie
Immigration .....	Robert Moutrie	Water .....	Brenda Bass
Infrastructure .....	Ben Golombek	Workers' compensation ....	Ashley Hoffman
Insurance .....	Robert Moutrie		



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California**

## Federal/International Affairs Get Selective Review for Greatest Impact

The California Chamber of Commerce for decades has closely monitored the progress of priority federal legislation and lobbied members of the California congressional delegation on critical policy votes. CalChamber policy advocates track and provide input on issues ranging from trade to taxation, health care, environmental regulations and immigration.

*Federal Update* articles appear regularly in *Alert*, providing CalChamber members with clear, concise reporting on pending federal legislation and regulatory activities, and calling for grassroots action by CalChamber members where needed.

### International Trade

Trade issues are a key component of the CalChamber's congressional advocacy efforts. For more than four decades, the CalChamber has been the only statewide business organization continually devoted to promoting international trade and exports. Our International Trade Department works actively in shaping policy positions on trade issues that support free trade worldwide, expansion of international trade and investment, fair and equitable market access for California products abroad, and elimination of disincentives that impede the international competitiveness of California business. The CalChamber Council for International Trade is one of the most energetic CalChamber policy groups.



Presidential Award for Export Service

Susanne T. Stirling, CalChamber vice president of international affairs, has directed CalChamber efforts on world trade issues for many years. She has played a key role in a number of business development missions by California governors. The CalChamber is represented on the National Export Council of the U.S. Secretary of Commerce, the California International Relations Foundation and the U.S. Chamber International Policy Committee.

The U.S. Secretary of Commerce presented the CalChamber with the President's Excellence for Export Service Award, acknowledging CalChamber assistance to U.S. exporters, in November 2009. The Republic of Korea honored the CalChamber in 2012 with a Presidential Citation for promoting U.S.-Korea trade and commercial relations by working for approval of the U.S.-Korea Free Trade Agreement. In November 2019, Stirling received the "Outstanding Woman of the Year in International Trade" award from the Women in International Trade, Los Angeles (WIT-LA).



**Susanne T. Stirling**  
Vice President, International Affairs



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California**

**CalChamber President and CEO  
Jennifer Barrera**

## Taking the Business Message to the Public

To represent employers most effectively, the California Chamber of Commerce has established programs to take the business viewpoint beyond the government policy-making audience to the public at large via the media. References to CalChamber positions or activities appear or are aired almost daily in some major media market in the state.

### Media Relations

The CalChamber Media Relations Department builds upon the CalChamber's reputation as the state's foremost business advocate. The department complements the CalChamber advocacy team by ensuring that the CalChamber's positions on public policy issues—in the legislative, regulatory or judicial arenas—are well-known to policymakers and the public via the news media and social media outlets.

The department has succeeded in its mission to heighten the CalChamber's visibility, to help promote the CalChamber as California's leading voice for business and to expand the universe of reporters familiar with the CalChamber, its membership, its functions and its priorities.



In 2022, the CalChamber launched **California Works**, a place to feature profiles of CalChamber member companies whose activities help keep the California economy strong and moving forward. The more effectively CalChamber members — large and small — can compete in the global economy, the greater their ability to provide good-paying jobs to support families, and generate the revenues needed to run the state. The profiles are a constant reminder that when the private sector succeeds, we all succeed.



**Denise Davis**

Vice President, Media Relations and External Affairs

**access to  
decision makers**



## CalChamber Events Help Members Network with State, Federal, World Leaders

Through meetings, exclusive retreats and other special events, the California Chamber of Commerce has offered major members access to decision makers from California, the federal level and around the globe. The gatherings provide attendees an opportunity to network with business leaders throughout California.

### Public Affairs Council Conferences

The Public Affairs Council, made up of senior-level public affairs officers for CalChamber member companies, meets annually in a format that engages members in a thorough analysis of California's political climate. The best and brightest political professionals discuss elections, voter trends and political news from the state and federal levels. The conference typically features a Washington D.C.-based political expert discussing the presidency, and congressional and national political news. During election years, the council meets shortly after the November general election. Conferences are open only to members of the Public Affairs Council and the CalChamber Board of Directors.

### Luncheon Forums

Before the pandemic, the CalChamber sponsored Luncheon Forums throughout the year to inform members about important topics affecting California's economy. Speakers included members of the Governor's Cabinet and administration, international dignitaries and experts in various fields.

### Host Breakfast

The CalChamber joins a committee of Sacramento business leaders in hosting this breakfast, an annual tradition since 1926. This invitation-only gathering has offered decision-making leaders in California finance, government, education, agriculture, military and industry the opportunity to exchange views, establish and renew friendships, and create statewide atmospheres of good will and understanding. Featured speakers are the Governor of California and the chair of the CalChamber Board of Directors.

### HR Symposium

First held in 2017, the annual HR Symposium brings together top experts and key insiders for presentations on human resources, workplace and compliance issues. Session topics have broader implications than their California-specific origins and have included challenges created by COVID-19 and the shift in work culture, bridging the human resources and finance influence gap, employee benefits in the modern era and how to foster a diverse workforce.

### Special Events and Trade Missions

The CalChamber's broad-based business membership means foreign and domestic leaders come to the CalChamber to tap into the expertise of California corporate decision makers. Often, the CalChamber also is called upon to join in or lead international trade and investment missions abroad.



**legal  
affairs**

## Offering Courts a Business Perspective

With legislative deadlock on tough issues being the norm, rather than the exception in recent years, it has become more important than ever to ensure that the business viewpoint receives a thorough airing when controversies end up in the courts.

