

Tax Credits to Labor Laws. What Everyone Wants from California’s New Governor

By: Alexei Koseff in The Sacramento Bee-CalChamber

When Gov. Jerry Brown took office eight years ago, he faced crippling budget deficits that required brutal cuts to public services. Democrat Gavin Newsom has a different kind of financial challenge as he prepares to assume the governorship in January: state coffers that are overflowing on the strength of a growing economy.

“When you’re in that situation, the pressures come to spend money,” said Allan Zaremberg, president and chief executive officer of the California Chamber of Commerce.

And the pressures are likely to come from all directions for Newsom, who raised more than \$50 million as he cruised to victory, much of it from labor unions, corporations and other powerful groups with interests in Sacramento.

Newsom has already promised discipline in the “same mold” as Brown, who refashioned himself a fiscal moderate to put California’s finances back into order. Newsom points to his mayoral experience leading San Francisco through the economic recession a decade ago.

“I had to say ‘no’ more often than I said ‘yes.’ I was the proverbial adult in the room,” he told reporters at a campaign stop in Sacramento last week. “We made tough choices. That’s who I am, that’s who I’ve always been.”

Now he’ll have to decide once again which of his many political friends to disappoint. There is plenty they’d like to see done under his administration that Brown rejected or ignored.

One silver lining for Newsom: He will be the first Democrat in more than 130 years to succeed another Democrat as governor. So the backlog of liberal priorities from lawmakers, organized labor, environmentalists and other supporters is

(Tax Credits - continued on page 6)

Five Questions Companies Should Be Asking Employees

By Anthony Zaller, California Employment Law Report

Here are five questions that a company, either through its managers or human resources department should be asking its employees on a routine basis:

1. Are you aware of the company’s open-door policy?

If the employee is not aware of the policy, explain it to them, and document the conversation. If done right, this can go a long way in making employees more comfortable in voicing concerns or making complaints. As I always explain to clients, it is better knowing the bad facts and issues sooner than later.

2. Can you explain the company’s meal and rest break policy?

See if the employees can explain the policy. If they can, great – document the conversation. If they cannot, explain the policy to them and go over any questions they have and document that this was done. Then follow up with the employee to ensure that they have been able to take all of their meal and rest breaks.

3. You have not had any complaints in the past, do you have any now?

(Five Questions - continued on page 7)

Holiday Luncheon & Non-Profit Showcase

@ Courtyard By Marriott

Thursday, December 6

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Calendar of Events

November

22	Thanksgiving	CHAMBER CLOSED
23	Holiday	CHAMBER CLOSED
27	Board of Directors	3:30 p.m. Chamber Office

December

6	Holiday Luncheon Non-Profit Showcase	11:30 a.m.-1:30 p.m. Courtyard By Marriott
13	Business Ambassadors	8:00 a.m. Spaghetti Eddie's
18	Board of Directors	3:30 p.m. Chamber Office
24	Holiday	CHAMBER CLOSED
25	Holiday	CHAMBER CLOSED
31	New Year's Eve	CHAMBER CLOSED

January - Happy New Year

1	New Years Day	CHAMBER CLOSED
3	Business Ambassadors	8:00 a.m. Chamber Office
17	Good Morning Irwindale	7:30 a.m.-9:00 a.m. TBA
29	Board of Directors	3:30 p.m. Chamber Office

Where's Lunch?



Wednesday, December 19th

11:30 a.m. - 1:30 p.m.

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Milestone Luncheon



(L-R) Ade Rogers, Rogers & Associates and Irwindale Chamber Chair of the Board; Christine Garcia and Dr. Dana Hester, Citrus College & 30 Year Members; Marlene Carney, Irwindale Chamber

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November Business of the Month

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COMMUNITY INVOLVEMENT

Arrow's community involvement has always been an integral part of doing business in a community where the principals and employees work and live. They have been a charitable contributor to Haynes Family of Programs in La Verne, Our Neighborhood Homework House in Azusa and the Irwindale Library Foundation. Arrow Automotive was the recipient of the Small Business Award by Assemblywoman Blanca Rubio in 2017.

CHAMBER OF COMMERCE ACTIVITY

Arrow Automotive Services has been an active member since 2010 and Dawn DeVroom has served on the Chamber board of directors from 2012-2017 including serving as chair of the Board in 2015. Dawn served as Co-Chair the Irwindale Chamber Golf Tournament for the past two years. Dawn DeVroom was awarded Business Person of the Year in 2015 and Arrow Automotive Service has been awarded Business of the Month numerous times over the years for their community and business relationships. These acknowledgements are just the extension of how their employees, community and most importantly their customers are treated.....like Family!

