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EL DORADO COUNTY CHAMBER OF COMMERCE'S
Voice of Business
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EDC Chamber PAC Endorses Thomas

The El Dorado County Chamber of Commerce Political Action Committee (FPPC # 1341257) has announced their endorsement of candidate Wendy Thomas for El Dorado County District Three Supervisor. The endorsement is given to the candidate who is most closely aligned with the Chamber of Commerce mission statement: To advocate for and promote a strong, healthy and diverse business community to preserve and strengthen the quality of life in El Dorado County. The County Chamber is a leading business organization for promoting economic strength and serving as a unified voice of business throughout the county. As one of the largest Chambers in the region, we bring business interests to the forefront of civic and community leaders agendas, inspiring economic development projects, important public policy issues and business growth.



March 20, 2020
4:00 p.m. - 8:00 p.m.

The Business Showcase & I Love Film Mixer kicks off at the main Building at the El Dorado County Fairgrounds. This unique opportunity to talk one on one with more than 80 of the county's best businesses in a fun and relaxed atmosphere. Many of these businesses offer show specials or sales. There will be complimentary food, wine

and beer tastings, and free drawings. There is no better place to learn more about Film making in El Dorado County than the I Love Film Mixer. This event attracts film lovers and industry specialists which gives this event a fast paced high energy feel that you will only find at the El Dorado County Business Showcase. If you are interested in learning about the local film industry, this is a once-a-year event! Admission is free.



Republican Party Headquarters Grand Opening

Todd White, Chairman; Terry Gherardi, and Frank Merritt, First Vice Chairman of the EDC Republican Party cut the ribbon for the grand opening of their headquarters at 3181 Cameron Park Dr, Ste. 104 in Cameron Park.

The Republican Central Committee of El Dorado County is the county's official Republican Organization. They advocate a fiscally conservative government that embraces Republican principles and are proud to lead the charge for our county's majority party.



Special Visit from France

On January 13, 2020 representatives from the CAL FIRE, RCD and USFS hosted Sylvain Maestracci a counselor of agriculture from the Embassy of France to discuss the Fire Adapted 50 collaborative wildfire protection program. Thanks to CAL FIRE State Forester and AEU leadership for coordinating the meeting and allowing us to share our accomplishments.

FEBRUARY 2020 Chamber Champions: Sierra Pacific Industries, Red Hawk, AT&T, Pacific Gas and Electric Company, SMUD, Mountain Democrat, Parker Development Company, El Dorado Dispatch, Oakmont of El Dorado Hills