### Legal Affairs

The CalChamber Legal Affairs Department participates in major litigation that affects California employers. The CalChamber legal affairs unit files litigation and friend-of-the-court briefs on behalf of CalChamber members and key industries to emphasize the impact that judicial decisions would have on California's economy. The CalChamber attempts to present courts with the broad impact that laws can have on the business climate. Since entering its first case in 1982, the CalChamber's legal affairs program has grown steadily.

Over the years, the CalChamber has lent its voice to court cases related to the general conduct of business, taxation, litigation reform, wage-and-hour law, working conditions, meal and rest periods, and commercial free speech. We've stepped up to protect the ability of businesses to require arbitration of employment law claims; and to refrain from providing unnecessary, scientifically unproven Proposition 65 warnings on the content of food and beverage products. The CalChamber's logic has prevailed in court decisions:

- Preventing added liability for employers by upholding the principle that parties to a lawsuit should pay no more than their percentage of fault for noneconomic damages.
- Applying a commonsense timeline for workers' compensation benefit adjustments.
- Protecting businesses from abusive lawsuits.
- Protecting employer free speech.
- Clarifying that rounding employees' timecard entries is legal.
- Upholding the state high school exit exam as a tool to ensure high school students acquire basic skills in English and math.
- Protecting cost-saving workers' compensation reforms.
- Preserving the intent of the voters in enacting CalChamber-supported Proposition 64 to help curb frivolous lawsuits by requiring that all members of a class action lawsuit must have suffered actual injury in order to participate in the legal action.
- Upholding the ability of California governments to complete public works projects efficiently by contracting with private sector companies to augment public sector capabilities.



**Heather Wallace**  
Vice President, Legal Affairs



**public affairs/  
political action**

## A Platform for Employers to Get Involved

At the California Chamber of Commerce, we have a long history of aggressively speaking up for employers and pro-business causes, always focusing on one goal: to help create a strong and prosperous economy for the state and a better quality of life for all Californians.

The key to our success has been offering a platform for employers to get involved in state government and issues affecting the business environment. The CalChamber's Public Affairs Council and network of coalitions and political action committees (PACs) work in concert to ensure the voice of the employer community is heard on legislative issues, ballot initiatives and candidate campaigns. Individually, the political action network of ChamberPAC, CalBusPAC, JobsPAC and the Candidate Recruitment and Development Fund each have a specific charter and mission. Together, they have a powerful impact on the entire political process.

By offering a menu of options for supporting employer-friendly and pro-job causes, the CalChamber's political action network effectively collects and funnels the business community's resources. Our political action teams research all statewide political contests, developing strategies to make a long-lasting impact on candidate and initiative campaigns where we can gain the most ground for pro-business causes.

Our political action network also is vigilant between election cycles, ensuring our perspectives are heard and understood by legislators, in addition to providing a pro-business viewpoint for legislative items directly affecting the employer community.



**Martin R. Wilson**  
Executive Vice President, Public Affairs

## Public Affairs Council

The California Chamber of Commerce Public Affairs Council advises the CalChamber President and Board of Directors on key political issues affecting the business community, particularly ballot measure campaigns and the endorsements of the CalChamber political action committee.

The council includes government relations executives and chief executive officers whose companies are CalChamber members at the Advocate level or higher. It serves as a networking platform for these high-level representatives of the CalChamber's major member companies to share information and resources from colleagues around the state.

Public Affairs Council members convene via annual conferences and conference calls as needed. Inside information on cutting-edge issues is provided by renowned political strategists and government leaders who share their expertise and provide an insider's look at the current political and legislative climate.

The CalChamber Board chair appoints the chair of the Public Affairs Council. The staff liaison to the council is Martin R. Wilson, executive vice president of public affairs.



**To become part of the Public Affairs Council, contact Executive Vice President Martin R. Wilson, [martin.wilson@calchamber.com](mailto:martin.wilson@calchamber.com).**



Panel discussions at the annual Public Affairs Conference feature legislators from both political parties. For example, an afternoon session on October 26, 2021, the first day of the CalChamber Public Affairs Conference, gives attendees a chance to learn more about some of the new legislators. From left are moderator Adam Regele, CalChamber senior policy advocate; Assembly Member Suzette Valladares (R-Santa Clarita); Senator Dave Min (D-Irvine); Assembly Members Akilah Weber, M.D. (D-San Diego), Laurie Davies (R-Laguna Nigel) and Megan Dahle (R-Bieber); and Senator Rosilicie Ochoa Bogh (R-Yucaipa).

Photo by Matt Lara

## Political Action Network: Making a Nonpartisan Difference in California Elections

CalChamber was an early, vocal and financial supporter of successful electoral reform ballot measures that have changed the dynamic of how voters choose their legislative districts. The fact that a nonpartisan redistricting panel draws legislative and congressional districts, that newly elected members have the choice whether to serve in one house for 12 years, and that a top-two election system is in place now means that every voter matters and every vote counts.

Dealing with dramatic shifts in the state's political landscape is where CalChamber excels. In partnership with our political networks and local chamber relationships, we are constantly monitoring developments in the races for all major offices in California. Importantly and reflective of the California electorate, we employ a full range of political techniques, including data and analytics, to propel us to success in electing both Democrats and Republicans to legislative office.

The CalChamber Political Action Network is bipartisan in its approach and will continue to seek out and elect candidates from both parties who believe that private sector job creation is the foundation for economic growth. Conversely, we will oppose the politicians who subscribe to the philosophy of tax, spend and regulate. If we succeed with our election strategy, then our opportunities will far outdistance our challenges.

### Political Action Committees (PACs)

The CalChamber's Political Action Network includes three different political entities:



### ChamberPAC: State Legislative and Local Candidate Support

ChamberPAC is a bipartisan political action committee that makes direct contributions to state and local officeholders and select candidates who promote and vote for an agenda of private sector job creation. Contributions to this committee are limited to \$8,100 per year, person, organization or political action committee. ChamberPAC was developed so like-minded employers could pool their resources and have a greater impact on legislative campaigns.

