AUDIO TRANSCRIPTION

California Labor Commissioner's Office
Training Video

SB62 - Garment Training
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VONN BOYENGER: Welcome and thank you for joining us today. My name is Vonn Boyenger. I am a Senior Deputy Labor Commissioner in the Labor Commissioner's Office, and I head the Business Engagement Program. And recently, the California legislature passed amendments to California's garment manufacturing laws. It was Senate Bill 62. These amendments took effect on January 1st of 2022, and the Labor Commissioner's Office began enforcing the law immediately.

Our goal with today's training is to make sure that, you as employers, have the information you need to comply with the law and that we can answer any questions that you may have about it. And the Business Engagement Program is part of the Labor Commissioner's Office reaching every Californian and -- "Reaching Every Californian" campaign which amplifies basic protections and builds pathways to impacted populations so that workers and employers understand workplace protections, obligations to how to ensure compliance with these laws.

Since launching our Business Engagement Program, the Labor Commissioner's Office has held 61 training events and has had more than 59,000 employers attend our webinars.

And our goal is to make sure the employers have
the tools that they need to comply with the law, and
because noncompliance by California businesses hurts
everyone; honest business owners, employees, and the
state. So it's good that we're all moving in the same
direction.

By the way, our BEP e-mail address is
makeitfair@dir.ca.gov. And before we get started, we
got a disclaimer.

And this disclaimer is that the information
provided today is for information only. None of the
information provided here should be interpreted as
providing legal advice for a separate attorney/client
relationship.

An applicability of the information discussed
may differ in individual situations. You should not act
on the information presented here without consulting an
attorney about your particular situation.

And so our agenda today is that, first of all,
there was a reminder for registration requirements.
We'll go into detail about AB 633 or the violations
pre-1/1/22. And the garment Worker's Protection Act
Senate Bill 62, which took effect on 1/1/it 22.

And to help us with more information will be
our staff attorney Mr. Dave Gurley.

DAVID GURLEY: Hello. And thank you, Vonn.
My name is Dave Gurley, and I'm an attorney for the Labor Commissioner's Office, and I provide legal support for our licensing and registration unit. This portion of the presentation is intended to remind the garment manufacturing community of the license requirements for garment manufacturers, the basic condition to comply with the garment manufacturing rules and regulations, and the perils and the pitfalls for failing to comply with these requirements.

It is and always has been the policy of this state to enforce the law to ensure employees are not permitted to work under substandard conditions or work for employers that don't pay an employee's earned wages. Importantly, we enforce these laws to protect employers to comply with these laws. As employers who do not comply -- in an competitive advantage in the marketplace. We begin with a quick reminder on who should be registered, and the basic registration requirements for those engaged in garment manufacturing. This is not a comprehensive training on registration requirements, and is only intended to provide the basic fundamental registration requirements. For a more detailed discussion, please refer to labor commissioner's website, which will be provided at the end of this presentation.
So who is required to register? Every person engaged in the business of garment manufacturing shall register with the labor commissioner. Slide seven.

What is garment manufacturing? Garment manufacturing as described in the Labor Code states:
Garment manufacturing means sewing, cutting, making, processing, repairing, finishing assembling, dying, altering a garment's design, causing another person to alter a garment's design, affixing a label to a garment, or otherwise preparing any garment or any article of wearing apparel or accessories designed or intended to be worn by an individual; including but not limited to, clothing, hats, gloves, handbags, hosiery, ties, scarves, and belts for sale or resale by any person or any person's contracting to have those operations performed.

In an effort to boil this down, if you or your client are having employees work directly on garments or contracting to have employees work directly on garments, within the meaning of this definition, then registration with the Labor Commissioner's Office licensing and registration unit is required. Slide eight.

There's also a special definition for contractor, which is similar. Remember, a person must register as a manufacturer or a contractor. Contractor
means, any person with the assistance of employees or others, is engaged in garment manufacturing by primarily engaging in sewing for another person, including but not limited to, another contractor, garment manufacturer, or brand guarantor. Brand guarantor will be defined later in this presentation.

Contractor includes a subcontractor that's primarily engaged in those operations. In an effort to distinguish garment manufacturing or manufacturer from contractor, the Labor Code adds a new definition. Labor Code Section 2671.B and states, garment manufacturing or manufacturer. It means any person who is engaged in garment manufacturing who is not a contractor.

Insured; if you hire employees sewing or handling garments within the meaning of garment manufacturing or you contract to have garments sewn or handled within the meaning of that definition, you are either a garment manufacturer or a contractor, and are therefore required to register.