FEBRUARY 2020 COMMUNITY CALENDAR

<p>Community Observatory Folsom Lake College – El Dorado Center, Campus Dr. Free. \$2 Parking (530) 642-5621 or communityobservatory.com.</p> <p>Haunted Hangtown Ghost Tours Fridays and Saturdays. (530) 748-0435 or visit https://hauntedhangtownghosttours.com/tours/.</p> <p>Bingo Tuesdays. Doors open at 5 p.m. Dinner is available at 5:15 with speed games starting at 6:15. Minimum buy-in is \$10.00 and includes 12 regular games. Pollock Pines/Camino Community Center. 530-647-8005, www.pollockpinesca.org.</p> <p>Learn to Square Dance Wednesdays, 7 p.m. – 8:30 p.m. \$5 per person, Hangtown Grange, 2020 Smith Flat Rd., Placerville. 916-817-9691.</p> <p>Main Street Strollers Square Dancing Thursdays, 6:30 p.m. – 9 p.m. IOOF Hall - 467 Main Street, Placerville. 530.748.7756 or visit http://mainstreetstrollers.org.</p> <p>After Hours at Via Romano Saturdays, 5 p.m. – 7 p.m. Live music, great wine, good friends. www.vrvin.com or 530-269-9463.</p> <p>Feb 1 Crab Feed 5 p.m., \$45 tickets, 530.626.3956. American Legion Post 119, 4561 Greenstone Road in Placerville.</p> <p>Feb 2 17th Annual – An Evening of Elegance Dinner and Auction 5 p.m., St Patrick Catholic Church, 3109 Sacramento St, Placerville. https://allevents.in/mobile/amp-event.php?event_id=200018330109623.</p> <p>Feb 2 Bingo at the Elks Lodge 1:45 p.m. - 4:30 p.m. First Sundays of Each Month. 3821 Quest Ct, Shingle Springs. parados2@comcast.net or www.placervilleelks.org.</p> <p>Feb 7 Lasagna Dinner Fundraiser 4 p.m. - 7:30 p.m., Benefit for Livestock Wash Racks Project, EDC Fairgrounds, 100 Placerville Dr., Marshall Building. \$10 a person. Buy your tickets or make a donation online at eldocountyfair.org/heritage.html, El Dorado County Heritage Foundation, 530-621-5860.</p>	<p>Feb 8 Community Breakfast 2nd Saturday of Each Month, 8:30 a.m. - 10:30 a.m., Pollock Pines Community Center, Sanders Drive. www.pollockpines-caminoratory.org.</p> <p>Feb 8 Valentines Brunch 9 a.m. – 1 p.m., \$15 Wine Club Members and \$20 Public. www.sierravistawinery.com/event/wine-club-pick-up-valentines-dinner/. To RSVP call (530) 622-7221.</p> <p>Feb 8 Truffles and Treasures Jewelry Event 10 a.m. – 3 p.m., New Beginnings Thrift Store, 4512 Missouri Flat Road. 530-303-3710 or 925-519-9663 for more information.</p> <p>Feb 8 Crab Feed Fundraiser – Rescue Community Center 5 p.m. – 10 p.m. \$50 per person, bring your own crab cracker, picks, butter and warmers. 530-240-5833 or visit https://bit.ly/2QBLVJB.</p> <p>Feb 8 A Chocolate Affair 6 p.m. – 9 p.m., EDC Fairgrounds, 100 Placerville Dr., Placerville. \$40 in advance/\$45 at the door. chocolate-affair.com or call 530-344-1476.</p> <p>Feb 14 & 22 Spencer, Vogel & Cain at Apple Bistro 4 p.m. – 8 p.m., Original songs best described as folk/rock and blues. (209) 327-5233 or spencerandvogel.com.</p> <p>Feb 14 – 15 Pairs and Pairings 6 p.m. – 8 p.m. \$59 non-members/\$49 Wine Club. Five course dinner perfectly paired with our wines. Winery@fentonherriott.com or www.fentonherriott.com/events.</p> <p>Feb 15 All You Can Eat Crab & Shrimp Feed 6:00 PM, located at Mother Lode Lions Hall- Diamond Springs, Get your tickets at Lions Candy Shack or call 530-622-8130 for info, Contact Christine Didlot at 530-957-4212 OR jandc-didlot@gmail.com for more information.</p> <p>Feb 15 Stagecoach Rides (Davey Wiser & Crew) Noon, weather permitting. Placerville Downtown Association</p>	<p>(530) 672-3436 or (530) 295-3496.</p> <p>Feb 19 Wine & Design – Blend Your Own Wine 5:30 p.m. - 7:30 p.m. Up to 2 people per ticket, and each ticket will provide 6 bottles of your own blend. 530-269-9463 or www.vrvin/product/Wine-Design-Blend-Your-Own-Wine.</p> <p>Feb 20 Newcomers Luncheon 11 a.m., Membership is \$20.00, \$13.00 entry. Cold Springs Golf and Country Club. 530-344-1291 or 530-676-3058, ncdoed@hotmail.com.</p> <p>Feb 22 3rd Annual Battle of the Badges Chili 911 Cook-Off 4 p.m. – 8 p.m. Over 20 first responder agencies competing in a chili cook-off with Celebrity Judges. El Dorado County Fairgrounds. New Morning Youth & Family Services, 530.622.5551 for more information.</p> <p>Feb 23 The Legacy Project Concert 6 p.m. El Dorado Community Church, 4701 Church St., El Dorado. Free. 530-622-8868.</p> <p>Feb 26 Affair of the Heart – Marshall Medical Center 4:30 p.m. – 7 p.m. Cameron Park Community Services District. Activities include information sessions about heart health, health screenings and heart health refreshments. gbarcia@marshallmedical.org or www.marshallmedical.org.</p> <p>For more information on these and other events, visit www.visitel dorado.com. Event date, time, cost or locations are subject to change. Prior to attending an event please confirm the information.</p>
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Meetings:	
Feb 06	Diplomats, noon, Chamber Conf. Room, 11 a.m.
Feb 06	Board Meeting, 5 p.m., EDCOE
Feb 12	Business Luncheon, Red Hawk, Henry's Steakhouse, 11:30 a.m.
Feb 13	Joint Chambers, 7:30 a.m., EDCOE
Feb 27	Mixer, Total Home and Garden, 5:30 p.m.

