



Coronavirus Resources

P.4



Tips on Working Remotely

P.7

INSIDE THIS ISSUE: El Gabilan Library Opens [P.9](#) | Investing Amid Coronavirus [P.14](#) | New Residential Eviction Requirements [P.18](#)

Salinas Housing Supply Increases, But Slowly

For a variety of reasons, demand for housing in most of California has substantially exceeded supply during the years following the Great Recession of the late 2000s. This problem has been obvious in the City of Salinas (and much of Monterey County). It is one of the most frequent complaints that the Chamber hears from its members and prospective members.

You might conclude then that housing developers see opportunity to make money and are rushing to meet demand. You would be wrong.

On March 17, the Salinas City Council received the Housing Element Annual Progress Report. California law requires a local government to prepare a report each year and submit it to the governing officials and two state agencies about its progress in meeting an assigned share of regional housing needs.

The assigned share of new housing for each local government is called the “Regional Housing Needs Allocation” (RHNA). Achieving that allocation is also a requirement in state law.

These laws allegedly make local governments accountable to the public to “remove governmental constraints to the maintenance, improvement, and development of housing.” In practice, almost all local governments fall far short of their allocation, year after year. In 2019, the State of California sued the

City of Huntington Beach (in Orange County, in Southern California) for failing to pursue its allocation.

In fact, many local governments don’t even bother to prepare the annual report! (Why even bother if there is no local commitment to increase the supply of housing?) But the City of Salinas is exceptional in the Monterey Bay region for preparing a report each year and making each annual report accessible to the public.

Here are highlights of the newly-released 2019 report.

In 2019, the City of Salinas received and approved new applications for four housing development projects of 5 units or more, for a total of 143 new units.



Rabobank (Salinas National Bank) Building

City of Salinas Regional Housing Needs Allocation Performance

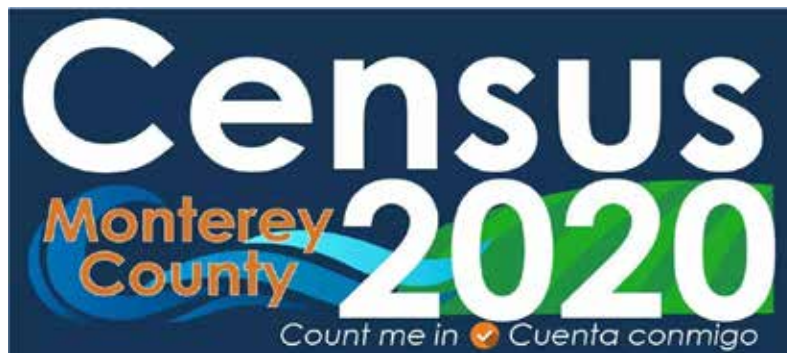
Income	2015	2016	2017	2018	2019	Total 2015-2019	Needed 2020-2023	Total Allocation
Above Moderate	53	52	25	71	100	301	633	934
Moderate	0	1	3	0	0	4	403	407
Low	0	16	50	53	8	127	224	351
Very Low	0	24	0	42	0	66	471	537
Total	53	93	78	166	108	498	1731	2229

- 301 Main Street, the former Rabobank Building, built in 1930 as Salinas National Bank. This project, which qualified under the 2018 Downtown Salinas Adaptive Reuse Ordinance, would provide 49 market rate units. Construction is currently happening.

- 123 W. Alisal Street, built in 1949 as the Salinas Californian Building. This project also qualified under the 2018 Downtown Salinas Adaptive Reuse Ordinance and would provide 40 new market rate units.

- 11 Hill Circle, which would become 43 units for senior housing, including 6 moderate income deed-restricted units. This project off of East Laurel Drive, south of the Natividad medical complex, was originally approved in 2007 as Los Laureles Senior Housing - with 53 units - but was derailed by the Great Recession. ➡

HOUSING - Continued on page 6



The 2020 Census is a national count of everyone living in the United States. The Census data is used to fund many important programs such as:

- a. Federal Pell Grants for College Students
- b. Workforce Development Funding
- c. Small Business Loans programs
- d. After school programs, free lunch and special education programs

**SUPPORT LOCAL
CENSUS EFFORTS!**

How can you support local efforts?