ChamberPAC Contribution limit: \$8,100. ID# 950352, Small Contributor Contribution limit: \$200. ID# 1275328

### JobsPAC: Independent Expenditure Candidate Campaigns

JobsPAC is a bipartisan independent expenditure committee, meaning it speaks directly to voters on behalf of the business community to elect pro-jobs candidates. Co-chaired by the CalChamber and the California Manufacturers and Technology Association, JobsPAC may accept contributions in unlimited amounts.

Contribution limit: None. ID# 911819



### CalBusPAC: Ballot Initiative Campaigns

The California Business Political Action Committee (CalBusPAC) has helped qualify, support and/or oppose statewide ballot initiatives since 1976. Funds contributed to CalBusPAC are used for initiative campaign expenses, including public opinion research, message development and media execution. There are no limits to contributions to this committee.

Contribution limit: None. ID# 761010



### Building a Pro-Jobs Candidate Bench

Although not a political action committee, CalChamber's Candidate Recruitment and Development Fund provides the resources necessary to build a bench of electable, pro-jobs candidates for state and local office. The CalChamber has partnered with its local chamber network, as well as state and local member businesses, to ensure the recruitment efforts are bipartisan and locally driven.



The primary component of this program is to identify potential candidates and put them on the path to elective office. The secondary component is training and developing candidates for their positions. The program has successfully recruited numerous local candidates who have won election to state legislative seats.

Contribution limit: None. Payments to this fund are not considered political contributions or lobbying expenditures. ID# 94-0361980

### Political Action Handbook

The CalChamber has developed a handbook to assist businesses, organizations and local chambers of commerce in developing political action committees and independent expenditure committees. The handbook answers frequently asked questions and offers key strategies for business success in state and local elections. You can find the handbook at [calchamber.com/PACHandbook](http://calchamber.com/PACHandbook).



**For assistance, call the CalChamber Public Affairs Department at (916) 444-6670.**

## CalChamber Leads Initiative Campaigns

In the world of ballot initiatives, the California Chamber of Commerce has led the charge on behalf of the employer community for more than four decades. In 1976, the CalChamber Board of Directors chartered the California Business Political Action Committee—CalBusPAC—to act as a vehicle for qualifying, supporting and/or opposing initiatives on California’s primary and general election ballots.

As a practical matter, the CalChamber’s chief executive is recruited to chair major initiative campaigns, to lead the fund-raising efforts and to serve as spokesperson for these important efforts. The CalChamber has been extremely successful with the support of the broader employer community.

### Pro-Business Reforms from CalChamber-Led Campaigns

- Protecting the voter-approved citizens redistricting commission (2012).
- Clearly defining fees and taxes at the state and local levels so that governments can’t pass real taxes with a simple majority vote (2010).
- Allowing all voters to choose any candidate regardless of the candidate’s or voter’s political party preference (2010).
- Changing the process for redrawing political district boundaries to make politicians more accountable to voters (2008).
- Ensuring further protection for transportation funding and strict accountability provisions in bond measures to fund infrastructure improvements for roads, education facilities, housing, levee protection and disaster preparedness (2008).
- Reforming the state’s unfair competition law to stop unscrupulous lawsuits (2004).
- Requiring gasoline sales tax be used solely for transportation (2002).

In 2014, then-CalChamber President and CEO Allan Zaremborg signed the ballot arguments in support of a bipartisan measure approved by voters to put money in a constitutionally protected reserve in good times so that the rainy day reserve can be used to protect schools, public safety and other vital services in economic downturns.

In 2016, Zaremborg joined good government advocates in signing the ballot arguments for a voter-approved initiative requiring legislation to be available on the internet for 72 hours before a vote, and legislative proceedings to be recorded and posted on the internet (Proposition 54).

### **Anti-Business Ideas Defeated by CalChamber-Led Campaigns**

- A split roll property tax that would have been the largest tax hike in state history (Proposition 15 of 2020).
- A flawed proposal to give one politician power to determine health care benefits and rates (Proposition 45 of 2014).
- An initiative that not only would have legalized marijuana use in California, but also would have created a legal quagmire for employers, compromised workplace safety and established a new class of protected workers in the state (2010).
- Anti-business tax hikes that would have increased gasoline prices and property taxes and attempted to stifle the ability of the business community to communicate with voters (2006).
- Higher taxes on high earners and small businesses to create a massive new pre-school bureaucracy (2006).
- Making it easier for the Legislature to increase taxes by eliminating the requirement that taxes be approved by a two-thirds vote (2 to 1 defeat in 2004).
- Multibillion-dollar health care tax (2004).
- Measures promoting additional litigation and more costly insurance (2000).

In 2012, voters agreed with CalChamber opposition to: a deeply flawed food labeling mandate (Proposition 37) that would have added more government bureaucracy, created new frivolous lawsuits and increased food costs by billions of dollars; and a plan to impose steep new taxes that would have had a heavy impact on small businesses and hurt economic growth (Proposition 38).

In 2014, voters also agreed with CalChamber opposition to a trial lawyer-sponsored effort to quadruple the longstanding limit on medical malpractice awards, which would have driven health care costs higher and pushed medical care professionals to quit or move out of state (Proposition 46).

In 2016, voters rejected a CalChamber-opposed initiative that would have delayed or stopped vitally needed infrastructure projects all over the state—including water reliability projects, road safety and bridge repairs, university and college buildings—as well as impeded the state’s ability to make emergency repairs after a natural disaster (Proposition 53).

CalChamber President and CEO Jennifer Barrera and key members of the CalChamber public policy team also lead ad hoc coalitions—as priority issues arise—on behalf of key industries, at the request of our members.





