

# US Unemployment Falls to 4.5%

by Jim Puzzanghera, LA Times

## Job growth slows, but unemployment falls to 4.5% as wages climb

After boosting the labor market the first two months of 2017, Mother Nature exacted some payback in helping push March job growth to the lowest level in nearly a year.

A snowstorm in the Northeast probably chilled hiring, particularly among construction companies that had been able to get an earlier start on projects because of unseasonably warm weather in much of the country in January and February, economists said.

That contributed to the surprisingly lackluster addition of just 98,000 net new jobs last month, including another significant decline in retailers' payrolls, the Labor Department said Friday.

But there also was some good news in what analysts called a mixed jobs report.

The unemployment rate fell to 4.5% from 4.7% in February, its lowest level in nearly a decade. And wages continued to show solid growth. Employers are finding that they need to boost pay to attract workers in a tightening jobs market.

"We're approaching full employment, where most people who want a job have a job, and that's a sign of the progress we've made in the labor market," said Gus Faucher, chief economist for PNC Financial Services Group.

Still, overall job growth in March was a little more than half of what economists had expected and well off the 219,000

figure from the previous month.

On top of that, the totals from January and February were revised down by a combined 38,000 jobs.

President Trump and other administration officials had been so eager to tout February's strong job creation that they violated an obscure federal rule about commenting on the report within an hour of its release.

On Friday, they sent out no initial reaction to the March report. Gary Cohn, Trump's top economic advisor, later said the administration was pleased.

"When you look at the jobs report as a whole, I think there's an awful lot of good news in here," Cohn told Fox Business Network.

He cited not only the drop in the overall unemployment rate but a decline in a broader measure, which includes people working part-time but who want full-time jobs, to 8.9%. That was the lowest since late 2007.

The number of people working and the unemployment rate are determined based on a survey of households, while the job-creation figures are calculated from payroll records provided by employers. The two sets of data can provide conflicting views of the labor market.

"Yes, we would have liked to see more jobs created, but remember, this is just one month," Cohn said.

House Minority Leader Nancy Pelosi (D-San Francisco) said the administration needed to start enacting policies to boost job growth instead of just talking about it.

"March's jobs report should serve as a stern warning to President Trump: Tweeting is not a strategy to create jobs for hard-working American families," she said.

For the first three months of the year, the economy has added an average of 178,000 net new jobs a month. That figure is down from the 187,000 monthly average last year.

But Faucher echoed Cohn in saying that Americans shouldn't be alarmed by one

# Salinas Valley CHAMBER OF COMMERCE BUSINESS JOURNAL



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PROVIDING NETWORKING OPPORTUNITIES - POLITICAL ACTION  
REPRESENTING THE INTERESTS OF BUSINESS WITH GOVERNMENT

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# CA Transportation Bill's Impact on Climate Change

by Melanie Mason and Chris Megerian, LA Times

## That \$52-billion road bill just made California's next climate change move a heavy lift

It took late-night cajoling and nearly \$1 billion in deal sweeteners for Gov. Jerry Brown and top Democrats to muscle through a \$52-billion tax-and-fee plan just over a week ago to repair California's roads.

Now they have to do it all again. Brown and legislative leaders have another daunting battle ahead over the fate of the cap-and-trade program, the centerpiece of California's efforts to combat climate change.

The program requires companies to buy permits to release greenhouse gases into the atmosphere, and just like the road plan, it's expected to require a two-thirds vote. That's a tall order, even for Democrats who hold supermajorities in both chambers; the transportation legislation squeaked through without a vote to spare.

The looming question in the Capitol, said California Chamber of Commerce President Allan Zaremberg, is, "How many

two-thirds votes is the Legislature capable of doing?"

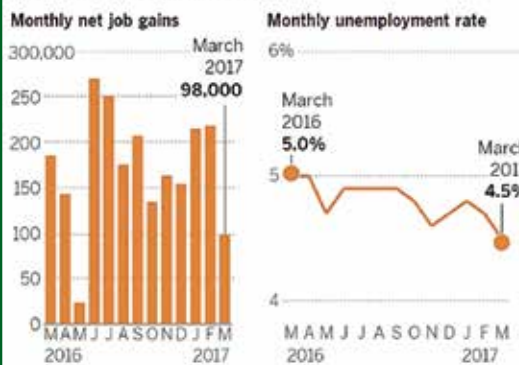
Facing legal uncertainty over whether cap and trade can continue past 2020, Brown has urged lawmakers to act quickly to reauthorize the program. But the lingering hangover of a hard-fought battle to pass the road repair bill may make consensus on a controversial climate program harder to reach.

"I think it is going to make the whole thing much harder," said Amy Vanderwarker, co-director of the California Environmental Justice Alliance.

Complicating the issue will be the potential impact on gas prices. The transportation package included a 12-cent hike in the base excise tax on gasoline. Extending the cap-and-trade program could mean an additional gasoline price increase of between 24 and 73 cents a gallon by 2031, according to the nonpartisan Legislative Analyst's Office.

Here's what you should know about this year's debate over California's cap-and-trade program:

## March U.S. jobs report



Source: Bureau of Labor Statistics

@latimesgraphics

UNEMPLOYMENT - CONTINUED ON PAGE 7

TRANSPORTATION - CONTINUED ON PAGE 7

SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM



# HEART & SOLE

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Proceeds from this event benefit Salinas Valley Memorial Hospital's Children's Miracle Network Hospitals Program. Salinas Valley Memorial has been a CMN Hospital since 1989. In that time, over \$11 million has been raised locally to help children throughout the Central Coast. Most importantly, all donations stay local for our area children.



# Let's Have a Party

*by Frank Geisler, Chamber Board Chair*

I don't know about you, but sometimes I can feel if something is going to happen... when everything comes together like the pieces of a puzzle...

It started during our Board retreat last December: we gathered for a day, looked at all angles of the Chamber and analyzed ways to improve the organization. One aspect was to closely examine our events and particularly the Leader's Roast. Then having completed its sixth year, it was determined that, although a success, it was a bit limited in scope and at a price that not every member could afford. Not that we couldn't find more leaders to roast, but maybe there would be something better and more universal to propose to our Chamber members.

At the conclusion of the day, Mark Boos, Vice Chair of Events, summed it up: "When in doubt, throw a party!" He was enthusiastically joined in by new board member Esmeralda Montenegro-Owen.

There started the following proposal: in preparation for the upcoming 100th year celebration of the Chamber in 2018, we would have a special event in the fall centered around a party!

Enter Marci Bracco, owner/proprietor of Chatterbox PR and one of our Chamber members who suggested "How about an Oktoberfest? In Salinas. With beer, food and flair!"

Last month, during a member orientation and mixer at Scudder's Roofing in Marina, Paul Farmer and I were introduced to Chamber member John Hill, managing partner of Alvarado Street Brewery. You guessed it: he immediately loved the idea of hosting the event at his Salinas location. There is a brand-new beer garden, and a great atmosphere to host something special.

Then comes in a phone call from Tom Meyer, President of 1st Capital Bank, looking for ways to celebrate the bank's new headquarters at the Taylor Building. In addition to a shared mixer on May 18th, we promptly got the approval from Tom and his marketing team to become our Presenting Sponsor!

There will be many chefs preparing their favorite recipes, wineries dispensing their

products, silent items waiting to be selected and, of course, lots of various kinds of beer from Alvarado Street Brewery expecting to taste. A party!

While many Chambers of Commerce rely on direct or indirect subsidies to survive, your Salinas Valley Chamber of Commerce only depends on dues and events to serve you. Plan to partake in our fall event. Sign up, sponsor, donate and support the Salinas Valley Chamber of Commerce for its 99th year of existence. This event will sell out!