I will briefly discuss some of the basic registration requirements for those engaged in garment manufacturing. Again, this is not a comprehensive list, and it only intended to highlight some of the important requirements for those applying for and registering as a garment manufacturer. Slide nine.
Garment manufacturing's basic registration requirements include: A person has submitted a written application on a form provided by the labor commissioner. The application is submitted to our licensing and registration unit, and the application forms and information to register are contained on our website. Notably during the application process, the labor commissioner's licensing and registration unit is conducting an investigation and determining whether the applicant possesses the necessary competency to be granted a registration.

The law states specifically: The labor commissioner after investigation must be satisfied as to the character, competency and responsibility of the person prior to the labor commissioner issuing that registration. Therefore, all of the information that you or your client submits as part of the application process and any other information the labor commissioner may require of you or your client during the application process is considered part of that investigation as to whether the applicant possesses the character, competency, and responsibility required of a garment manufacturer.

The Labor Commissioner's Office reviews many factors when making this determination, but a primary
test used by the labor commissioner that reflects upon the character of the applicant is the requirement to tell the truth on the application. This includes any forms, documents or declarations submitted as part of that application.

The application specifically states that any material misrepresentation is grounds for revocation or denial. So telling the truth throughout the application process is critical. Other notable factors that reflect on the applicant's character include any failure to pay wages, pay citations or judgments or placing a worker in unsafe conditions. These are basic points. Not intended to be a comprehensive list of factors used by the labor commissioner in making this determination.

Additional basic licensing requirements included the applicant must have a current workers' compensation policy. The applicant has paid the registration fee, and first time registrants or those seeking to renew their registration shall demonstrate knowledge of garment and Cal/OSHA laws by taking and passing an examination given by the licensing and registration unit.

Once the registration is received, every garment manufacturer shall post that registration form where employees can read it during the work day. And
every person registered as a garment manufacturer shall
display on the front entrance of the business his or her
name, address, and garment manufacturing registration
number. Slide ten.

Registrations could also be revoked, suspended,
or denied for failing to follow specific laws. Here are
a few examples when the labor commissioner may revoke,
deny, or suspend a registration or an application.

Labor Code 2673.1 subsection (l) states the following:
The labor commissioner may in her discretion revoke,
deny, or suspend the registration of any registrant that
fails to pay on a timely basis any wages awarded
pursuant to this section after that award has become
final.

The two most common examples is an employer's
failure to pay wages after a worker successfully
prevails after filing a claim for unpaid wages, or an
employer fails to pay a citation issued by the Bureau of
Field Enforcement after that citation becomes final.

Again, to boil it down, if it's determined that
an employer owes a worker money and any relevant appeal
period expires, those wages are considered final. If
those wages are not promptly paid, the garment
manufacturer may face the revocation of his or her
registration or the denial of their application.
This is a powerful tool that enables the labor commissioner to move quickly against the garment manufacturer's license if that garment manufacturer failed to pay a worker. We talked about this earlier, but it's worth another quick mention. Labor Code 2675(a)(2) states the labor commissioner shall not permit any person to register nor renew their registration until the commissioner after investigation is satisfied as to the character, competency, and responsibility of the person.

In other words, is the applicant fit employ workers? This authority grants the labor commissioner raw discretion if it's determined during the application process that the applicant or registrant lacks the requisite character, competency, and responsibility.

I'm going to highlight a couple of regulatory provisions that enables the labor commissioner to revoke a registration or deny an application. It's important that all garment manufacturers, or those who employ workers, understand this authority. Slide 11.

Title 8 of the California Code of Regulations, Section 13659(b) states: Every contract between contractors and manufacturers shall be in writing, and those contracts shall contain a lot of required information, which case you will reference later. Those
contracts shall be maintained for no less than four years, and shall be made available upon request to the labor commissioner for inspection and copying.

The failure to maintain these contracts or make them available to the labor commissioner for inspection and copying shall constitute grounds for revocation of a registration or denial of an application. So as an example, if the Labor Commissioner's Office as part of an investigation requires the contracts between a contractor and a manufacturer to ascertain proportionate liability, and those contractors or manufacturers do not provide those contractors for inspection, the licensing and registration unit will be notified and discretion will be used to determine whether revocation is appropriate.