**grassroots**

## Driving the Message Home at the Local Level

### Local Chamber of Commerce Connections

About 250 local chambers of commerce are affiliated with the California Chamber of Commerce and remain solid partners in our efforts to promote business-friendly policy at the State Capitol. Our Local Chamber Services Department provides support to chamber of commerce executives and their volunteer leaders.

At the same time, local chamber of commerce executives—whose relationships with local lawmakers often are personal—provide our public policy team with grassroots support in virtually every legislative district. During each legislative session, an action team of local chamber of commerce executives meets with CalChamber policy advocates via a weekly conference call for a briefing on priority legislation. These calls lead to in-district lobbying, as well as emails, letters and advocacy telephone calls to legislators in Sacramento and at their district offices. The information sharing ensures local business leaders hold lawmakers accountable for their positions. The results have been highly effective.

Each year, businesspeople generate close to 200,000 letters through the grassroots website at [impact-california.com](http://impact-california.com).



**Jennifer Johnson**  
Director, Local Chamber Relations

### Easy-to-Use Online Advocacy Tools at [impact-california.com](http://impact-california.com)

To make it easy for businesspeople to write their legislators, the CalChamber consolidates in one place sample letters, information updates on the status of legislation and an easy-to-customize letter-writing program at [impact-california.com](http://impact-california.com). Visitors can look through all the hot issues of the week or use links from bill descriptions on the CalChamber's free *Inside the Capitol* e-newsletter or web page by the same name.

### Small Business Advocates

Small business owners statewide are an important part of the CalChamber's grassroots program. Each year, the CalChamber honors businesspeople who play a leadership role in advocacy and public affairs with the Small Business Advocate of the Year Award. Local chambers of commerce submit nominees for the award.



Recipients of the Small Business Advocate of the Year Award reflect the diversity of business communities throughout the state. Past award recipients have included (from left): Christopher Miller, owner, Thomas Miller Mortuary & Crematory, Corona; Lucille Harris, owner, Tuff Boys and W&L Harris Ranches, LLC, Ripon; Tiffany Gomes, owner, Classic Design Floor to Ceiling, Lodi; Lydia Zabrycki, director of operations/business development, Precision Civil Engineering, Inc., Fresno; Mark Dwight, founder and owner, Rickshaw Bagworks, San Francisco; and Kirk Rossberg, president/owner, Torrance Bakery.

## Issue Coalitions Improve Effectiveness

The California Chamber of Commerce leads or is active in many issue coalitions. We establish or help set up coalitions to target specific critical issues in the ever-changing public policy arena and to meet the specialized needs of our member industries. Following is a sampling of CalChamber coalition activities. To get involved, just email or call the staff contact.

### Employment

**California Employers Coalition (CEC)**—Comprised of employers and employer association representatives, CEC reviews and comments directly on issues that affect the employer/employee relationship. This coalition is the consensus voice of California employers to the state Legislature and state agency boards regarding the impact of proposed laws and regulations on businesses.

Staff Contact: Ashley Hoffman, [ashley.hoffman@calchamber.com](mailto:ashley.hoffman@calchamber.com)

**COVID-19 Workplace Safety Regulatory Coalition**—Working coalition represents the views of California employers to the Division of Occupational Safety and Health and to the Cal/OSHA Standards Board via written comments and testimony about feasibility and consequences of proposed COVID-19 regulations on California businesses and their workers.

Staff: Robert Moutrie, [robert.moutrie@calchamber.com](mailto:robert.moutrie@calchamber.com)

**Workers' Compensation Action Network (WCAN)**—A statewide, broad-based coalition representing California employers, insurers and brokers/agents on issues relating to the state's workers' compensation system. WCAN educates policymakers, the media and members of the general business community on problems affecting the efficiency, fairness and cost of the system for employers and injured workers and helps build the public case for specific legislative or regulatory reforms to improve the system.

Staff Contact: Ashley Hoffman, [ashley.hoffman@calchamber.com](mailto:ashley.hoffman@calchamber.com)

**California Coalition on Workers' Compensation (CCWC)**—Works to repair California's high-cost and litigious workers' compensation system. CCWC is a statewide coalition of public and private employers, both large and small, representing more than 250 employers and numerous trade associations.

Staff Contact: Ashley Hoffman, [ashley.hoffman@calchamber.com](mailto:ashley.hoffman@calchamber.com)

### Environment

**Green Chemistry Alliance**—A collection of trade associations and businesses that are working to ensure effective implementation of the California Green Chemistry Program that was authorized by AB 1879 (Feuer; D-Los Angeles, 2008) and SB 509 (Simitian; D-Palo Alto, 2008). The goal of the alliance is to ensure that the Green Chemistry Program is implemented in a way that allows for maximum environmental benefit and minimizes the economic impacts.

Staff Contact: Adam Regele, [adam.regele@calchamber.com](mailto:adam.regele@calchamber.com)

**Proposition 65 Coalition**—A coalition of more than 200 industry groups and individual businesses working together to ensure that Proposition 65 is not misused by individual attorneys who use the law solely for personal financial gain. The coalition reviews, comments, and testifies on regulatory and legislative developments related to Proposition 65 warning requirements, chemical listings, compliance issues, and litigation reform.  
Staff Contact: Adam Regele, [adam.regele@calchamber.com](mailto:adam.regele@calchamber.com)

**The Thursday Group**—Seeks to promote an agenda that strikes a reasonable balance between economic growth and environmental protection. The goal of the Thursday Group is to encourage California decision-makers to work with the group to strike a reasonable compromise between the impact of legislation on California's economy and environmental protection.  
Staff Contact: Adam Regele, [adam.regele@calchamber.com](mailto:adam.regele@calchamber.com)