*For more information, contact your Chamber team.*

*Chamber Board Chair Frank Geisler shares a smile with his trustworthy companion, Flash*



***I welcome  
your feedback.***

***– Frank Geisler  
2017 Chamber Board Chair,  
Frank@Geisler3.com  
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***So, here is success in the making:***

***99 Bottles of "ChamBEER" on the Wall***

***at Alvarado Street Brewery on Dayton Street in Salinas***

***Presented by 1st Capital Bank***

***Saturday, September 9, 2017 (9/9 heh heh)***

***6:00 to 9:00 PM (we couldn't come up with 9:99 PM)***

***Limited to the first 199 people • Price of admission? \$99.00***

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# Your Chamber Team

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*Pete Wevurski*

Salinas Californian



Photo by Batista Moon Studio

Stephanie Chrietberg, SVP Business Development; Sarah Gaebelin, VP Commercial Loan Officer;  
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# Chamber Trip - Ireland!

By (and with) Chamber CEO Paul Farmer

*Have you traveled with our Chamber (and me) yet?  
If not, read on – you might want to join us.*

Traveling with the Chamber is a fantastic way to travel internationally with someone you trust and our group travel rates will save you plenty of dough and headache. The Chamber and our travel partner agency handle all the details so all you have to do is enjoy yourself. Especially with the new friends you'll make on our trip, that's not hard!

Our Chamber travel group is typically about 40 people on our own private motor coach. A professional tour guide accompanies us on the trip, takes care of the logistical details and shares with us the background and histories of the places we visit.

Some good news this year. Good news? Actually, it's great if you don't like packing and unpacking. And if you like staying in 4.5 star hotels, I'd say the news is even greater. We'll be staying in the beautiful Savoy Hotel in Limerick for our entire stay. Ireland is relatively small, so we can take short rides on the bus each day to visit the sites. And if you want some leisure time to yourself, that's easy enough with this trip. You won't need a vacation to recover from your vacation.

What excites me most about this trip – our travel partner customized this trip just for us. I considered working with five different travel agencies and was able to take the best option from each and put them all together in one fantastic package. A medieval banquet at Bunratty Castle? Yes, sign me up for that!

*...And this is the type of person we're going to hang out with.*



This trip will include fun opportunities to meet some locals and if you like, you can add a 2-day post-trip extension to visit Dublin. That trip includes the option to visit the shipyard where the Titanic was built. I hear it's fantastic.

There are so many cool things on this trip, you're going to have to join us to get the details. Please join us for the no-pressure Travelers Information session on May 23 (details in the ad beside this article). Or shoot me a note: President@SalinasChamber.com Our traveler satisfaction is very high because the tours are top-notch, the pricing is very competitive (thank you, group discounts) and...let it never be said that I don't know how to show people a good time!

One more thing: a little over half of our travelers are couples, but we also get a lot of singles who like to travel with our always-friendly group. Also, every year we get a few groups of friends who decide to leave their spouses at home and have their own adventure with us. So...set aside any reasons you might have for not joining us and at least come hear about the trip!



*This is where we're going...*



2017 Chamber Trip

Discover **Ireland**  
Oct 23 - Oct 30, 2017

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Includes Breakfasts & 2 Dinners  
(one is a medieval banquet at Bunratty Castle)

**Highlights:** Cliffs of Moher, Rock of Cashel, Kilkenny Castle, Bunratty Folk Park, Dingle Peninsula, Galway, Queenstown Experience, Blarney Castle, Whiskey Distillery tour

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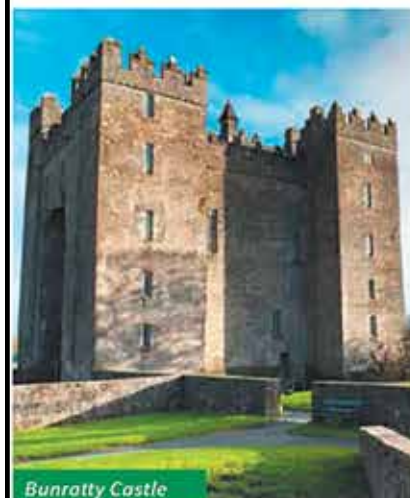
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Or email us for a brochure to  
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Bunratty Castle



# Marketing 101 *with Phil*

tips & advice on digital marketing

by Phil Fisk, President  
Coastline Marketing Group



## Why You're Losing Money on Facebook

### Are you accessing the full potential of Facebook's sales funnel?

Don't become another one of those advertisers who throws their money away when setting up their Facebook ad campaign. Far too many people just launch directly into trying to get conversions like that's the first step. It's not.

The real first step you need to make is to build a solid relationship with your audience. The conversions cannot happen if you have no real connections to convert. One of the smoothest paths to building your audience is by focusing on spreading brand awareness.

Start by making informative, interesting posts on your Facebook page regularly. Avoid too much repetition of the same topics, and don't promote yourself in every post. Then follow these four steps to save money on your Facebook ad campaign:

1. Everyone has to start in the awareness phase, which is where you're spending time just getting more prospective customers to notice you. Create ads to attract more visitors to see your Facebook page. They must be creative, specific and as unique as possible. All you need to do is give them a good reason to Like your Facebook page. Don't push anyone to buy just yet.
2. After attracting some interested people who start to engage with you, then you're entering the consideration phase when others are starting to think about if they want to use your business. This is the perfect time to give away a freebie that's truly valuable to your specific audience in exchange for more of their contact details or membership to join your newsletter. You could give away an ebook, a free webinar session, an e-course or a practical checklist they can really use. Use Facebook ads to promote your giveaway offer.
3. Now examine all those people who responded well to your free offers in the consideration phase. By this time, your ad statistics should show you what kind of demographic is responding the best to your offers. Now place a highly targeted conversion ad that will resonate only with your key buyers to promote the big sell you really want to make. These ads should clearly list the obvious benefits of your product or service and include testimonials where possible. If you're selling something expensive, try selling a smaller offering at a lower price first to get more leads.

### Final Thoughts

Get more referrals from your best customers by rewarding them. Even if you can only afford to give them your attention, it counts because everyone wants some appreciation!



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## UNEMPLOYMENT - CONTINUED FROM PAGE 1

month of slowing job creation.

"Job growth this year looks a lot like last year and job growth last year was pretty good," he said.

Weather probably was a factor in the job growth, as was Easter coming later this year, economists said.

The Northeastern snowstorm struck during the week that the Labor Department surveyed households about their work status. Analysts had said the strong job creation the previous two months had been boosted by unusually warm weather.



Economists from Goldman Sachs Group Inc. had warned this week that bad weather last month could have reduced job growth by as much as 60,000 net positions.

The construction industry showed the effects that weather can have. The sector added just 6,000 net new jobs in March, the worst in seven months, after payrolls surged by 59,000 in February.

Retailers continued to struggle last month, slashing their payrolls by nearly 30,000 after cutting about 31,000 jobs in February. The two-month decline was the worst for the industry since 2009.

Jobs in the retail sector grew strongly after the Great Recession. And retailers added 35,300 jobs in January.

But the recent troubles

could reflect the shift in consumer purchasing to online from brick-and-mortar locations. That trend led big retailers such as Sears and Macy's to announce that they were closing large numbers of stores.

"The industry is going through a transformation and they're truly trying to adjust to meet appropriate demands of a changing consumer and the way shop and what they shop for," said Jack Kleinhenz, chief economist for the National Retail Federation trade group.

Hiring was off sharply for education and health-services providers. They added just 16,000 net new jobs in March, the fewest in 15 months, after payrolls had increased by 66,000 in February.

Wages continued to show solid growth in March, with average hourly earnings increasing 5 cents to \$26.14 following a 7-cent rise the previous month. Wages

increased 2.7% for the 12 months ended March 31.

Federal Reserve Chairwoman Janet L. Yellen and her colleagues have cited the improving labor market as a key reason they increased the benchmark short-term interest rate in March for the second time in three months. Anticipation of continued improvement has led central bank policymakers to signal two more small hikes are coming this year.

Analysts said it was too soon to say if those plans are at risk. The Fed's policymaking committee doesn't meet again until May.