And finally, there's Title 8, California Code of Regulations, Section 13659(c), and that regulation states, when paying wages every garment contractor shall issue in the written itemized wage earnings and deduction statements. All of the regular items that are required on wage statements for California employers under Labor Code Section 226, but shall also include the name of any manufacturers for whom the contractor performed any garment manufacturing operations during the pay period covered by the itemized wage statements.
And the failure to include this important information on employee's itemized wage statements, shall constitute grounds for revocation of a registration. Therefore, every contractor shall include on these written itemized wage earnings and deduction statements these additional requirements and the failure to do may subject the contractor of revocation of the registration, if appropriate.

We provide this information in an effort to notify any garment manufacturer of these laws, and it's really important to remember, we enforce these laws to protect these lawyers who comply with the law. Enabling the labor commissioner to reduce the competitive advantage of employers who do not play by the rules.

I turn the presentation back over to Casey and Anel to discuss the changes of the garment manufacturing community under Senate Bill 62.

CASEY RAYMOND: Thank you so much, Dave. I did not unmute myself, which is common in the Zoom age. We really you giving us more information about registration.

So I'm going to talk about first A B 633, which is very legalistic I can language to say the garment bill that went into effect in 1999, so it was current law until January 1st of 2022. And then we will start to
get into Senate Bill six two, which is the new bell. So
if you hear AB633, that's the bill before January 1st, 2022 or the law before that. If you hear Senate Bill 62, that just means the current law.

Is AB633, which again was this 1999 law, did two important things in the garment industry or two things that I'm going to highlight, and I'll focus on the upstream liability. So before this law the only party that was generally responsible if a worker was not paid the basic rights of minimum wage and overtime was the employer themselves. However, after the discovery of enslaved workers in El Monte, the California legislature acted in 1999 and said that it's not only the employer that is responsible for making sure the minimum wage and overtime is paid, it's also the manufacturer. What do I mean by manufacturer? And I know Dave talked about this a little bit, but it's generally the company that contracts with the employer or the garment factory to make the garments.

So in other words, it's not only the employer but anybody contracts with them who need to make sure that workers are being paid properly. What AB633 did is it said, if a worker does not receive the proper minimum wage and overtime, a manufacturer is liable for their proportionate share of that minimum wage and overtime.
So for example, if a worker works for a week on two different types of garments that were contracted by two different manufacturers and they worked in equal amounts, and they weren't paid minimum wage and overtime, the employer would be responsible for that entire amount. But in addition, each manufacturer would be jointly and separately liable for 50 percent of what the employer owed the worker.

The other thing that AB633 did that I wanted to at least touch on was it established a definition of successor in the garment industry. What a successor means is it's just a business that comes after, and the point of this definition -- and I won't go into detail -- is that just some bad faith garment employers have been closing down to avoid judgments and opening up in a different name. And like Dave has emphasized multiple times, this put the majority of garment manufacturers who are following the law at a competitive disadvantage because those who are not following the law could refuse to pay minimum wage and overtime, close down, and then avoid any responsibility for it.

AB633, which again is this 1999 law, also set a baseline for what requirements there are for record keeping for garment manufacturers. So first -- and I think this is basic both for garment and nongarment
businesses -- it required that we keep the names and
addresses of all garment workers directly employed by
such garment manufacturer, including the ages of all
minor employees. And, again, this is for four years.

In addition, there were some basic wage and
hour requirements that were there as well. So you have
to keep the records for the hours worked and the pay
received for each employee. Again, this is across
industries; including itemized wage statements. But
special to garment -- and Dave mentioned earlier -- is
that it has to include the name of any manufacturers
contracting during the applicable pay period. You have
to have the hours worked daily by employees; including
the times the employees begin and end each work period.
They have to have the daily production sheets; including
piece rates.

Now, after January 1st, 2022, it's illegal to
pay a piece rate, which we'll talk about in a second.
But the employer could still be being paid a certain
amount per piece that they do the manufacture, even if
they're not paying the worker by a piece rate. And
finally, they have to put the wage and the wage rates
paid each payroll period. So how much is the worker
making per hour.

Additionally, every contract between a
contractor -- again, that's usually the employer or the
garment factor and the manufacturer who is contracting
with them to make garments -- has to include the legal
names of both parties; including the factitious business
names and the agent for service of process, the contact
information for the contracting parties, the garment
registration certification number and expiration dates
for the contracting parties, workers' compensation
information, the dates the contract was entered into and
when the -- and the expectation of when the garments
will be produced, the payment terms for the contract
including the total price and payment dates, as well as
the style numbers, the cut or lot numbers, the unit
price, the number of articles that are covered by the
contract, and a description of the garment or apparel
type, style, and color that are covered by the contract.
And this is there not only to protect workers and all
law abiding employers, but also just to make sure
there's consistency in these contracts so each party
understands what's expected of them. Additionally, each
contract should have any other -- or records should be
kept -- apologies -- for any other conditions of
employment. And these record keeping requirements are
for four years.