Some New Labor Laws Affecting California Employers

Of the 2,625 bills introduced in the Legislature this year, 1,042 bills reached Governor Gavin Newsom's desk. He signed 870 and vetoed 172 — and many of those signed will affect California employers.

Some bills made significant changes to California employment law, such as the much publicized independent contractor bill, Assembly Bill (AB) 5. Others made small but important changes of which employers must be aware, such as those changing the mandatory harassment prevention training deadlines.

The governor also vetoed several CalChamber-opposed bills, including AB 589, which would have created overly burdensome requirements for employers to post and provide employees with a "Worker's Bill of Rights," among other things.

New laws have been passed in recruiting and hiring; discrimination, harassment and retaliation protections; leaves of absence and benefits; workplace safety; arbitration; privacy; and wage and hour. Unless otherwise noted, the new laws take effect on January 1, 2020.

Some bills made significant changes to California employment law, while others made small but important changes of which employers must be aware.

Recruiting and Hiring
If you use or are considering using independent contractors, pay close attention to AB 5 below — it just might impact your workforce.

One of the most significant and widely publicized bills to emerge from this year's Legislature was AB 5, which codifies and expands the "ABC test" that's used to distinguish employees from independent contractors under the Industrial Welfare Commission (IWC) Wage Orders. The ABC test was established by the California Supreme Court's decision in Dynamex Operations West, Inc. v. Superior Court of Los Angeles, 4 Cal. 5th 903 (2018) (Dynamex). AB 5 codifies this test and expands its application to the Labor and Unemployment Insurance Codes.

Under the ABC test, a worker is classified as an employee unless the employer can establish all three of the following:

- The worker is free from the hiring entity's control and direction in connection with the performance of the work, both under the contract for the performance of the work and in actually performing the work;
- The worker performs work that's outside the usual course of the hiring entity's business; and
- The worker is customarily engaged in an independently established trade, occupation or business of the same nature as the work performed.

AB 5 carves out numerous exceptions from the ABC test for various industries. Employers should consult with legal counsel on the potential application of exceptions under AB 5 and the different classification standards.

Discrimination, Harassment and Retaliation Protections
California's Legislature is still working toward increasing employee protections for 2020; it extended the amount of time a harassment or discrimination victim has to file a complaint, as well as expanded both lactation accommodation requirements and anti-discrimination laws. The Legislature also passed several bills related to harassment prevention training.

Under current law, individuals have one year to file a complaint with the Department of Fair Employment and Housing (DFEH) for purported FEHA violations, such as discrimination, harassment and retaliation. AB 9 extends the statute of limitations to three years.

Harassment Prevention Training
Senate Bill 778 pushed the original harassment training deadline

back one year — to January 1, 2021.

Lactation Accommodation
California passed another lactation accommodation bill to expand the requirements beyond the 2018 bill. Currently, employers must provide a location other than a bathroom for lactation accommodation. SB 142, creates expanded accommodation requirements for employers. Specifically, a lactation room must be close to the employee's work area, shielded from view and free from intrusion.