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not as extensive as it was, say, 20 years ago when Democrat Gray Davis took over from Republican Pete Wilson.

Expanding early childhood education - Newsom put a heavy emphasis on his interest in expanding early childhood education, particularly establishing universal preschool in California. The Legislature will be eager to take him up on that promise. While Brown agreed to fund thousands more subsidized preschool and child care slots in recent years, he resisted efforts to make “transitional kindergarten” available to all low-income four-year-olds in the state, citing the cost. That remains a priority for legislative leaders like Assembly Speaker Anthony Rendon, who ran preschool programs for low-income children before he was elected.

Streamlining housing construction - No issue was more central to the gubernatorial election than California’s housing affordability crisis. While Brown has been criticized for failing to confront the problem, Newsom pledged to build 3.5 million new housing units by 2025, a goal that would require the state to quintuple its current rate of production. Developers and other business groups are eager for Newsom to revisit the local control and state mandates they say are squeezing them from both ends, driving up the cost of building homes.

“We have got to have a dramatic transformation in how local government approves new housing,” said Rob Lapsley, president of the California Business Roundtable. He cited lengthy regulatory reviews and “outrageous” fees on construction permits as major obstacles.

Developers are also hoping to scale back the opportunities for litigation under the California Environmental Quality Act, the state’s landmark environmental protection law that is often used to block projects in communities hostile to growth. And they want a freeze on new construction mandates, like those state regulators have adopted in recent years to make homes more energy efficient.

“We’ve got to slow down,” Lapsley said. “So much has happened in such a short time.”

Satisfying organized labor’s priorities - Organized labor plays an outsized role in California’s Democrat-dominated politics, and the state’s largest unions endorsed Newsom, Art Pulaski, executive secretary-treasurer for the California Labor Federation, said Newsom’s rise from “humble beginnings” would make him a strong ally to the labor movement as governor.

“I think in his gut he feels the challenges that working people have,” Pulaski said. “I have confidence that he will give justice to any issue of importance that we come to him with.”

At the top of the list is legislation to ban forced arbitration agreements, under which workers must give up their right to take disputes with their employer to court as a condition of the job. A longtime labor priority, the idea gained renewed traction this year amid the #MeToo movement against

workplace sexual harassment; supporters argue that forced arbitration allows bad behavior to fester in secret. But Brown vetoed a bill, stating that the prohibition “plainly violates federal law.” Assemblywoman Lorena Gonzalez Fletcher who carried the measure, has already said she plans to reintroduce it.

Labor will also push again to extend collective bargaining rights to tens of thousands of state-subsidized child care providers. It would be the largest expansion of potential public employee union members in two decades; previous attempts were repeatedly rejected by Brown and his predecessor, former Gov. Arnold Schwarzenegger. “We want to see that day when a family child care provider isn’t nervous about catching a virus from a child because we will have health care benefits and we can go see a doctor,” Tonia McMillan, a provider and treasurer of SEIU Local 99, told the crowd Sunday at a labor barbeque and rally attended by Newsom. “California can afford it.”

As Newsom moves forward on his campaign promise to achieve universal health coverage in California, unions will be at the forefront of the debate over what that looks like. Health insurance for undocumented immigrants and policies to rein in prescription drug costs are on the agenda, but their objective is ultimately a government-run “single-payer” system. The California Nurses Association led the charge last year with an unsuccessful bill that Newsom backed — and then backed away from. For labor leaders, it’s not just a matter of principle, but an opportunity to remove one of the biggest costs to employers from the bargaining table. “We’d much rather be able to negotiate that money into wages,” said Laphonza Butler, president of SEIU Local 2015.

Deciding who is an employee - A controversial California Supreme Court decision earlier this year threw decades of legal precedent in the air by establishing a new test for determining who is an employee. The business community, especially the tech industry, fretted over its implications for companies that run on independent contractors, while organized labor hailed the ruling as a rare win for workers who have been misclassified for years. A last-minute attempt to suspend the decision sputtered at the end of the legislative session, but it will be a prominent fight when the Legislature returns next year. Newsom could be caught between his business allies seeking relief and unions, who don’t want anyone to touch the ruling. “That might be the biggest test for his relationship with labor,” said David Huerta, president of SEIU United Service Workers West.