"I can imagine if Janet Yellen were to attend a cocktail party tonight she'd say, 'Don't place too much importance on one month's numbers,'" said Mark Hamrick, senior economic analyst at Bankrate.com, a financial information website.

## TRANSPORTATION - CONTINUED FROM PAGE 1

The program's supporters dispute that any specific cost increase can be attributed to cap and trade. But politicians are keenly aware that their votes can be weaponized by their opponents and depicted as a source of more pain at the pump.

"A lot of my families in the district do have to drive long distances to work," Assemblywoman Sabrina Cervantes (D-Riverside) said, adding that "it's hard for my district to get access to clean vehicles" that require less gas.

She acknowledged that climate change is an "existential threat," but said she's uncommitted on cap and trade right now. Cervantes was one of the last Democrats to back the road bill April 6, signing on only after negotiating \$427 million in additional transportation projects in her county.

Dangling money to woo reluctant lawmakers is a time-honored tactic in the Capitol, and political veterans predict there could be a feeding frenzy over cap-and-trade money. The program has produced billions of dollars from the sale of pollution permits.

The vote "gets slightly tougher because of the wheeling and dealing with transportation tax," said Steven Maviglio, a Democratic strategist who worked on the transportation bill, which has yet to be signed by Brown.

On climate, Maviglio forecast that "there will probably be an auction for a vote."

There are some political factors working in cap and trade's favor. Unlike the gas tax, which consistently draws stiff opposition in polls, California's climate programs typically score highly among the state's residents. A Public Policy Institute of California survey last year found that a majority supported the cap-and-trade program.

There's also potential for bipartisan support. One Assembly Republican, Catharine Baker of the east Bay Area city of

Dublin, supported setting tougher targets for reducing greenhouse gas emissions last year. In addition, extending the cap-and-trade program would continue an existing policy, which could be less politically poisonous than a new tax.

"This is an opportunity for many people to show that they can make programs that are already on the books better," Zaremborg said.

But climate policy tends to trigger bruising Capitol battles, especially in recent years. A measure to increase the state's reliance on renewable electricity and make buildings more energy-efficient passed in 2015 only after a controversial provision to slash oil consumption for transportation was dropped.

In that case, the legislation required only a majority vote. For cap and trade, supporters are aiming for two-thirds. The push for the higher threshold is the result of complicated rules governing — some critics would say strangling — California's budget process.

The law that provides the foundation for cap and trade was passed by a majority vote in 2006. The Chamber of Commerce charged that the program functioned as a tax on businesses, making it unconstitutional because it wasn't approved with the two-thirds vote required by Proposition 13, California's landmark tax law approved by voters in 1978.

A state appeals court recently rejected their argument, handing a victory to environmentalists and the Brown administration.

But there's another hurdle from a 2010 ballot initiative, Proposition 26. Under those rules, regulatory fees also require a two-thirds vote, a standard that could apply to extending cap and trade.

"In order to remove that legal uncertainty, a two-thirds vote would be required," said Ross Brown of the nonpartisan Legislative

Analyst's Office.

The governor, who has staked his legacy on fighting climate change and is counting on cap-and-trade revenue to help finance the bullet train from Los Angeles to San Francisco, wants the higher threshold.

"To remove any cloud of perceived legal uncertainty about the continuation of cap-and-trade beyond 2020, we are seeking a two-thirds vote," Deborah Hoffman, a spokeswoman for the governor, said in a statement.

As the effort to cobble a supermajority takes off, so does a ferocious lobbying battle.

Oil companies kept a low profile during the debate over the gas tax, saving their clout for the climate issue. The industry backs cap and trade, particularly in comparison with stricter proposals to reach the state's emissions targets.

Catherine Reheis-Boyd, president of the Western States Petroleum Assn., said in a statement that her group is "committed to making significant improvements to cap-and-trade."

The state's victory in appeals court this month reduced the industry's leverage. Still, the potential that lawmakers will be skittish to take back-to-back votes affecting gas prices could help oil companies rally support for a more business-friendly policy.

The environmental lobby, meanwhile, is split between national organizations that want to continue cap and trade and environmental justice groups that are concerned the program isn't doing enough to alleviate local pollution.

Those groups felt particularly burned by the transportation deal, which gave the trucking industry a break on future antipollution regulations.

"Are all the trade-offs going to be constantly at the expense of environmental

justice?" said Assemblywoman Cristina Garcia (D-Bell Gardens), who is working on climate legislation.

Brown asked for the issue of cap and trade to be resolved as part of the state budget in June. But the difficulty of threading the needle has led some advocates to say it shouldn't be rushed.

"We don't need it this year," said Parin Shah, senior strategist at the Asian Pacific Environmental Network. "If we're able to get it, that would be great. It's one more thing we don't need to worry about."

Others say a hard vote only becomes more difficult with time.

"If we don't do it now, are we going to do it in an election year?" state Sen. Bob Wieckowski (D-Fremont) said. "It's a much tougher vote in May 2018."

The governor holds one other potential advantage in negotiations. He could launch a climate-focused ballot initiative next year, the last year of his final term, and bypass legislators altogether. Brown has \$15 million left over from previous campaigns.

Going directly to the voters offers no guaranteed victory. Rob Lapsley, president of the California Business Roundtable, which represents the state's largest corporations, said the campaign could prompt a surge of oil industry money.

"They wouldn't hesitate to spend what it takes to defeat it," he said.

Ultimately, the fate of cap and trade may come down to Brown's knack for eking out big wins on his priorities.

"The governor bats last. That gives him enormous leverage," Maviglio said. "Whether it comes to influencing the votes of legislators or putting something on the ballot, he — despite his lame duck status — still is king of the hill when it comes to this issue."





Presented By:



## **“99 YEARS OF CHAMBEER ON THE WALL”**

What? It's the Salinas Valley Chamber's 99th Anniversary?  
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“99 Years of ChamBEER on the Wall” is an Oktoberfest event that will be  
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(that's 9/9—seriously, could we have gotten any luckier??)

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# 1st Capital Bank - Oktoberfest Presenting Sponsor

## 1st Capital Bank Has Signed On To Be Presenting Sponsor For the Salinas Valley Chamber of Commerce's 99th and 100th Anniversary Events

As you have certainly seen, the Salinas Valley Chamber of Commerce celebrates its 99th anniversary with a festive new event, "99 Years of ChamBEER on the Wall," in September 2017. (See the ad on the opposite page for details.)

Paul Farmer, President and CEO of the Salinas Valley Chamber of Commerce



shared, "When we were considering how to celebrate the Chamber's 99th year, '99 Bottles of Beer on the Wall' jumped out from among the other event ideas and said 'Pick me!' We immediately recognized an Oktoberfest-themed event as the perfect reason to invite the community out to see the remarkable facilities of our member Alvarado Street Brewery. We're delighted that our friends at 1st Capital Bank have signed on as our Presenting Sponsor for this event. They will also be the Presenting Sponsor for what we dream up for our 100th anniversary celebration next year."

"1st Capital Bank is proud to partner with the Chamber in celebrating their 99th year of advocating for businesses in the Salinas Valley," said Tom Meyer, President & CEO, 1st Capital Bank. "The Bank and the Chamber have a shared interest in the

health and wellbeing of the businesses in our community, and as such, this was a natural partnership. With the Bank's upcoming relocation of its corporate headquarters to Salinas City Center, we look forward to celebrating the Chamber's anniversary with our new neighbors."

"99 Years of ChamBEER on the Wall" is an Oktoberfest event that will be limited to the first 199 people and takes place on Saturday, Sept. 9 (9/9) from 6-9 p.m. at the Alvarado Street Brewery in Salinas.

This lively celebration will feature 12 to 16 beers on tap from Alvarado Street Brewery, five local wineries pouring wines, 10 local chefs providing food tastings, live music, silent auction and a raffle that includes a chance to win airline tickets to anywhere in the US.

This fundraising event is one of only

two the Chamber will hold this year (the Chamber Leaders Roast is being retired after a run of six seasons).