The 2018 bill included an undue hardship exemption, which SB 142 keeps in place but limits to employers with fewer than 50 employees.

Discrimination
Under the FEHA, it's unlawful to discriminate on the basis of race — and SB 188 expands the law to prohibit discrimination against employees and students based on their natural hairstyles. Per the bill, workplace dress codes and grooming policies that prohibit certain hairstyles can have a disparate impact on race and may be a proxy for racial discrimination.

Expanding Leave Protections
California expanded protected leave for organ donation. Under current law, employers are required to permit an employee donating an organ to take up to 30 days of paid leave of absence within a one-year period. AB 1223 requires employers to provide an additional unpaid leave of absence, up to 30 days per year, to an employee donating an organ.

Paid Family Leave
Beginning July 1, 2020, the maximum duration of Paid Family Leave (PFL) benefits individuals may receive from California's State Disability Insurance (SDI) program will be extended from six to eight weeks, per SB 83.

Domestic Partnership
SB 30 changes how California law defines "domestic partner-

ship." Under current law, a domestic partnership could be entered into only by either two adults of the same sex, or two adults of the opposite sex who were over the age of 62. SB 30 removes those requirements, allowing any two adults over the age of 18 to enter into a domestic partnership.

Restraining Orders
Currently, immediate family members and law enforcement officers can petition courts to issue a "gun violence restraining order" prohibiting individuals from having in their custody or control, owning, purchasing, possessing or receiving, or attempting to purchase or receive, a firearm or ammunition upon showing of a substantial likelihood of significant danger or harm to self or others.

AB 61 expands the law, allowing employers, co-workers (with employer approval) who regularly interact with the person, or an employee or teacher of a secondary or postsecondary school (with school administration approval), to file a petition for a gun violence restraining order. Employers should consult with legal counsel on this law's implications related to the employers' workplace violence prevention policies and strategies.

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Spotlight on a Gold Member

Hangtown Village Square is Placerville's premier shopping center. Located on Broadway, the center was built and developed by Steve and Judy Puthuff, both born and raised here in Placerville. This year, the center celebrates 40 years of being family owned and operated, and the Puthuffs have prided themselves on keeping the shopping center relevant while providing a beautiful, safe and vibrant place to either own a business or to conduct business. Their daughter, Wendy Thomas, joined the team in 2010. In 2019 they were proud to work with the El Dorado County Chamber of Commerce on the grand opening of a new electric charging hub featuring both Tesla and ChargePoint stations. As the only Tesla electric hub on the Western Slope, this is a distinct advantage to Hangtown Village Square's tenants as well as the local community. A new metal roof was also installed last year to add beauty and extra fire protection to the center.

Hangtown Village Square incorporates a robust mix of local and national tenants, creating an inviting shopping experience to meet the needs of the community and the traveling public. These tenants include Starbucks, Rite Aid, Amerikan Ichi, Pizza Factory, Bombshell Lounge, Sole Desire Shoes, SNAP Fitness, Fitzpatrick Physical Therapy, Paco's, Base Camp Nutrition, Sassy Nails, Teriyaki Junction, Hangtown Travel, Kinetic, Umpqua Bank, Coldwell Banker, McDonald's and London's Best.

Besides a vibrant mix of tenants, Hangtown Village Square has achieved additional vitality with such measures as full-time, on-site property management by a dedicated crew under the expert management of Fred Walker, attractive seasonal landscaping, holiday decorating, complimentary social media services for tenants and conscientious, continual maintenance of the property. Visit their website at www.hangtownvillagesquare.com and like them on Facebook. Mostly, thank you for patronizing the businesses and supporting the local economy. Business matters, and Hangtown Village Square is proud to be a place where commerce can thrive.

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You Can Submit Your Event Online!
 Did you know that the Chamber keeps a community calendar of events? El Dorado County events can be submitted to <http://visitel dorado.mhsoftware.com/EditItem.html>. Once approved, your event will appear on the online calendar at www.visitel dorado.com and also printed in the Voice of Business newsletter as space allows.

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