Now, I'll jump into Senate Bill 62, The Garment
Worker Protection Act that took effect on January 1st, 2022 and after. And the reason we talked about the old bill is that the old bill didn't go away altogether. The new bill just builds on top of it. So we're going to talk about what's new in Senate Bill 62 in addition to what I just told you.

So first, Senate Bill 62 prohibits the payment of the piece rate in the garment industry after January 1st, 2022. I'm going to repeat this because I do think it's a big change. Senate Bill 62 prohibits the payment of the piece rate in the garment industry after January 1st, 2022. If you are an employer and you have workers making garments, you have to pay them an hourly rate. After -- or a sal- -- you know, a legitimate salary rate.

After January 1st, 2022, like I said, an employee engaged in garment manufacturing shall not be paid by the piece. Although, incentive base bonuses are still permitted. There is a $200 compensatory damage per employee per pay period if you are unlawfully paying workers a piece rate in the garment industry. So I just wanted to highlight this to just make sure that employers are aware. I know that the labor commissioner's teams have been doing employer outreach both in the field and through previous employer
presentations, and we'll be doing it afterwards both for
employers and employees. But we really want to
highlight this to make sure nobody is cut off guard.

There's one narrow exception to this piece rate
requirement, and that's if there's a bona fide
collective bargaining agreement that has certain
conditions. It has to provide for the wages hours of
work and working conditions of employees. Every
employee has to be paid an hourly rate of not less than
30 percent more than the state minimum wage. There has
to be a provision for stewards or monitors of the
factory, and there has to be a process to resolve
disputes concerning of nonpayment of wages. So there's
a very narrow exception to the prohibition on the piece
rate if there's a collective bargaining agreement that
has particular terms in it, that I just highlighted.

Senate Bill 62 also changes the responsibility
of when workers aren't paid correctly in a couple of
ways. First, I'm going to talk about how it affects
manufacturers. And, remember, from what we talked about
earlier, manufacturers are the parties that are
contracting with the contractor, which is the employer
of the factory, to have garments made. So if you
remember from a moment ago, I told you that under the
1999 law, AB633, that a manufacturer was liable for
their proportionate share of unpaid minimum wage and
overtime. When I say liable, I just mean responsible.
It's a little legalistic. Under Senate Bill 62 this
changes. A manufacturer will now be jointly and
severally liable -- and I'll define that term in a
moment -- for compensation including wages, civil
penalties for failure to secure workers' compensation
coverage and attorney's fees. And they will be
proportionately liable for all damages and penalties
including the compensatory damages for piece rate
violations that I just talked about.

So what does that mean? So let's say, a
contractor fails to pay an employer $100 in wages, and
let's say, that both Dave and I are manufacturers who
have contracted with that factory to make those garments
during that time when the workers weren't paid that
$100. Joint and several liability means that because
those were wages, I would be responsible to pay the $100
as a manufacturer. Dave would be responsible to pay
$100, and so would the employer. Of course, a worker
can't go to each responsible party and say I want a $100
and get $300 or more than they were owed. But a worker,
an employee, could go to each responsible party and ask
for the $100 and collect it from whichever party. So
that's what joint and several liability means.
Proportionate share liability we talked about earlier -- and it's actually defined in a regulation, and if people have questions they can always e-mail and make it fair, and we can provide that regulation. But proportionate share liability for all damages and penalties including compensatory damages for piece rate violations means, for example, if an employer paid the piece rate unlawfully in 2022 over, let's say, two pay periods and they owed $200 per so $400 total. And, again, Dave and I were both manufacturers, and they worked on our garments equally, the employer would owe the full $400, and Dave and I would each owe 50 percent or $200. Again, a worker cannot collect more than $400, but they can go to each party to collect what is owed.

In addition to manufacturers, Senate Bill 62 creates liability or responsibility legally for brand guarantors in addition to contractors and manufacturers. A brand guarantor is any person contracting for the performance of garment manufacturing regardless of whether the person with whom they contract performs the garment manufacturing operations or hires contractors or subcontractors to perform the manufacturing operation. It can include the licensing, the brand or name for performance of garment manufacturing.