## Information

**Privacy Coalition**—A coalition of businesses working together to ensure that privacy laws are reasonable, effective and balanced. The group reviews legislation regarding personal information, data collection, data security and internet privacy measures.  
Staff Contact: Ronak Daylami, [ronak.daylami@calchamber.com](mailto:ronak.daylami@calchamber.com)

## International

**California Coalition for Free Trade**—A CalChamber Council for International Trade-created broad-based group of companies and business organizations working to secure a national free trade agenda. [www.calchamber.com/international](http://www.calchamber.com/international).  
Staff Contact: Susanne T. Stirling, [susanne.stirling@calchamber.com](mailto:susanne.stirling@calchamber.com)



## CalChamber: Your Competitive Business Advantage

Unlock the power of a CalChamber Preferred Membership and experience the benefits you've been missing.

- Work smarter, not harder, by utilizing your 24/7 access to HRCalifornia, our members-only website that includes the HR library, required forms, and hundreds of additional tools and resources at your fingertips.
- Get answers to HR compliance questions from our Labor Law Helpline team of experienced professionals.
- Post online

RESOURCES:

COVID-19 | D

### Your HR Expert & Business Advocate

MEMBERSHIP

Need quick answers to tough HR questions? Let us help you easily navigate the complexities

TRAINING

Can your employees recognize the fine lines of harassment? Make sure they do with

PR

HR or

### What is HRCalifornia?

HRCalifornia was created by CalChamber to help members easily navigate and comply with California's complex world of employment law. We use plain language to provide a better understanding of how the ever-changing employment and labor laws impact your business.



Learn more

View Plans & Pricing



### Preferred Members

Save 20%

Enjoy year-round discounts on CalChamber compliance products and online training.

Learn More

# Agenda for California Recovery

2022 CalChamber Business Issues and Legislation Guide

### 2022 Business Issues and Legislative Guide

The CalChamber prepares this guide annually to provide comprehensive overviews of our priorities and the data to support our positions.

As California begins to emerge from this pandemic and as part of our Agenda for California Recovery, the CalChamber recommends that state policy makers exercise caution and restraint when considering new policies and regulations. In order for California



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Quick Guide for California Employers

timely  
information

## Multiple Channels for Information Business Leaders Need

Information about subjects of interest and concern to the business community are available in multiple formats from the California Chamber of Commerce.

### Websites

To help our members and the business community at large zero in on the information they need, the CalChamber organizes its web-based information into distinct divisions.

**CalChamber.com** is the central entry point for the CalChamber's web presence, providing general information about the CalChamber and membership.

**calchamber.com/advocacy** offers information about the CalChamber public policy agenda, staff biographies, news and popular tools for visitors, including bill tracking, a business resource section and directory of local chambers of commerce.

**calchamber.com/international** is devoted to international issues and activities. Compiled here are information and links of particular interest to visitors focusing on doing business in a global economy. Trading partner portals highlight information about California's top trading partners.

**calchamber.com/diversity** compiles information and educational resources for promoting equality, diversity and opportunity in the workplace, including links to CalChamber webinars exploring best practices and strategies for California businesses, large and small.

**HRCalifornia.com** is the starting point for up-to-date compliance information, trusted resources and helpful tips. You'll find comprehensive HR content and tools that simplify tasks and help you make confident decisions, including: the HR Library; forms and checklists; wizards, quizzes and how to's; cases and news; perks and discounts; and the Labor Law Helpline.

**CalChamber.com/store** is a one-stop source for compliance products and training.



**Ann Amioka**  
Vice President, Communications



Connect with us via LinkedIn, Facebook or Twitter.

# ALERT

## Governor Signs Tax Relief, COVID Sick Leave Bills

## CalChamber-Led Effort Results in Small Business COVID-19 Relief



Watching as Governor Gavin Newsom signs the COVID-19 small business tax relief and paid sick leave extension bills are (standing, from left): Senator Nancy Skinner (D-Berkeley), CalChamber President and CEO Jennifer Barrera, California Labor Secretary Natalie Palugyay, Assemblymember Mia Bontes (D-Oakland) and Assemblymember Wendy Carrillo (D-Los Angeles).

Governor Gavin Newsom this week signed a bill package providing \$6.1 billion in tax relief, tax credits and grants for small businesses hurt by the pandemic and extending COVID-19 paid sick leave for workers.

California Chamber of Commerce President and CEO Jennifer Barrera joined the Governor and others at a small business in Oakland for the signing of the bills, the product of extensive discussions between the Governor's office, legislative leaders, business and labor representatives.

### Collaboration

After thanking legislative leaders for their part in advancing the legislation, the Governor said he wanted to make "a particular expression of appreciation to Jennifer and the California Chamber for their willingness to work together with the California Labor Federation].

"This is what it looks like when everybody works together and rows in the same direction, working to address anxieties and concerns, and compromise, and find a balance that strikes a chord with the vast majority of Californians."

See Governor Signs: Page 6



An effort led by the California Chamber of Commerce with the support of a large coalition

of allied groups has resulted in passage of legislation that will provide employers with significant and much-needed economic relief as the pandemic continues. On February 9, Governor Gavin Newsom signed SB 113 (Senate Committee on Budget and Fiscal Review) as an early action item in the 2022-23 State Budget.

SB 113 and an identical bill, AB 87 (Assembly Committee on Budget), restore the net operating loss (NOL) deduction and lift the cap on business incentive tax credits that were suspended and capped in the 2020-21 budget via AB 85. SB 113 was the final vehicle for the business COVID-19 relief package.