Tickets are \$99 and available through the chamber at [www.SalinasChamber.com](http://www.SalinasChamber.com), at (831) 751-7725 or by email at [info@salinaschamber.com](mailto:info@salinaschamber.com).

In addition, various levels of sponsorships of the event, advertising in the event program and donations to the silent auction and raffle are also available. Sponsorships are available through Sept. 1; advertising must be received by Aug. 1 and tickets are available until Sept. 1.

For further information about sponsorships, advertising and donations, please contact Marci Bracco at 831-747-7455 or by e-mail at [marci@chatterboxpublicrelations.com](mailto:marci@chatterboxpublicrelations.com).

## Sponsorship Opportunities

### **\$ 4,999.99 Golden Ale - 8 Tickets + VIP Experience**

- Special Recognition at event & Signage with Company Logo
- **Full-page ad** (8 ½" wide x 11 " tall) in event program
- LOGO Recognition in all printed materials and advertising
- Option to display company banner at event

### **\$ 2,999.99 Pilsner Lager - 8 Tickets**

- Special Recognition at event & sign on table with Company Name
- **Full-page ad** (8 ½" wide x 11 " tall) in event program

### **\$1,999.99 Amber Ale - 6 Tickets**

- Special Recognition at event & Signage with Company Name
- **Half page ad** (8 ½" wide by 5" tall ) in event program

### **\$999.99 Stout - 2 Tickets**

- Special Recognition at event & Signage with Company Name
- **Half page ad** (8 ½" wide by 5" tall ) in event program



## **SILENT AUCTION & RAFFLE**

I wish to donate a Silent Auction Item or Item for Raffle:

Description: \_\_\_\_\_

Estimated Value: \_\_\_\_\_

I will mail item \_\_\_\_\_ Please contact me to arrange pick-up

**AD IN PROGRAM BOOK** \_\_\_\_\_ **\$499.99 half-page ad**

(AD COPY MUST BE RECEIVED BY 8/1/2017)

*Please indicate the amount you wish to contribute- you can copy and paste this and email [marci@chatterboxpublicrelations.com](mailto:marci@chatterboxpublicrelations.com). Thank you for your support and consideration! Please email Marci if you have an item to donate as well - gift certificates welcome!*

# Employee Unscheduled Absences

by Sharilyn Payne,  
Fenton & Keller



## Use Caution in Disciplining Employees for Unscheduled Absences

Two years ago, the California paid sick leave law known as the Healthy Workplaces, Healthy Families Act of 2014 went into effect. Since July 1, 2015, essentially all employers in California have been required to provide all employees – full time, part time, and temporary -- with paid sick leave. One of the more delicate areas that employers must navigate with this paid sick leave law is how to handle disciplining employees who call in sick without advance notice or have unscheduled absences. The Department of Industrial Relations ("DIR") recently weighed in on this issue.

Many employers have policies providing that if an employee has an unscheduled absence or does not call in a certain amount of time before start time, that will count as an "occurrence" that violates its attendance policy and can result in disciplinary action. However, several California statutes protect employee requests for and use of paid sick leave.

The paid sick leave law specifies that an employer cannot deny an employee the right to use accrued sick days, or "discharge, threaten to discharge, demote, suspend, or in any manner discriminate against an employee" for reasons including using accrued sick days, or attempting to exercise the right to use accrued sick days. Another statute says that an employer must allow an employee to use accrued and available sick leave for the purposes specified in the paid sick leave law. Another law states that it is a per se violation of the law for an employer policy on absences to count sick leave taken for purposes allowed under California law as an absence that may lead to discipline or termination. And the paid sick leave law does not allow an employer to require an employee to give a specific amount of notice prior to an absence instead stating "[i]f the need for paid sick leave is foreseeable, the employee shall provide reasonable advance notification. If the need for paid sick leave is unforeseeable, the employee shall provide notice of the need for the leave as soon as practicable." Given these provisions, when can an employer discipline an employee for unscheduled absences?

According to the DIR, if an employee has accrued and available sick leave, and is using that accrued paid sick leave for a purpose as specified in the law, the employer cannot count that absence as an occurrence that violates its attendance policy. However, if an employee has exhausted all accrued and available paid sick leave provided by California statute, and has an unscheduled absence that would violate the employer's attendance policy, the employer can count that absence as an occurrence that violates its policy, even if the employee was actually sick or absent for a reason allowed under the law. The paid sick

leave law only protects an employee's accrued and available paid sick leave provided for under the law, and not all time off that an employee may take. In other words, if an employer provides additional paid sick leave beyond that required by California law, the limitations on disciplining an employee do not apply to that additional sick leave.



Employers should review their policies and practices on employee absences and make sure they do not violate the California laws on paid sick leave. To review the DIR frequently asked questions about this law, you can go to the following website: [www.dir.ca.gov/DLSE/Paid\\_Sick\\_Leave.htm](http://www.dir.ca.gov/DLSE/Paid_Sick_Leave.htm).

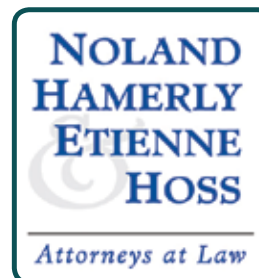
Sharilyn Payne is a lawyer with the Fenton & Keller law firm in Monterey. This article is intended to address topics of general interest, and should not be construed as legal advice. For more information, please visit [www.fentonkeller.com](http://www.fentonkeller.com).

# Noland Hamerly Wins Judgement Against UFW

Three attorneys from Noland Hamerly Etienne & Hoss, Lindsey Berg-James, Ana Toledo and Mike Masuda, won a 1.2 million dollar award against the United Farm Workers of America ("UFW").

NHEH represented former UFW employee Francisco Cerritos in a class action and Private Attorney General Act ("PAGA"), lawsuit on behalf of himself and other current and former UFW employees. On March 27, 2017, Monterey County Superior Court Judge Thomas Wills issued his ruling at the conclusion of the trial.

The court ruled that Mr. Cerritos and 22 other UFW internal organizers were misclassified as "exempt" employees



and not paid overtime and not given lunch breaks. The class action claim was brought because the UFW failed to give UFW employee legal pay stubs. The judge awarded Mr. Cerritos \$65,000 and also awarded \$600,000 to the other internal organizers in overtime wages; \$119,000 to the class for paystub

violations; and an additional \$235,000 of PAGA penalties for numerous California Labor Code violations.

The Noland Hamerly attorneys are pleased with the judge's well-reasoned decision and to have successfully represented the UFW employees in protecting their rights to be paid properly for their work.

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# POWER LUNCH



WITH  
**Paul  
Farmer**  
Chamber CEO

Learn from the CEO  
himself what the  
Chamber does behind  
the scenes to advocate  
for your business.

Get an update on  
whats happening in the  
business community  
and ask about those hot  
topics.

**FREE for members**  
**\$10 for prospective**  
**members**

**Wednesday, May 10th**  
**11:30am-1pm**



**RSVP & Order lunch for \$10**



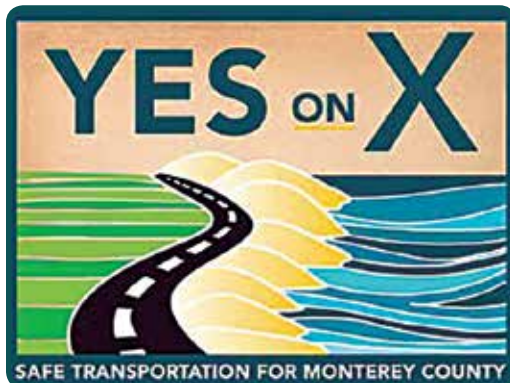
**Chamber Office**  
**119 E. Alisal St.**  
**Salinas**  
**[www.SalinasChamber.com](http://www.SalinasChamber.com)**



# Transportation Tax Oversight

## Citizens Oversight Committee Established for New Monterey County Transportation Tax

The Transportation Agency for Monterey County (TAMC) reports that its Citizens Oversight Committee for the new Measure X sales tax has been appointed by the TAMC board of directors. This committee, known as the eXcellent



Transportation Oversight Committee, held its first meeting on April 18.