Taking a step back, this means that even if
there's three people in a chain of contracting -- even if person A contracts with a manufacturer, person B who then contracts with a contractor or the factory person C. Person A, who is the brand guarantor is still responsible -- are still going to be responsible for -- if those workers don't get paid. In other words, if you are contracting to have garments manufactured, regardless of how many layers of contracting, you'll still be responsible for part of what a worker is not paid as a brand guarantor.

So what are you responsible for? What is the responsibility of brand guarantors? They have joint and several liability with manufacturers and contractors for all unpaid compensation, civil penalties for failure to secure workers' compensation coverage and attorney's fees. And one thing important to note is that nothing in the law restricts parties held jointly and severally liable from seeking contribution or indemnity after a final judgment.

So, you know, if you have three layers in a chain of contracting and some think that others are responsible, they can -- those parties can go into court or any other means from seeking contributions -- which other words saying, it's more your fault. You have should have to pay more. They can work that out amongst
themselves, but the employee can still collect from any
of them up front.

In addition to this increased responsibility
for all parties involved in the garment manufacturing
chain, there are additional record keeping requirements
in Senate Bill 62. First, for contractors and
manufacturers they are all the current requirements. In
addition you have to keep contracts, invoices, purchase
orders, worker job orders, and style or cut sheets.
Frankly, this is very similar to what was required
before, but it now spells it out. And it has to include
the business name, address, and contract information --
contact information. Again, very similar. In addition,
you have to have a copy of the garment license of every
person engaged in garment manufacturing who is required
to register with the labor commissioner, like Dave
talked about, and with whom the employer has entered
into a contract for the performance of garment
manufacturing. These should all sound pretty familiar.
They are largely in line with what was required earlier.

In addition, though, brand guarantors have to
keep records. Brand guarantors, that I just talked
about, must keep contract worksheets indicating the
price per unit agreed to between the brand guarantor and
the contractor or manufacturer. They also must keep all
contracts, invoices, purchase orders, work or job orders, and style or cut sheets with the business name, addresses, and contact -- contract information -- contact information of the contracting parties. And they also must keep a copy of the garment license of any person with whom they contract that is required to have one. So there's a record keeping requirement, again, throughout the chain now of garment manufacturing.

This is a summary slide, so it doesn't say anything new, but it's how we think about it somewhat. Now, you have the contractor or the factory, you have the manufacturer, which is that middle layer that is contracting with the contractor, and the brand guarantor who is often contracting with the manufacturer, who then will contract with the factory. So there are a couple of layers here, and this chart just lays out what they mean and what is their extent of responsibility or liability.

Now, I'll turn it over to Anel Flores, another attorney in our unit to go over the enforcement of Senate Bill 62.

ANEL FLORES: Thank you, Casey. As Casey mentioned, I'm an attorney at the Labor Commissioner's Office, and I help to support the Bureau Field Enforcement, which we also call BOFE. And before we
went in -- go into the additional changes of SB62, we wanted to review the different ways that you may come into contact with our office just to provide a little of context.

So you may come in contact with our office because of individual wage claims. Individual wage claims are filed by a worker and are adjudicated by a neutral hearing officer, and it includes a facilitated settlement conference by a deputy labor commission.

Next, we have the Bureau Field Enforcement or BOFE, they conduct workplace-wide investigations, and they may issue citations or file a lawsuit for not complying with the law. For example, they may issue citations for lack of workers' compensation. They may also issue citations for not having registration, or also, for unpaid wages.

Next, we have our licensing and registration unit, and you heard Dave Gurley talk extensively about our licensing and registration unit and the work that they do. So, again, as a reminder, they may suspend, deny, or revoke a license for violations.

Lastly, you may also come in contact with our retaliation complaint investigation unit. Workers are protected for retaliation for exercising their rights. This includes the new provisions in Senate Bill 62. For
example, under Senate Bill 62 you can no longer pay the piece rate -- as Casey explained -- unless it falls within the very limited exception. So you cannot retaliate against a worker by terminating them, or for example, cutting their hours if they complain to you about being paid a piece rate. Retaliation is against the law. A worker can file a claim with our office if they have been retaliated against. So it's very important that you do not retaliate against a worker for exercising their right under the law. Please, can you go to the next slide. Thank you.

So given the context of that and what I explained, Senate Bill 62 also provides citation authority for our Bureau Field Enforcement, also known as BOFE. So the labor commissioner can enforce Labor Code 2671 through a accusation or a stop order. This would also apply to citation authority prior to January 1st based on AB633. So all the things that Casey explained about AB633, that may also now be enforced through a citation. And the procedures for issuing, contesting and enforcing judgments for citations can be found at Labor Code Section 1197.1.