Reviving redevelopment agencies - To help balance the state budget, Brown in 2011 moved to eliminate California’s decades-old redevelopment program, which allowed cities and counties to take property taxes from blighted neighborhoods and use the money for projects to improve those areas. The arrangement cost the state about \$5 billion annually to backfill tax revenues, mainly for

Continue

schools, and abuses plagued many of the approximately 400 redevelopment agencies that existed statewide.

Local governments were not happy to lose the program, which also provided one of their major sources of funding to build affordable housing. Proposals for a replacement started cropping up in the Legislature almost as soon as redevelopment ended, though Brown was not interested.

Newsom, however, is open to it; his plan to spur more housing construction in California includes resurrecting redevelopment in some capacity. Lawmakers are already discussing what form that might take.

Erasing Jerry Brown’s veto pen - Brown signed thousands of bills during his tenure, but he didn’t leave everyone satisfied. His veto rate over his past two terms bounced between 10 and 15 percent, jumping this year to a record 16.5 percent. That leaves hundreds of ideas that lawmakers may be itching to revisit with a new governor at the helm.

Sen. Scott Wiener, intends to revive his proposal to push back closing time for bars to 4 a.m. Brown vetoed a measure that would have piloted the change in nine willing cities, arguing that California has “enough mischief from midnight to 2 without adding two more hours of mayhem.”

Sen. Anthony Portantino, D-La Cañada Flintridge, is moving ahead with his crusade to delay middle and high school start times until at least 8:30 a.m. Though the science is behind him, Brown dismissed the “one-size-fits-all approach” for a decision that he believed would be “best handled in the local community.” Newsom, with four young children of his own, may have a different perspective.

Advocates also hope the fourth time will be the charm for banning smoking at state parks and beaches. Brown rejected measures to do so each of the past three years, but Sen. Steve Glazer, D-Orinda, and Assemblyman Marc Levine, D-Greenbrae, are gearing up to try once again.

Increasing tax credits - Aside from establishing an anti-poverty tax credit and expanding a program meant to lure film and television production to California, Brown was generally reluctant to support legislation that allowed residents and businesses to reduce their state tax burdens. In 2015, he simultaneously vetoed nine bills to create new tax credits or bolster existing ones, warning of their collective impact on a “precariously balanced” budget. Sales taxes exemptions on goods like diapers and animal blood also fared poorly.

Now proponents will have an opportunity to test whether Newsom is any more receptive to their requests, particularly on issues that align with his liberal social agenda. Assemblywoman Cristina Garcia, D-Bell Gardens, is ready to bring back her proposal to eliminate the sales tax on tampons and other menstrual products, which received nearly unanimous approval from lawmakers in 2016 before it was rejected by Brown.

(Five Questions - continued from coverage)

Proactively asking employees if they have any complaints can help address issues before they become problematic. This is taking an active approach to the open-door policy. I like to call it the active-door policy – you are actively engaging employees to talking with the company and given them an opportunity to voice any concerns. These conversations should be documented.

4. Are there any employees you simply do not like working with?

Some employers might feel that this is too direct, but I think the question may draw out potential areas of conflict between employees. While workplace conflict is not illegal in and of itself, the quicker employers can address and resolve conflict greatly reduces the likelihood of litigation. If the company can address these concerns, and potentially deal with or move employees so that they do not have to work with others they do not like, it could be a solution to a more productive workforce.

5. Would you recommend that your friends should work here?

If yes, then ask for the recommendations. The answer is no, ask follow-up questions about why. Again, the quicker the employer can address potential problems, the better.

As noted above, these discussions should be documented. The documentation will be good evidence that the company has an open-door policy and is effectively dealing with employee’s complaints on a timely basis. This could be essential in defending many types of claims that could arise through litigation.



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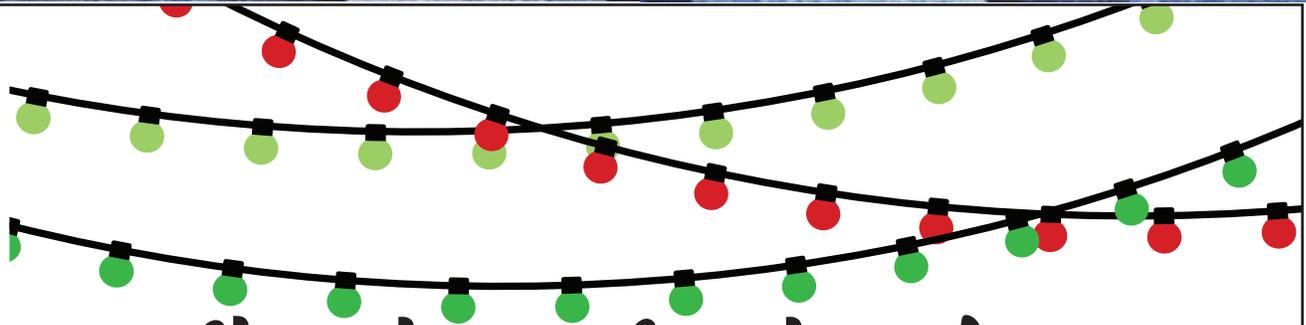
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Pictures with Santa ~ Snack Bar ~ Snow Zone ~ Train Rides