In November 2016, Monterey County voters approved a sales tax to fund transportation projects for the next 30 years. It was the fifth attempt in Monterey County to pass a transportation sales tax since 1988.

In this case, a broad coalition of organizations, including the Salinas Valley Chamber of Commerce, supported the sales tax because of the obvious need to repair and improve deteriorating roads and highways throughout the county.

Organized opposition to Measure X was minimal, perhaps in part because of the commitment of TAMC to create a large, diverse, and powerful Citizens Oversight Committee to provide a check and balance and ensure the money is spent properly.

The committee duties will include:

- conducting independent audits
- reviewing and making recommendations on any proposed changes to the plan
- reviewing and commenting on project delivery schedules represented in the Strategic Expenditure Plan and make recommendations to the Transportation Agency on any proposals for changing project delivery priorities
- preparing annual reports regarding the administration of the program and presenting them to the Transportation Agency Board of Directors and making them available for public review.

John Haupt of Blach Construction is the Salinas Valley Chamber of Commerce representative on the Citizens Oversight

Committee, and attorney John Bailey of Alternative Dispute Resolution is the alternate representative.

The Chamber's Government Relations Vice Chairman Kevin Dayton was elected as chairman of the 20-member committee. (He serves on the committee as a representative of the Salinas Taxpayers Association.) Several other Chamber members serve on the Oversight Committee as members or alternates.

**For more information about the eXcellent Transportation Oversight Committee, see [www.tamcmonterey.org/measure-x/citizens-oversight-committee/](http://www.tamcmonterey.org/measure-x/citizens-oversight-committee/)**

**For more information about Measure X and the transportation projects to be funded by it, see [www.tamcmonterey.org/measure-x/](http://www.tamcmonterey.org/measure-x/)**

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# Cruz Honored as 2017 Latina Advocate



The Hartnell Community College District congratulates Vice President of Advancement and Development, Jacqueline Cruz for being one of seven to receive the 2017 Latina Advocate Award issued by Hispanas Organized for Political Equality (HOPE). Cruz received this statewide recognition at the 23rd Annual Latina Action Day event in Sacramento, CA on April 25, 2017.

The award is given to Cruz for her outstanding leadership and significant contributions to the community. Assemblymember Anna Caballero nominated Cruz to represent the 30th District.

Cruz began her career in the non-profit sector 19 years ago at United Way Monterey County. As VP of Advancement and Development at Hartnell College, she has connected philanthropists, foundations, and industry with the opportunity to create viable pathways for students leading them to self-sufficiency

and healthy lives. She has been a part of development efforts that have galvanized over \$49 million in financial investments for local youth, women and children, nonprofit organizations, and Hartnell College. She launched the Salinas Valley Health Professions Pathways Partnership, co-founded the Women's Education Leadership Institute and the Women's Education and Economic Forum, launched two capital campaigns, has expanded the Agriculture Institute and worked to increase support for innovation through agriculture and STEM in the Salinas Valley.

Latina Action Day convenes over 400 Latina leaders from across California in Sacramento for an annual public policy issues conference. This one-day conference is designed to facilitate dialogue between Latina corporate and community leaders and elected officials on public policy affecting Latinas in California.



**For more information, visit [www.Latinas.org](http://www.Latinas.org).**

*HOPE is a nonprofit, nonpartisan organization committed to ensuring political and economic parity for Latinas through leadership, advocacy, and education to the benefit of all communities and the status of women.*

# New and Renewing Members

*The Chamber thanks our New and Renewing Members.*

*Please support them and tell them you appreciate that they're Chamber members!*

## NEW MEMBERS

Grainger Branch 693  
JCPenney  
Marina Community Partners  
Max's Helping Paws Foundation  
SignWorks  
Top 10 Produce LLC

## RENEWING MEMBERS

A & O Specialty Pharmacy  
Ag Against Hunger  
All Safe Mini Storage II  
Alliance Career Training Solutions  
Alliance on Aging  
Alternative Dispute Resolution APC

American Red Cross  
of the Central Coast  
Anthem Christian School  
ARIEL Theatrical  
Balance Staffing  
Bank of America  
Beverly Meamber  
BookKeeping Express  
Boots Road Group LLC  
Bronco Van & Storage  
California Welcome Center  
Carlton's Fire Extinguisher Sales  
Chamber Discoveries  
Chef Lee's Mandarin House 2  
Christine Batchelor, OD, AOC  
Coast & Valley Properties  
Coastal Kids Home Care

Corral de Tierra Country Club  
Creative Labels  
DeSerpa Investments, LP  
Driscoll's Strawberry Associates  
Future Citizens Foundation  
Hampton Inn & Suites  
Harmony At Home  
JNM Company,  
Commercial Real Estate  
Madonna Manor/Northstar  
Senior Living  
Main Event Transportation  
Monterey County Film Commission  
Monterey County  
Supervisor District 1 - Luis Alejo  
Moxxy Marketing  
NEXT Dentistry

Office Depot/Office Max  
R.S. Hughes  
Rabobank, N.A.  
Salud Para La Gente  
Scheel Construction  
SSB Construction  
T. Bob Uemura, Attorney At Law  
Tatum's Garden Foundation  
Timmins & Sorensen, CPAs  
Transportation Agency  
for Monterey County  
Triangle Farms  
Tunstall Engineering Consultants  
Valley Fabrication  
Veterans Transition Center  
of Monterey County  
Wal \* Mart Stores #2458

## SPECIAL ANNIVERSARIES

**Celebrating 5 Years**  
Scheel Construction  
**Celebrating 10 Years**  
Coastal Kids Home Care  
**Celebrating 20 Years**  
Ag Against Hunger  
**Celebrating 45 Years**  
American Red Cross  
of the Central Coast  
**Celebrating 50 Years**  
Carlton's  
Fire Extinguisher Sales  
**Celebrating 60 Years**  
SSB Construction

# New Member Profiles

## JCPENNEY COMPANY, INC.

JCPenney Company, Inc. (NYSE:JCP), one of the nation's largest apparel & home furnishings retailers, is on a mission to ensure every customer's shopping experience is worth her time, money and effort. Whether shopping jcp.com or visiting one of our stores across the United States and Puerto Rico, she will discover exclusive & national brands. JCPenney has operated stores in California since 1914 & for almost 90 years we've serviced customers in Salinas, first opening our doors downtown in 1928. We relocated to the Northridge Mall in 1972 and November 4th, 2016 marked another exciting day for us in Salinas, as we Grand Opened the newest store in our company.  
100 Northridge Mall Salinas • (831) 449-8111 • [www.JCPenney.com](http://www.JCPenney.com)



## MAX'S HELPING PAWS FOUNDATION

Max's Helping Paws Foundation is a public benefit nonprofit corporation championed by The Pet Specialists of Monterey, and named in honor of Maximillian Amadeus, beloved pet of Dyana Klein and Jonathan Fradkin. Built on the guiding principles of transparency, reciprocity and integrity, the mission of Max's Helping Paws Foundation is to reduce euthanasia, surrender and suffering of severely ill pets by providing responsible Monterey County pet owners facing financial hardship assistance with necessary medical care.  
[www.MaxsHelpingPaws.org](http://www.MaxsHelpingPaws.org) • (831) 704-6473  
[admin@MaxsHelpingPaws.org](mailto:admin@MaxsHelpingPaws.org)



## KYSMET SECURITY & PATROL

At Kysmet Security & Patrol, your security issue is our number one priority. We provide private security in Monterey County and the surrounding areas, including Santa Cruz County, San Benito County and now serving Gilroy. Our clients can rest assured we can provide protection for single events or ongoing business security in Salinas-Monterey. We go above and beyond to provide you with the best security service possible. Whether it's providing security at a private event, public festival, patrolling your apartment complex, offices, or checking on your home while you're away on vacation our experienced guards take the time to truly understand your needs and concerns. *"Building trust through community involvement"*  
21 W. Laurel Dr. Suite 49, Salinas, CA 93906 • 831-998-7963 • <http://kysmet.net>



