

IMPACT

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IMPACT Newsletter

December 2023



A note from the new Government Affairs Director


It is my distinct honor to serve as your new Director of Tourism and Government Affairs. In this role, I hope to serve as both your spyglass and your megaphone. In 2023, [over 2632 bills passed through the California Legislature](#), the highest number in a decade. As businessowners and professionals, you could not, and should not, be expected to know each and every one of them. **Your Chamber is your spyglass, tracking, interpreting, and communicating the changes in laws affecting the business community.**

In my previous position, I worked closely with the Simi Valley Chamber as a representative for an elected official; I have witnessed firsthand how this

Chamber shapes (and continues to shape) public policy through advocacy. Some believe you can't change a politician's mind. To quote the plaque on President Ronald Reagan's desk, "It CAN be done!" Advocacy works. Despite popular belief, politicians are people, too. And with the right platform, they will hear your voice. You CAN make a difference. **Your Chamber is your megaphone, amplifying your voice so loudly, that it will be heard all the way in Sacramento.**

The success of this endeavor depends on your participation. **We need your thoughts.** We would like to hear about laws and regulations IMPACTing your business. Please email me at Anthony@simichamber.org or attend the [Legislative Advocacy Forum](#) via Zoom on the 4th Wednesday of each month, January through October. If you lend us your voice, we will be your spyglass and your megaphone.

Sincerely,



Anthony Angelini
Director of Tourism and Government Affairs
Simi Valley Chamber of Commerce

The 2023 Vote Record Is Now Live

Each year, at the close of the legislative session, the Simi Valley Chamber publishes a voting record to provide our members a sense of their legislators' voting patterns. Our 2023 California state representatives were [Senator Henry Stern](#) and [Assemblymember Jacqui Irwin](#).

[View The 2023 Vote Record Here](#)

What you need to know about new laws in 2024

New Laws Affecting Businesses in 2024

PAID SICK LEAVE (SB616):

Effective January 1, 2024 paid sick leave (PSL) expands from 3 days or 24 hours to 5 days or 40 hours. The cap on PSL accrual expands from 6 days or 48 hours to 10 days or 80 hours. SB 616 also increases the number of sick days an employee can roll over to the next year from 3 to 5 days.



LEAVE OF ABSENCE (SB848):

Effective January 1, 2024 SB 848 creates new LOA access for an employee experiencing reproductive loss, requiring employers to provide up to 5 days LOA for events including miscarriage, failed adoption, stillbirth or an unsuccessful assisted reproduction. Employers not required to provide more than 20 days leave in a 12 month period if an employee experiences more than one event. Applies to employers with more than 5 employees.

WORKPLACE SAFETY (SB 553):

Effective July 1, 2024, Covered Employers will be required to develop and implement a Workplace Violence Prevention Plan (WVPP) as a standalone document or as part of their Injury and Illness Prevention Plan, provide training to employees of the new plan, create incident logs and various record keeping requirements. The WVPP must include 13 topics defined by the Bill as well as record keeping requirements at various time frames.

Does not apply to Employers with fewer than 10 employees, for employees working from a location of their own choice, Health care facilities operating under Cal/OSHA's Violence Prevention in Health Care regulation and Law enforcement agencies.



DISCRIMINATION, HARASSMENT AND RETALIATION (AB2188):

Effective January 1, 2024, AB 2188 prohibits employers from discriminating against an employee or applicant based on the person's off-duty, off-site cannabis use. Employers may still conduct preemployment drug testing, and an employer can still refuse to hire someone based on a valid preemployment drug screening that looks only for psychoactive cannabis metabolites. The law does NOT permit and employee to possess, be impaired by or use cannabis on the job, and it maintains an employer's rights and obligations in keeping a drug-free and alcohol-free workplace. This year's SB 700 adds language prohibiting employers from requesting information from a job applicant about their prior use of cannabis.



NOTICE REQUIREMENTS (AB636):

AB 636 requires employers to provide information about federal and state emergency declarations applicable to any counties in which employees are employed. The Bill also requires employers to provide additional information to H-2A employees, effective March 14, 2024, describing an agricultural employee's additional rights under CA Law. Bill requires the CA Labor Commission to create a template notice that employers can use by March 1, 2024.



COVID-Era Laws Expiring



Two Covid-19 laws that took effect in 2020 will sunset at the end of 2023:

- The requirement to provide notifications of COVID exposure in the workplace; however, CalOSHA's COVID-19 non-emergency regulations remain in effect, requiring employees and affected contractors to be notified regarding any exposure.
- COVID-19 worker's comp laws that created rebuttable presumptions for employees, first responders, and health care personnel who contracted COVID-19 & and required employers to inform workers' comp carriers of COVID-19 cases.