### Surplus Instead of Deficit

In July 2020, the Legislature approved the Governor's proposal to suspend the use of personal and business tax credits to offset their tax liability for years 2020-2022 as a way to stave off a looming deficit triggered by the fallout of COVID-19. The deficit never materialized. Instead, California experienced a general

See CalChamber-Led: Page 4

### Inside

Podcast on New COVID Sick Leave: Page 3

February 24, 2022 | CalChamber

### Customer's Solicitation of Male Manicurist Enough to Establish Hostile Work Environment



A recent Ninth Circuit Court of Appeals decision handed an employer a partial win -- for discrimination but not harassment. In this case, a manicurist in a salon at the West Las Vegas hotel alleged he was fired while female manicurists involved in the same incident that led to his termination were not fired, so he found the firing discriminatory. He sought damages for harassment and discrimination.

### DAILY HEADLINES

#### Today's Top Story - March 2, 2022

U.S. launches program to combat supply chain problems, ease manufacturing and support clean energy in the United States.

#### Today's Headlines

##### COVID-19

California Legislature Proposes New State of COVID-19 Executive Order

U.S. launches program to combat supply chain problems, ease manufacturing and support clean energy in the United States.

##### Public Affairs/Policy

Progressive Struggle for Influence

##### Small Business/Startups and Support

CalChamber Member Wins Employment Reversal

Employer after an offer program to new parents



# timely information

## Newsletters/Blogs/Podcast

- Business leaders, policymakers and opinion leaders throughout the state look to the CalChamber legislative newsletter, *Alert*, for quick overviews on subjects of highest concern to the business community. Email delivery allows its 23,000 readers to receive their news on publication day. State legislators, administration officials, county and local elected officials, the consular corps and other international representatives, plus members of the media also receive the newsletter. Past issues are available at [\*\*calchamber.com/alert\*\*](http://calchamber.com/alert).

*Alert* is available for easy viewing on smartphones or tablets via the CalChamber Alert App, available at [\*\*calchamberalert.com/app\*\*](http://calchamberalert.com/app).

- To present a different perspective on issues under consideration in Sacramento, the CalChamber's *Capitol Insider* blog features insights from CalChamber policy advocates at [\*\*capitolinsider.calchamber.com\*\*](http://capitolinsider.calchamber.com).

- The free weekly *Trade Update* e-newsletter keeps readers in touch with the latest international issues, offering international headlines, trade policy updates, a calendar of events and links to stories about CalChamber members.

- Each workday, the CalChamber website features a top story from the CalChamber, as well as a selection of news clippings from major news sources throughout the state. The top story alerts readers to the latest developments on legislation, regulations, court cases and other activities affecting businesses in California. Convenient links to the stories of the day are available via the free *Daily Headlines* email.

- Each week the CalChamber presents *The Workplace* podcast, providing expert and entertaining commentary on issues critical to California employers and employees. Episodes include discussions about California employment laws, the constantly changing proposals related to COVID-19, legislative and regulatory proposals, and national and state politics. Listen to the podcasts or sign up at [\*\*calchamber.com/theworkplace\*\*](http://calchamber.com/theworkplace).

- Twice a month, the *HRCalifornia Extra* e-newsletter presents reports on the latest labor news and court cases and how these developments could affect your company.

- Several times a week, the *HRWatchdog* blog app shares insights from CalChamber experts on federal and state legislation, court cases and governmental agency actions that affect employment law.



**Sign up at [calchamber.com/newsletters](http://calchamber.com/newsletters) to have these newsletters emailed to you or visit [calchamber.com/mobile](http://calchamber.com/mobile) to download the CalChamber Alert, Capitol Insider or HRWatchdog apps. Subscribe to the podcasts at [calchamber.com/theworkplace](http://calchamber.com/theworkplace).**



business services

## Member Services and Tools, Compliance Products and Training

Alongside staff legal counsel who are experts in employment law, the CalChamber Business Services Division develops and provides timesaving compliance resources for anyone who handles human resources (HR) in California. Businesses look to CalChamber for help on understanding and complying with complex laws and regulations.

The Business Services Division regularly surveys CalChamber members and customers to find new ways we can help businesses with their HR compliance.

### CalChamber Membership

Thousands of California employers and HR professionals find a CalChamber membership is a cost-effective way to make sure they stay in compliance with ever-changing employment law requirements. Online members gain instant access to the tools and information available at [HRCalifornia.com](http://HRCalifornia.com), the trusted starting point for quick accurate answers to tough HR issues. Members also turn to CalChamber for help on harassment prevention training and creating an employee handbook (more information below). Among our popular **perks and discounts** are cyber compliance tools and insurance programs to help mitigate and minimize the devastating effects of a data breach.

Businesses that step up to the CalChamber Preferred and Executive levels or higher also can turn to the **Labor Law Helpline**, a popular service that gives them exclusive access to our team of highly qualified HR advisers for employment-related questions and issues. Our advisers field more than 2,000 requests per month, providing clear explanations of employment-related laws, regulations, court cases and administrative procedures. The advisers direct callers to relevant resources, including opinion letters, government forms and information on our website. If you need to consult your attorney, our advisers will let you know.



**To get an overview of all CalChamber membership options available to you, please go to [advocacy.calchamber.com/membership/](http://advocacy.calchamber.com/membership/) or call (800) 649-4921 to speak to a representative.**

### Compliance Products

#### Required State, Federal, Local and Out-of-State Posters

- The **Required Notices Kit** is the most popular CalChamber compliance product. One convenient package includes a poster with the 18 required California and federal notices, plus 20 copies each of the six pamphlets employees must receive. Poster Protect® coverage is available to receive replacement posters automatically if midyear changes to the all-in-one California and federal poster are required.
- CalChamber's **local ordinance posters** meet the employer posting requirements as enacted by some cities and counties to regulate wages, paid sick leave and other employment matters.
- The **HRUSA** division offers combined state and federal notices for a number of other states, plus harassment prevention training for New York and a multi-state option.



training

## Employment Law Guides

From minimum compliance requirements to detailed provisions, CalChamber digital and print employment law guides provide clear explanations of employer obligations.