## TOP 10 PRODUCE LLC ("TOP 10")

Top 10 Produce LLC ("Top 10") is a brand holding company, selling wholesale produce & beef sourced from the Salinas Valley under the "Locale" and "Beefy Boys" brand names. Top 10 also provides Agricultural Consulting Services to independent farms. We enable the smallest family farms to comply with the Produce Traceability Initiative. We provide item specific marketing to small farmers and craft food producers by utilizing small barcodes called QR codes or Databars.  
[Top10Produce.com](http://Top10Produce.com) • 888-NOW-2010  
Email: [info@top10produce.com](mailto:info@top10produce.com)





# Chamber Events



*Chamber of Commerce staff and Ambassadors enthusiastically greet guests at the Earth Day Mixer at McShane's Nursery.*



*Councilmember Steve McShane joins fellow Chamber members Jonathan Saquil (owner of The Flying Artichoke) and David Alessandro (owner of Snap Fitness in Salinas).*



*Dave Scotton (Dept of Rehabilitation) visits with various local businesses performing outreach at the event.*



## **Asilomar Connect at Lunch**

*Delicious food and a tour of the Asilomar facilities topped off a fun hour of lunch time networking.*

**"I'M INTRIGUED –  
TELL ME MORE!"**

Please visit the Chamber website to register for any of the upcoming events on page 19, or contact the Chamber for more info. (831) 751-7725 or [info@SalinasChamber.com](mailto:info@SalinasChamber.com)



# Democrats Could Strengthen Political Control in California

*by Michael R. Blood, Associated Press*

## Democrats could tighten grip on California political control

Republicans have a lock on power in Congress and the White House. But far across the country in California, the party of Reagan is seeing yet another threat to its fraying relevance.

Democrats who control every statewide office and command the Legislature are pushing changes in two of the state's largest counties that could leave California even more tightly in a Democratic vice.

At issue in Los Angeles and San Diego counties is who draws the boundaries that determine what voters are included in what districts when electing powerful county supervisors - a decision that has broad implications on Election Day.

The moves are being compared to fights over political power in Texas and North Carolina, where court battles are playing out over the legality of election district boundaries that critics say have been drawn to favor Republican candidates.

"Local government is the next big partisan battlefield" in California, said Thad Kousser, a political science professor at the University of California, San Diego.

"It's the only place where the Democrats can still gain seats, and it's really the only place the Republican Party is focused on rebuilding its ranks."

Democrats say the changes would recognize diversity and promote transparency in the arcane process known as redistricting. But Republicans fear Democrats are looking to tilt the scales in the non-partisan county races, which could spread in the state that is home to one in eight Americans.

A bill in the Legislature would change the way district boundaries are drawn for the Board of Supervisors in San Diego County, home to more than 3 million people. Republicans now control a majority of the five seats, though Democrats hold a nearly seven-point registration edge in the county.

The bill would scrap a panel of retired judges who now draw the district lines in favor of a commission with 14 members whose political party affiliations would reflect registration in the county. The change presumably would create a panel with a Democratic hue.

"It's basically a power grab," says Alan Clayton, a redistricting consultant and Democrat long involved in efforts to increase Hispanic voting representation.

To the north, Los Angeles County is suing the state to stop a law passed



in October that would establish a similar citizens' commission in the nation's most populous county, home to 10 million people.

The lawsuit accuses the state of usurping local control and replacing it with an "unfair and excessively partisan" system that would discriminate against independent voters and violate the California constitution.

The lawsuit predicts that 70 percent of the commission would be Democrats under the law that "will ensure, by design, that commissioners are predominantly members of the Democratic Party."

Currently, a committee makes recommendations on district lines to the Board of Supervisors.

Republicans were widely successful in 2010 elections across the U.S., including statehouse races. They used that muscle in many states to reshape congressional and legislative districts and maximize the clout of conservative voters.

It's been a different story in California, where the GOP has been in decline for years. Nearly three decades have passed since a Republican - - George H.W. Bush - carried the state in a presidential election. Hillary Clinton trounced President Donald Trump in the state by more than 4 million votes.

Democrats have a 3.7 million edge in voter registrations over the GOP, and Republicans could soon be eclipsed in registration numbers by no party at all - independent voters.

San Diego County Supervisor Greg Cox, a Republican, has called the plan to eliminate the panel of retired judges an attempt to establish "blatant political redistricting."

At a meeting last month, he said the retired judges "would be the least likely to have any political bias or represent special political interests."

Democrats say the changes in both counties would reflect a changing California, where Hispanics now outnumber whites.

"If you want the diversity of perspectives necessary to ensure fairness, you are more likely to find that by drawing from a pool of qualified citizens rather than judges," said state Assemblywoman Shirley Weber, a Democrat who introduced the San Diego County bill.



# Chamber Ambassador

## Bonnie Jellison

Bonnie Jellison is the Director of the Transitional Housing Village at Rancho Cielo Youth Campus, where she lives with her husband Joe and two basset hound]Gnd Gracie. They came to the area when she was asked to open a new Resource Center for homeless Veterans.

Her passion is helping others turn negative life experience into

opportunity. She shares "Much like an arrow must be pulled backward to be propelled forward, life's set-backs can be used to move us closer to reaching the target."

Bonnie's education includes a degree in Physics from Brigham Young University. After a career in federal and local law enforcement, she went on to study Psychology of Addiction, and

became a therapist specializing in co-occurring disorders & PTSD.

Today, she hopes to make an impact earlier by working with the youth and young adults that are facing housing instability. She feels strongly that safe and affordable housing should be available to everyone no matter their age, social or economic status.

Rancho Cielo has programs for youth ages 14-25. Drummond Culinary Academy, and their Friday night dinner service, is one of the finest in the region. Other programs include Silver Star Alternative High School, John Muir Charter School, Youth Corps, and Transitional Housing. Recently, ground was broken for the Ted Taylor Agricultural Center.



The balancing "T"s in Bonnie's life are 'Travel' and 'Tai Chi.'



## Digital Nest Opens

Digital NEST has opened its doors! April 17, 2017, was the opening day for Digital NEST in the Building Healthy Communities Room in the Cesar Chavez Library. NEST stands for Nurturing Entrepreneurial Skills with Technology. Digital NEST is a nonprofit that first opened its doors in Watsonville; the goal of the program is to teach youth aged 14-24 how to use



technology. The NEST is guided by the principles of Free, Equal Access, Safe Space, Education and Career Development, and Growing Economic Prosperity. Digital NEST held two welcome sessions last week for stakeholders and the community, with Mayor Gunter welcoming the first event and Councilmember

Barrera welcoming the second. Digital

NEST has received funding from the City of Salinas, Taylor Farms, South Swell Ventures, Wells Fargo, and other agricultural companies and foundations.



## Chinatown Revitalization

### Chinatown Kicks-Off Revitalization Plan Working Groups

On April 4, 2017 and April 5, 2017, the City of Salinas Community Development Department in conjunction with neighborhood stakeholders, residents, property owners, business owners, service providers and the Asian community organized the first Chinatown Revitalization Plan Technical Advisory Committee (TAC) and Working Group meetings. The two-day event was comprised of meetings with the TAC and Working Groups members, which included residents, homeless community, service providers and Asian community. The groups went through exercises to identify top priorities and visions for the future of the neighborhood. Top desires that rose to the top included creating a safe and clean environment in Chinatown.

The event also included a business

mixer for property and business owners in the neighborhood. Over 60 people attended the TAC and Working Group meetings, including representatives from: City staff (housing, planning, code enforcement, fire, police and public works), MIG consultants, the Salinas Downtown Community Board, Coalition of Homeless Service Providers, Interim Inc., Housing Authority of the County of Monterey, MidPen Housing, Dorothy's Place, Buddhist Temple, Community Foundation, County of Monterey Department of Social Services, California State University, Monterey Bay, Victory Mission, Republic Café, Asian Cultural Experience, Chinese Association of Salinas, Filipino Community of Salinas Valley, Housing Resource Center, Salinas Valley Mobile Health Clinic, First United Methodist Church, PG&E, Monterey County Public Health Department and the Transportation Agency for Monterey County.