And just to provide a little bit of an explanation -- you know, an example -- one example could be when we issue a citation for lack of workers'
compensation. We can issue a stop order, which will ask for labor for to stop until workers' compensation insurance has been obtained by the contractor. It will also include a penalty assessment. The penalty assessment may also be assessed against the manufacturer and the brand guarantor under Senate Bill 62. But the stop order will only be against the contractor, since they have the employees doing labor. And that will be lifted once -- the stop order -- once workers' compensation coverage has been obtained, and the labor commissioner is satisfied that there is workers' compensation coverage. Can we have the next slide, please?

Senate Bill 62 also made an additional change to Labor Code Section 1174.1. 1174.1 provides for evidence preclusion if records pursuant to a duly served written request by the labor commissioner are not turned over to the Labor Commissioner's Office. So then later in an administrative proceeding to contest the citation or in a writ proceeding, you can't introduce that evidence because that evidence wasn't provided to our office, even though we requested it. Duly served means that it's just served in compliance with the law. So it's very important that you comply with any request from our office because you may be precluded in the
future from using that evidence if you didn't provide it to us.

And lastly, we just want to leave you with some reminders. You know, please, as Casey explained, discontinue the piece rate, unless it falls within the very limited exception of a Collective Bargaining Agreement. Or as explained, it could be an incentive-based bonus, but you still have to pay an hourly rate of pay. Please keep accurate records for at least the last four years, and this pertains, not just to contractors, but manufacturers and brand guarantors. Everyone has a role to play in compliance, so it's important that everyone keep accurate records for the last four years.

Also, cooperate with the Labor Commissioner's Office, and that includes with all our different units. You know, cooperate with the records request by the Bureau Field Enforcement. Cooperate with subpoenas that are sent in the individual wage claim process. Cooperate with records request also from our retaliation unit. This could impact your registration, so it's very important in addition to the evidence preclusion in a citation, that you comply with any records request with the Labor Commissioner's Office.

It's also important that you share this
information with those that you contract with. As a contractor, please share this information with manufacturers and brand guarantor as they may face some liability. If you're a brand guarantor or manufacturer who is attending this training, please share this information with contractors. We want to make sure that everyone, you know, is playing their part and ensuring compliance, and so it's important that we all share this information with each other so that we can make sure that everyone is in compliance.

So in addition to sharing information, contract with the responsibility entities. See if they have policies and procedures concerning their wage and hour laws. See if they have policies and procedures concerning retaliation. We want to make sure that we -- as we've explained -- unfair competition hurts everyone, so we want to make sure that everyone is in compliance with the law, and we can help by contracting with entities that shown that they are in compliance with the law.

Lastly, it's really important, again, for your registration to maintain character, competency, and responsibility. So we just want to emphasize that if you comply with the law, make sure that you keep records, you know, share information and contract with
responsibility, you increase your chances of maintaining
good character, competency, and responsibility so that
it may not affect your registration.

And so now I would like to turn it over back to
our Senior Deputy, Boyenger.

VONN BOYENGER: Well, thank you for that, Anel.
And thank you to our presenters today for providing this
very important and crucial information on these changes
and additions to SB62. Now, we know that you probably
have a lot of questions still remaining, and so what
we've done is we've provided these e-mail addresses and
these website addresses that you see in front of you
here -- makeitfair@dir.ca.gov -- so that we can respond
to those questions. And then you can look in our
website that you see as well, also, at DIR.CA, forward
slash, DLSE, forward slash, garment.

So, again, we thank you, and we commend you all
for taking the time to learn about our laws, especially
these new ones here today. And we thank you, again, for
sitting in and watching our presentation. Thank you.

(End of audio recording.)
STATE OF CALIFORNIA

COUNTY OF RIVERSIDE

I, Natalie Fagan, Certified Shorthand Reporter No. 13993 in and for the State of California, certify:

That I listened to the recording of the foregoing interview and that all colloquy and comments made at the time of the interview were recorded stenographically by me and that the foregoing is a true record of the proceedings, including speaker identification, to the best of my ability given any challenges presented by the quality of the recording.

I hereby certify that I am not interested in the event of the action.

IN WITNESS WHEREOF, I have subscribed my name this 7th day of April, 2022.

[Signature]

Certified Shorthand Reporter in and for the state of California
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