The **California Labor Law Digest**, now in its 62nd edition, is the definitive resource for HR professionals, written in plain language. The **HR Quick Guide for California Employers** covers the basics and is ideal for management or anyone new to HR. The **California Employer Update** digital newsletter delivers detailed content and expert insight on workplace trends, new laws and court rulings affecting California employers.

The **Employee Handbook Creator**<sup>®</sup> online tool guides users through every step of what is usually a complicated HR task. It's available by subscription in English and Spanish, and can be used on a desktop computer or tablet.

## Training

### Online Sexual Harassment Prevention Training

Harassment in the workplace is a significant problem and state law requires all California employers to take steps to prevent harassment. The CalChamber offers convenient online training as your company's first line of defense, including required supervisor and employee courses for California companies with 5 or more employees; a New York course; and multi-state harassment prevention courses for businesses with employees in states other than California, Connecticut, Illinois, Maine, New York and Delaware. California and New York courses may be taken in English or Spanish.



**Special pricing is available for more than 250 learners. Call (800) 331-8877.**

### HR Compliance Seminars and Webinars

CalChamber's year-round training events provide expert compliance guidance. Our legal affairs team applies the insight we gain from following key employment law legislation as it's being written, just a few blocks away at the State Capitol. We bring this knowledge to you, along with explanations of new regulations and court cases, via annual **Employment Law Updates** and **Leaves of Absence** virtual seminars. **HR Boot Camp** virtual seminars cover core fundamentals every employer needs to know. **Live webinars** allow you to tap into CalChamber expertise from your computer, tablet or smartphone on subjects like new laws, meal and rest breaks, and other current issues.



**See the full array of CalChamber compliance products, member services, tools and training options at [CalChamber.com/store](https://www.calchamber.com/store).**



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**independent  
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# California Foundation for Commerce and Education

## Helping California leaders understand the impacts of public policy on business, jobs and investments

California business has suffered from the absence of a credible source of accurate information on the benefits of a strong economic base and the adverse effects of many government policies. An increasingly activist state government and a lack of reliable



information on the economic and business impacts of policy changes has contributed to a general decline in the quality of the state's business and investment

climate. The sad fact is that no entity within the California public policy environment is charged with providing impartial, objective, comprehensive analysis of public policy proposals for their effects on the California business climate and economic base.

The California Foundation for Commerce and Education is filling the information void—elevating the policy debate and improving policy decisions.

### Mission

The California Foundation for Commerce and Education is dedicated to preserving and strengthening the California business climate and private enterprise through:

- education of the public and policymakers on the virtues of private enterprise and a strong economic base;
- accurate, impartial and objective research and analysis of public policy issues of interest to the California business and public policy communities; and
- education and outreach efforts in support of the research and public policy findings and recommendations.

### Support/Programs

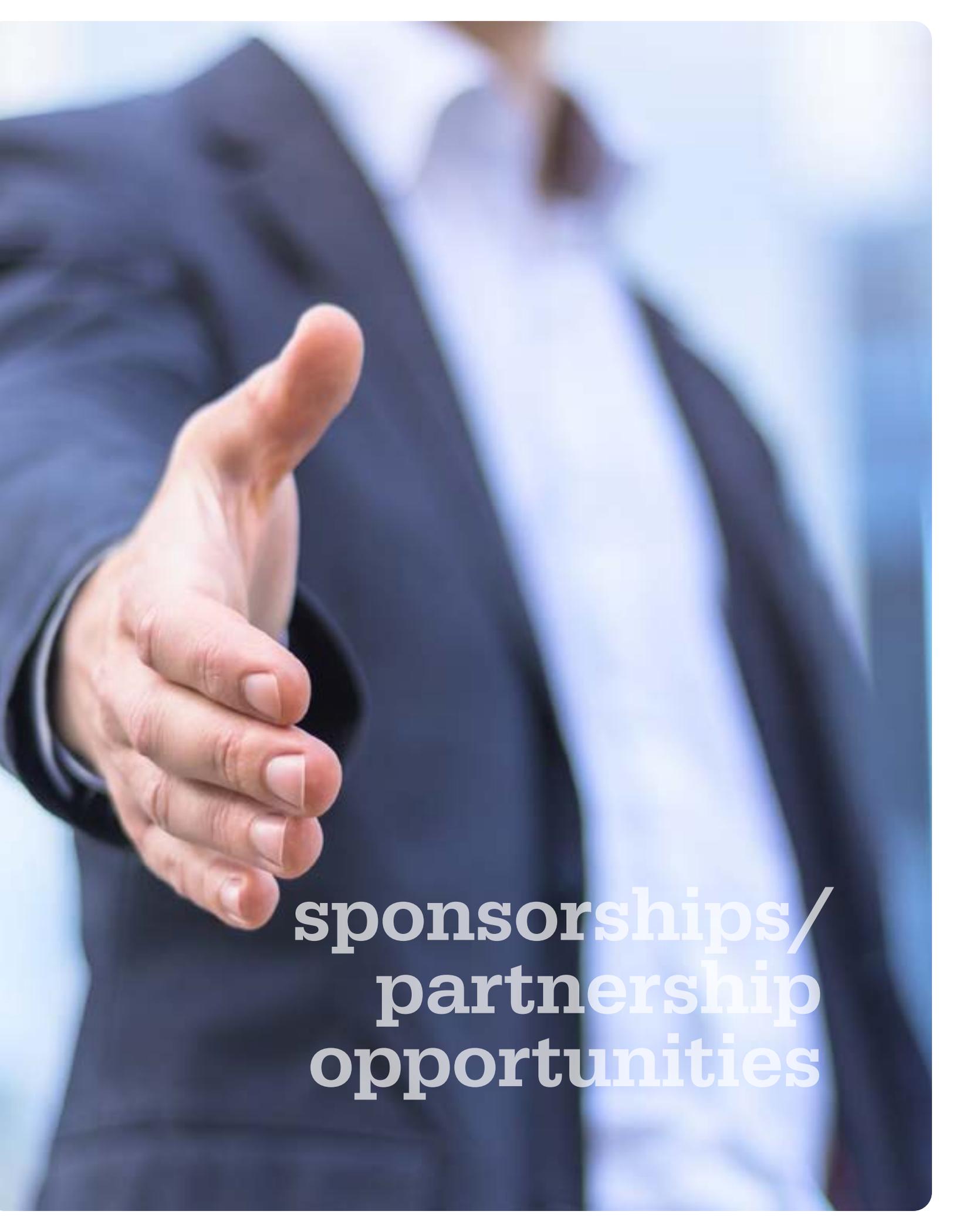
The Foundation is a nonprofit 501(c)(3) organization supported primarily by grants and contributions from foundations, corporations and individuals. The Foundation is strictly nonpartisan and nonpolitical, and takes no positions on pending legislation, ballot measures or other policy proposals.