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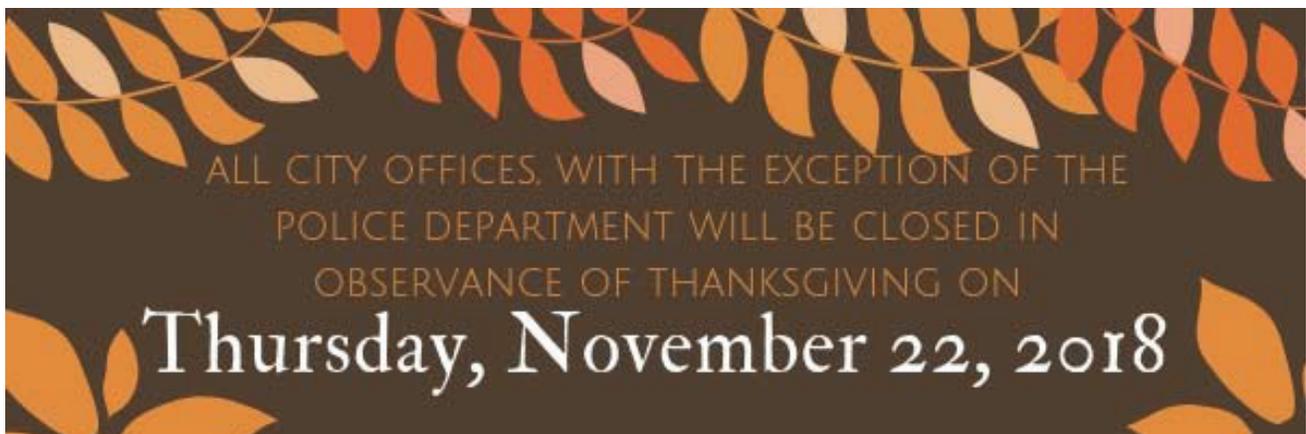
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COUNCIL UPDATE – October 10 & October 24, 2018 (Consent Calendar)

- Appropriated Funds for the Replacement of Ice Machines in the Senior & Community Centers
- Approved Billboard Donation to City of Hope's Walk for Hope 2018
- Approved Plans and Specifications for the Senior Center Various Improvements Project
- Accepted the Playground Equipment Replacement Project for Irwindale Park, El Nido Park, Jardin de Roca and Little Park of Irwindale
- Appropriated Funds for the Design and Assessment of the Existing City Hall Backup Generator Replacement Project
- Approved Asset Forfeiture Budget Transfer for Purchase of One Police Administrative Vehicle and Waived Formal Bidding Procedure
- Approved the Out of State Travel to the Motorola Solutions Annual Users Conference by Lieutenant John Fraijo and Police Service Specialist Yvonne Benner
- Accepted Public Works Construction Project – Signing and Striping Improvements on Arrow Hwy from 4th St to Maine Avenue
- Approved Plans and Specifications for the Public Works Yard/Limited Volume Transfer Station Project at the northwest corner of Los Angeles Street and Azusa Canyon Road
- Received and filed the Investment Quarterly Report for September 30, 2018.
- Approved Plans and Specifications for HVAC Preventative Maintenance Services and Repair for City Owned Buildings

IRWINDALE CHAMBER OF COMMERCE

Street Address: 16102 E. Arrow Highway, Irwindale, CA 91706
Mailing Address: P.O. Box 2307, Irwindale, CA 91706-1168
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E-Mail: info@irwindalechamber.org
Website: www.irwindalechamber.org

2018 BOARD OF DIRECTORS

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Vice Chair Phyllis Ferguson *California Custom Fruits & Flavors*
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Secretary: Jeff Lidskin *Southern California Edison*
Past Chair: Victor Benavides *City of Hope*

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Elizabeth Ramirez *Athens Services*

Staff: Marlene Carney *President/CEO*
Veronica Orosco *Event Manager*
Amanda Arellan *Administrative Assistant*

CHAMBER MEETINGS

Board of Directors Last Tuesday
3:30 p.m. Location Varies
Business Ambassadors 1st Thursday at the Chamber
8:00 a.m.
Breakfast/Luncheon 4th Thursday-Location Varies
Breakfast 7:30 a.m. - Lunch 11:30 a.m.
Toastmasters 1st & 3rd Wednesday
8:00 a.m.