# Focus on Non-Profits



## SALINAS VALLEY IS GROWING READERS



*Little Justin's favorite book is "Bob the Builder." He dresses up as "Bob" when his sisters read that story to him.*

When Dulce, a fourth grade Greenfield student was first introduced to the fact that learning begins at birth during a Read to Me Project presentation to her class, she told her mother about how important it is to read to babies to help 'light up their brains.' Many Read to Me Project participating students share that their little sibling runs to them when they get home from school to look in their backpack for a book saying, "read to me!"

Core to Read to Me Project is its work with 4th, 5th and 6th graders who are attending underperforming schools in Salinas Valley. Read to Me Project staff is currently coaching more than 850 students in 96

classrooms to read to nearly 1,000 infant, toddler and pre-k aged children at home. *(The goal for the 2017/2018 school year is 200 classrooms!)* By regularly reading and engaging with their little ones, Read to Me Project students are inspiring wonder, curiosity and a love of learning. In addition, the students are developing empathy and taking pride in helping family members to become ready to succeed in kindergarten, and as emerging readers themselves, are finding their reading fluency is improving.

It's alarming! Seven out of 10 underserved children in Monterey County are entering school lagging as much as two years behind in cognitive, vocabulary

and language skills. Imagine a five year starting kindergarten with the knowledge of a three year old – most never catch up. With 5,000 annual births reported by Salinas hospitals, there is much work to be done. Visit [www.readtomeproject.org](http://www.readtomeproject.org) for information.

# Non-Profit Calendar

DATE	TIME	LOCATION	NON-PROFIT	EVENT	CONTACT	WEBSITE
5/4	6:30-8:00pm	381 San Juan Grade Rd	Anthem Christian School	Hot Dog Hoe Down Potluck	831-449-0140	anthemschool.net
5/5	7:00pm	320 Main St	ARIEL Theatrical	Charlotte's Web	831-775-0976	arieltheatrical.org
5/6	2pm & 7pm	320 Main St	ARIEL Theatrical	Charlotte's Web	831-775-0976	arieltheatrical.org
5/7	12-5pm	1034 N. Main St	California Rodeo Inc.	Monster Jam	831-775-3100	carodeo.com
5/7	7:00am-2:00pm	Natividad Creek Park, 1395 Nogal	Big Sur Land Trust	Take It Outside/Vamos Afuera Salinas!	831-625-5523	bigsurlandtrust.org
5/9	7:00pm	17791 Pesante Road, Prunedale	Anthem Christian School	Spring Music Program	831-449-0140	anthemschool.net
5/11	4:30-6:30pm	1 Main St	Fdn for Mry Cty Free Libraries	Executive Director Meet and Greet - Salinas	831-424-3564	fmcfl.org
5/12	11:30am-1pm	613 Bayonet Circle, Marina	Interim, Inc.	Groundbreaking Bridge House residential treatment facility	(831) 649-4522	interiminc.org/nbhgroundbreaking/
5/13	10:30-11:30 am	320 Main St	Special Kids Crusade	Jack & Jill's GIANT Beanstalk Adventure	(831) 372-2730	specialkidscrusade.org
5/18	4:30-6:30pm	188 Seaside Ave, Marina	Fdn for Mry Cty Free Libraries	Executive Director Meet and Greet - Marina	831-424-3565	fmcfl.org
5/25	4:00-6:00pm	315 El Camino Real, Greenfield	Fdn for Mry Cty Free Libraries	Executive Director Meet and Greet - Greenfield	831-424-3566	fmcfl.org
5/12-5/14	8am-5pm	1021 Monterey Salinas Hwy	SCRAMP	Ferrari Challenge	831-242-8200	mazdaraceway.com
5/19-5/21	8am-5pm	1021 Monterey Salinas Hwy	SCRAMP	Spring Classic	831-242-8200	mazdaraceway.com
6/24	8:30am-4:30pm	Hyatt Regency 1 Old Golf Course Rd, MRY	Hospice Giving Foundation	Annual Symposium: "Understanding the End-of-Life Option Act"	831-333-9023	hospicegiving.org



# Ribbon Cuttings



*Jonathan and Shawn of the Flying Artichoke Restaurant, sent the crowd soaring with mouthwatering delicacies after cutting the ribbon.*



*GRID cuts the ribbon and turns on the power by providing free solarto a low-income family in Salinas.*

## Drought Increased Electricity Bills

*by Paul Rogers, Bay Area News Group*

### California drought increased electricity bills and air pollution

California's brutal five-year drought did more than lead to water shortages and dead lawns. It increased electricity bills statewide by \$2.45 billion and boosted levels of smog and greenhouse gases, according to a new study released Wednesday.

Why? A big drop-off in hydroelectric power. With little rain or snow between 2012 and 2016, cheap, clean power from dozens of large dams around California was scarce, and cities and utilities had to use more electricity from natural-gas-fired power plants, which is more expensive and pollutes more.

"The drought has cost us in ways we didn't necessarily anticipate or think about. It cost us economically and environmentally," said Peter Gleick, co-founder of the Pacific Institute, an Oakland-based nonprofit group that researches water issues, and author of the report.

California has 287 hydroelectric dams — from small reservoirs in the

Sierra Nevada to massive hydroelectric operations at its largest reservoirs like Shasta, Oroville and Folsom. Water spins turbines and creates electricity as it is released into rivers and creeks, and although dams are expensive to build and can harm salmon and other species, once constructed, their electricity costs less than power from many other sources.

From 1983 to 2013, an average of 18 percent of California's in-state electricity generation came from hydroelectric power. But during the drought, from 2012 to 2016, that fell nearly in half, to 10.5 percent. In the driest year, 2015, hydroelectric power made up just 7 percent of the electricity generated in California.

Although solar and wind power increased during the drought years, grid operators and other power managers still needed to boost electricity from natural gas-fired power plants. Natural gas generates less pollution than coal, which is nearly entirely phased out in California following decades of laws to reduce smog. But the extra natural gas burned during the drought increased greenhouse gas

emissions from power plants in California by about 10 percent, or 24.1 million metric tons of carbon dioxide between 2012 and 2016.

That's the same amount of heat-trapping pollution as adding 2.2 million more cars to the road over that time — or roughly doubling all the cars currently registered in Santa Clara and Contra Costa counties.

Burning that extra natural gas also similarly increased emissions of smog-forming pollutants like nitrogen oxides, sulfur dioxide and soot, the report noted.

James Sweeney, director of the Precourt Energy Efficiency Center at Stanford University, said the findings are not surprising. He noted that in other dry years, hydroelectric power decreases and it has to be made up with other types of electricity.

The overall cost in higher power bills, \$2.45 billion over five years, works out to be about \$12 per person in California per



year, or \$60 during the entire drought, he said.

Gov. Jerry Brown, who has made climate change a centerpiece of his governorship, signed a law requiring that 50 percent of the electricity generated in California by 2030 come from solar, wind and other renewable sources like biomass and geothermal. In the most recent year available, 2015, such renewable sources made up 23 percent, and are growing. Natural gas generated 60 percent, nuclear power 9 percent, hydroelectric power 7 percent and coal and other sources 1 percent.

# Dissociating from an LLC

by Patrick Casey

A limited liability company ("LLC") is a common form of doing business today. When members (meaning the owners) of an LLC are not getting along, the members usually agree to dissolve the LLC and distribute its assets. In certain circumstances, dissolution may not be an option. In that situation, a disgruntled member may elect to withdraw (or dissociate) from the LLC. The member will no longer be actively involved with the LLC but the LLC can continue to do business.