SB 723 extends to the end of 2025 - the law grants workers displaced by COVID-19 in specific industries various recall rights when the employer has open positions to be contacted for employment.

Noncompete Agreements Void



Effective January 1, 2024, AB 1076 makes it unlawful to include a noncompete clause in an employment contract or require an employee to enter a noncompete agreement that doesn't satisfy specific exceptions. It also requires employers to notify current or former employees who were employed after January 1, 2022, that any noncompete agreements signed are void. Notification is required by February 14, 2024. Further, SB 699 includes noncompete agreements signed outside California.

Introducing: The Fast Food Council

AB 1288 applies to fast food chains consisting of 60 or more locations nationally that have a common brand with standardized décor, marketing, and packaging that provide food and beverages for immediate consumption on or off premises where customers pay for food before consumption. It creates a Fast Food Council, which will determine minimum wages (\$20/hr effective April 1, 2024), working hours, and other working conditions for fast food restaurants.



Min-Wage Increase for Healthcare Workers



Effective June 1, 2024, SB 525 creates five different minimum wage schedules for certain healthcare employees depending on the nature of the employment, from \$18/hr to \$23/hr with increases scheduled over time. Certain government-owned facilities exempt.

Spotted in Simi



Where were your representatives in November?



Assemblymember Jacqui Irwin speaks at [Varenita of Simi Valley](#). (November 10, 2023, via X)



County Supervisor Janice Parvin tours [The Samaritan Center of Simi Valley](#). (November 14, 2023 via Facebook)



Congresswoman Julia Brownley addresses the crowd on Veteran's Day at Rancho Tapo Community Park. (November 11, 2023, via Facebook)



Supervisor Janice Parvin, Dale Parvin, Supervisor Kelly Long, Simi Valley Councilwoman Dee Dee Cavanaugh, Simi Valley Councilman Rocky Rhodes, Ventura County District Attorney Erik Nasarenko, and Ventura County CEO Dr. Sevet Johnson attend the State of the County address at the Reagan Library. (November 2, 2023, via Facebook)



Assemblymember Irwin tours [Frontier Aerospace's](#) Simi Valley headquarters. (November 28, 2023 via X)



Mayor Pro Tem Mike Judge attends Veteran's Day commemoration at Rancho Tapo Community Park. (November 11, 2023, via Facebook)



Mayor Fred Thomas and the Simi Valley City Council proclaim November 25, 2023, as "Small Business Saturday."



Did an elected official support your business this month?

We'd love to hear from you! Share your story and pictures with the Chamber for a chance to be featured! We love seeing our representatives out and about in Simi Valley. Email: Anthony@SimiChamber.org

2023 CA Legislative Tracker

The Simi Chamber of Commerce works with the United States Chamber of Commerce, CalChamber, the Tri County Chamber Alliance to monitor legislation that we feel has a great impact on the businesses of Simi Valley. In addition, from our conversations in our monthly Legislative Advocacy Forum (you're all welcome to attend) with our Legislators staff members from the Federal Government to the City as well as representatives from Education, Park District and Utilities we gather information on Bills they are working on or following. We also take input from business representatives who attend and advise us of legislation of concern to them.

We select Bills to follow, join coalition letters in support or opposition and at times testify to our position at a Senate or Assembly Committee hearing on a particular piece of legislation. We track the Bills we choose on our "Legislative Tracker." It includes information on the Bill, positions taken and the status of Bills as they move through the government process.

Our 2023 Legislative Tracker is now available for review on the Simi Valley Chamber website under our Legislative Advocacy Forum page.

[View The Legislative Tracker](#)

The 2024 Legislative Tracker is currently being compiled and will be updated with the new Bills that are now being introduced to the legislature



LAF Legislative Advocacy Forum

The Simi Valley Chamber Legislative Advocacy Forum (LAF) meets on the fourth Wednesday of each month to discuss current legislation and its impact on businesses. Staff from the U.S. Congress, CA State Legislature, County of Ventura, City of Simi Valley, Education and Utilities attend these meetings. Join us for the next meeting on Wednesday, January 24, at 8:00 AM. Zoom link for meeting will be sent before the meeting.

[Chamber calendar of events here.](#)

California requires the Legislature to pass any Bills going to the Governor for signature by the end of August and the Governor is required to sign into law or veto any Bills received by the end of September.

To see the details of any Bills in this last legislative session, please click on the following

link:

California Bill Search

For information on Bills followed by the Simi Valley Chamber, please click the button above. "View the Legislative Tracker"

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