Foundation research covers state government tax, fee and regulatory policies, health care and insurance mandates, education and workforce preparation policy, public works investment, labor laws and civil litigation, among many California public policy issues.

The Foundation website is at [www.cfcepolicy.org](http://www.cfcepolicy.org).



**Loren Kaye**  
Foundation President



**sponsorships/  
partnership  
opportunities**

## Sponsorships/Partnership Opportunities

### California Business Issues and Legislative Guide

Help bring the business perspective on top policy issues to a statewide audience of opinion leaders, including state and local elected officials and the media statewide, as well as more than 25,000 representatives of the CalChamber's 14,000 member firms. This annual guide, distributed in February, includes brief summaries of key policy issues facing the state. Many readers keep it as a reference to consult year-round. The electronic version (epub and PDF) is available online throughout the year at [calchamber.com/businessissues](http://calchamber.com/businessissues). Top-level sponsors are featured in full-color ads inside the front or back covers and listed on the Business Issues web page. Other sponsors can place black-and-white ads opposite opening pages in key sections of the guide. Staff Contact: Ann Amioka, [ann.amioka@calchamber.com](mailto:ann.amioka@calchamber.com)

### Issue Forums

Support a CalChamber forum featuring a speaker discussing an issue affecting California's economy. Attendees include interested CalChamber members, lobbyists and other members of the "Third House." Speakers have included members of the administration and international dignitaries, as well as experts on such topics as the state budget, housing, environmental regulation and international trade. Staff Contact: Drew Savage, [drew.savage@calchamber.com](mailto:drew.savage@calchamber.com)

### Public Affairs Council Conferences

The Public Affairs Council convenes annually to discuss the current political climate with renowned political consultants and policymakers. Sponsors help underwrite the costs for the keynote talks, which have featured speakers such as Paul Begala, Mike Murphy, Mark McKinnon, James Carville, Mary Matalin, Bill Kristol, Karen Hughes, Lisa Kennedy Montgomery, Donna Brazile, Tucker Carlson and Robert Novak. Sponsors receive complimentary registration, recognition throughout the program, and their company logo featured on all conference materials.

Staff Contact: Martin R. Wilson, [martin.wilson@calchamber.com](mailto:martin.wilson@calchamber.com)



### HR Symposium

CalChamber brings together top experts and key insiders to discuss hot compliance issues and provide practical and entertaining insights on the nuts and bolts of implementing state and federal labor and employment laws. Packed agenda and virtual format still offer opportunities for attendees to get engaged. Topics have included workplace investigations, missteps that lead to lawsuits, managing leaves of absence, what to do when an injury occurs in the workplace and HR challenges in the COVID-19 era.

### Capitol Summit

Business and local chamber of commerce leaders from throughout the state gather each year, usually in late May, for a high-level briefing from CalChamber policy advocates and state policy leaders about the most pressing issues facing California. Speakers have included state constitutional officers, legislative leaders and longtime political journalists.

### International Forums

Throughout the year, the CalChamber Council for International Trade presents updates on trade and investment relations with major U.S. and California trading partners by specialists well-versed in the diplomatic and cultural history of the region. Following the informative presentations by the speaker, attendees have the opportunity to exchange questions and answers with the featured guest, as well as each other.



**For more information on sponsorship or partnership opportunities, please contact Drew Savage, vice president, corporate relations, at (916) 930-1277 or [drew.savage@calchamber.com](mailto:drew.savage@calchamber.com).**



**Drew Savage**  
Vice President, Corporate Relations

#### Opposite Page

Speakers and distinguished guests at CalChamber gatherings have included (clockwise from top left): **Governor Gavin Newsom** (at the Sacramento Host Breakfast, May 23, 2019); **Lieutenant Governor Eleni Kounalakis** (at the reception for the Japanese ambassador, March 21, 2022); **Jim DeBoo**, executive secretary to Governor Gavin Newsom (at the CalChamber Public Affairs Conference on October 27, 2021); **Dee Dee Myers**, director, Governor's Office of Business and Economic Development (GO-Biz) (at the reception for the Japanese ambassador, March 21, 2022); **Jen Psaki**, then-CNN political analyst and now White House press secretary (at the CalChamber Public Affairs Conference on October 16, 2019); and **Japanese Ambassador Koji Tomita** (at the CalChamber-hosted reception in his honor, March 21, 2022).



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