"Dissociation" typically means the voluntary withdrawal of a member from an LLC, but it can also occur involuntarily when the other members vote to expel a particular member. A member can voluntarily withdraw from an LLC at any time. So long as there is no prohibition in the operating agreement against withdrawal, then the withdrawal will be a proper dissociation. A member can still withdraw if there is a prohibition on withdrawal, but the other members will be able to take certain actions against the withdrawing member as detailed in the operating agreement.

Once a member withdraws (or dissociates) from the LLC, the LLC remains in business and does not dissolve. A dissociated member continues to hold an economic interest in the LLC for the same ownership interest percentage as their former membership interest. A dissociated member has a right to share in the LLC's profits and losses and if the LLC ever dissolves, the dissociated member will be entitled to their respective

share of any assets distributed to the members.

A dissociated member does not have any right to participate in the management or operation of the

LLC. The dissociated member does not have any voting rights in the LLC. A dissociated member no longer has any fiduciary duties to the LLC.

A member may want to dissociate from an LLC when that individual strongly disagrees with the LLC's management and operation and when the member knows that they do not have enough of an ownership interest to force dissolution of the LLC. A member may also consider dissociation if the member is unable to negotiate an adequate buyout of their membership interest by the other members. Although a dissociated member no longer has any management or control of the LLC, they also no longer have any fiduciary duties to the LLC. This may allow the dissociated member to pursue other avenues and interests and possibly even to compete with the LLC (which the member would not be able to do otherwise as it would likely breach their fiduciary duties to the LLC).

If an LLC member finds themselves in a situation where they cannot get along with the other members and strongly disagrees with the LLC's actions, then dissociation is one of several remedies that the disgruntled member should consider.

*This article is written by Patrick Casey, who is a business attorney with the L&G, LLP law firm in Monterey. You may reach the author at (831) 269-7114 or at [patrick@lg-attorneys.com](mailto:patrick@lg-attorneys.com).*



Casey



# Member News

## CAL WATER NAMES GRANILLO



Granillo

California Water Service (Cal Water) announced that Brenda Granillo has been selected as the permanent District Manager of the utility's Salinas District. Granillo has been with Cal Water for 15 years and has extensive hands-on knowledge of district operations and water systems.

Granillo started her Cal Water career in 2002 as a Customer Service Representative in the Salinas District and was promoted to Distribution Superintendent, Customer Service Manager, tKing City Acting Local Manager, and Assistant Salinas District Manager, before becoming the Interim District Manager in 2016.

## UNITED WAY INVESTS IN HOUSING

### United Way of Monterey County Joins Monterey Bay Housing Trust as Investor

The United Way Monterey County has committed \$200,000 in funding to the Monterey Bay Housing Trust (MBHT). Last year the Monterey Bay Economic Partnership (MBEP) partnered with the Housing Trust of Silicon Valley (HTSV) in order to provide loans for affordable housing in the Monterey Bay region, including Monterey, Santa Cruz, and San Benito counties.

To date, MBEP has raised \$1.3M towards the \$2M goal: private funding (\$500,000), the City of Salinas (\$500,000) and the City of Gonzales (\$100,000), and now the United Way Monterey County (\$200,000), with several others considering investments over the next few months. These funds will be matched 4:1 by the HTSV, bringing the total available loan pool to \$5.2M to invest in affordable housing projects in the region.

United Way  
Monterey County



## LINDER IS DISTINGUISHED ALUMNUS

The Hartnell Community College District announced they have chosen Emmett Linder as the 2017 Distinguished Alumnus and commencement speaker. Linder was nominated by multiple entities and the Governing Board's vote was unanimous in selecting Linder for the honor.



Emmett Linder was born and raised in Salinas. He attended Hartnell College from 1977 to 1979 and graduated with an AA in General Studies. He earned a BS in Agricultural Business Management from Cal Poly San Luis Obispo. Under his leadership, Driscoll's has become a major supporter for the Hartnell Foundation and the Agricultural Business and Technology Institute.

He will be recognized on Friday, May 26, 2017 at 6pm during the commencement ceremony to take place at Rabobank stadium. Emmett will be the keynote speaker.

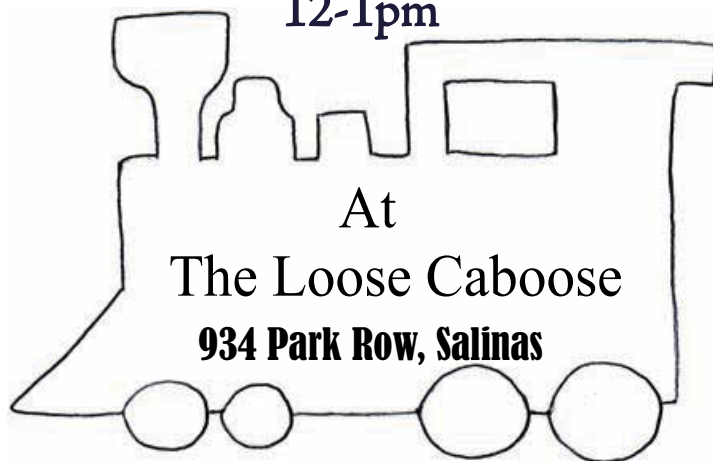


# Upcoming Events

DATE	TIME	EVENT	LOCATION
3-May	12-1pm	Connect at Lunch - Luigi's Family Restaurant	346 Alta St, Gonzales
5-May	8:30-10am	Business Development Committee (BDC)	Salinas Chamber Office
11-May	11am-1pm	IMPOWER Luncheon	81 Corral de Tierra Road
17-May	11:30am-1pm	Government Relations Committee (GRC)	Salinas Chamber Office
18-May	4:30-5:30pm	Membership Orientation at 1st Capital Bank's new Taylor Building Branch	150 Main St
18-May	5:30-6pm	Ribbon Cutting at 1st Capital Bank's new Taylor Building Branch	150 Main St
18-May	5:30-7pm	Monthly Networking Mixer at Monterey Coast Brewing	165 Main St
22-May	12-1pm	Monthly Ambassador Committee Meeting	Salinas Chamber Office
7-Jun	12-1pm	Connect at Lunch - Put Salinas on the Map at McDonald's	155 Kern St
15-Jun	5:30-7pm	Rodeo Mixer at the Salinas Airport	30 Mortensen Ave
21-Jun	11:30am-1pm	Government Relations Committee (GRC)	Salinas Chamber Office

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**Connect at Lunch Wednesday July 5th**  
**12-1pm**



**At**  
**The Loose Caboose**  
**934 Park Row, Salinas**

**Come join us and meet the Chamber's Board members,**  
**have lunch,**  
**and make new connections.**

**Join us for great food and great connections.**

**Your cost is your lunch.**

**Visit**  
**[SalinasChamber.com](http://SalinasChamber.com)**  
**For more info.**



**Ribbon cutting, 5:30 Thursday May 18th**  
**Unveiling the new company headquarters at**  
**Salinas City Center, inside the Taylor Building.**  
**Then continue the celebration across the street.**

**Register for our monthly mixer:**  
**[www.SalinasChamber.com](http://www.SalinasChamber.com)**

**Free for Chamber Members**  
**\$10 for prospective members**



**Featured Non-profit:**



**Nonprofit organization providing support and services to children, youth, and families, helping them succeed at home, at school, and in their communities.**



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(831) 633-3302

### Gonzales

400 Alta Street  
(831) 675-3637

### Hollister

1730 Airline Highway, Suite 310  
(831) 638 4861

### King City

532 Broadway  
(831) 385-4144

### Monterey

439 Alvarado Street  
(831) 242-2000

### Pacific Grove

561 Lighthouse Avenue  
(831) 649-5010

### Salinas Main

301 Main Street  
(831) 737-1213

### Salinas Westridge

1285 North Davis Road  
(831) 784-7700

### Seaside

1658 Fremont Blvd.  
(831) 394-6900

### Soledad

2149 H. DeLa Rosa Sr. Street  
(831) 678-7338

### Watsonville

1915 Main Street  
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