IRWINDALE SERVICE ORGANIZATIONS

Irwindale Educational Foundation
P.O. Box 2307, Irwindale, CA 91706-1168
Board Meets 2nd Thursday, 7:30 a.m. at the Chamber
Irwindale Sister City
PO Box 2333, Irwindale, CA 91706
Meeting information call Marguerite Lopez @ 626-329-6405
Irwindale Lions Club
PO Box 2093, Irwindale CA 91706
Board Meets 2nd & 4th Tuesday at Irwindale Community Center-11:45 a.m.
Contact Dolores Amador (626) 340-5734

City of Irwindale

City Hall
5050 Irwindale Avenue
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City Council

Mayor: Mark A. Breceda
Mayor Pro Tem: Albert F. Ambriz
Council Members: Larry G. Burrola, Manuel R. Garcia
and H. Manuel Ortiz

City Council Meetings

2nd and 4th Wednesday, 6:30 p.m. at City Hall

City Staff

City Manager William Tam
Assistant City Manager Theresa Olivares
Finance Director & City Treasurer: Eva Carreon
Chief Deputy City Clerk: Laura Nieto

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Commissioners: Enoch Burrola, Richard Chico, and Robert E. Hartman

Parks & Recreation Commission

Chair: Dan Diaz Vice Chair: Paula Fraijo
Commissioners: Jason Hickman, Marguerite S. Lopez, and Belen Zepeda

Senior Citizen Commission

Chair: Virginia Diaz Vice Chair: Maggie Guzman
Commissioners: Arline Miranda, Natalie Orosco, and Iris Rodriguez

Library.....(626) 430-2229
City Librarian: Shayna Balli
5050 Irwindale Avenue

Recreation.....(626) 430-2224
16053 Calle de Paseo Fax: (626) 962-3022
Recreation Manager: Priscilla Zepeda

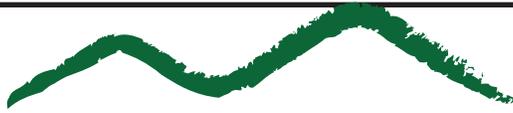
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16116 Arrow Highway Fax: (626) 430-2275
Senior Center Manager: Eloise Beltran

Service Yard.....(626) 430-2280
16034 Calle del Norte

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Los Angeles County Fire- Irwindale Station
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CHAMBER OF COMMERCE

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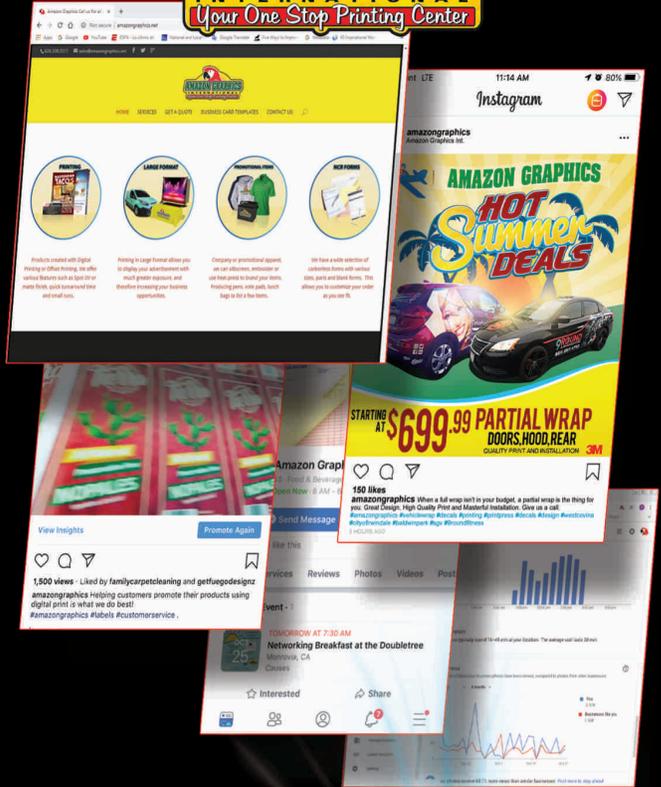
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