- a. Post a lawn sign in front of your establishment to inform the community about the 2020 Census
- b. Post or share 2020 Census Monterey County information on social media
- c. Encourage everyone you know, to take the 2020 Census survey before April 30th!



www.my2020census.gov

1-800-992-3530

Local contact: 831-755-5840
or sotory1@co.monterey.ca.us

Culture and Contrast

by Andrea Bailey, Board Chair

I recently returned from a three-week vacation in South Africa and had the opportunity to travel to four different countries on what turned out to be an epic journey through Swaziland, Zambia, Zimbabwe and Botswana. Being able to see all of the Big Five on safari, to visit both Table Mountain and the magnificent Victoria Falls (both seven natural and nature wonders), and to visit the Apartheid Museum and Robben Island (where Nelson Mandela was incarcerated), was truly an incredible experience and one that I will never forget.

Yet amidst all of the unrivaled natural beauty, scenic coastal landscapes of the Western Cape, breathtaking views, cultural diversity and legendary hospitality, lies extreme poverty, caused by the past impoverishment of black people by colonizers and the apartheid regimes. According to Wikipedia, South Africa has a population of about 58.8 million people and more than half live below the national poverty line. The groups worst affected are black South Africans, the unemployed, the less educated (school is a privilege, not a right), female-headed households, large families and children. The gap between the rich and the poor is huge, and the challenges are clear.

Most compelling was the Soweto tour. The name "Soweto" comes from the first two letters of each word in South Western Townships. During apartheid, the government separated Soweto from the rest of Johannesburg to make it a completely Black area. In Soweto, we visited a shanty town, a settlement of improvised buildings, known as shanties or shacks. Made of plywood, corrugated metal, sheets of plastic and cardboard boxes, it is a self-help housing development created by low- and very low-income individuals and families.



Shanty towns are usually found on the periphery of cities, in public parks, or near rivers, lagoons, city trash dump sites or railroad tracks, as was the case in Soweto. The shanty town lacked adequate infrastructure, including proper sanitation, safe water supply, electricity and other basic necessities.

Our guide lived in the settlement and made provisions for us to visit a few of the "shacks". While the conditions were deplorable, I was struck by entrepreneurial spirit of the shanty town residents. It was a like a self-contained city with makeshift stores for bartering, barber shops, restaurants, etc. They had even devised their own electrical system that was a crazy maze of pilfered electricity.

Today, Soweto remains a group of settlements on the outskirts of Johannesburg and is the biggest township in the city. While many parts of the township are still impoverished, Soweto is also a bustling cultural hub known for music, dancing art, and sport. Famous residents included Nelson Mandela, Desmond Tutu and Trevor Noah. The township, people of Soweto and events that happened there made a historical impact and were influential in bringing an end to Apartheid.

Upon leaving South Africa, I realized that I would be forever changed. In spite of the poverty, there were lessons of love, faith, hope, perseverance, community and humanity that will continue to inspire me daily. ■

Sincerely,

Andrea Bailey



2020 EXECUTIVE COMMITTEE

- Chair - **Andrea Bailey** (Chevron)
- Chair-elect - **Kristy Santiago** (KION TV)
- Past Chair - **John Bailey** (Alternative Dispute Resolution)
- Vice Chair, GRC - **Kevin Dayton** (Salinas City Center Improvement Assn.)
- Vice Chair, Finance - **Bill Hastie** (Hastie Financial Group)
- Vice Chair, Events - **Julie Ann Lozano** (MBS Business Systems)
- Vice Chair, Membership - **Esteban Calderon** (Comerica Bank)

2020 BOARD OF DIRECTORS

- **Jim Bogart** (Ag Industry Legend)
- **Kalah Bumba** (Consultant Community/Health)
- **Raymond Costa** (RHC Management, dba McDonald's)
- **Amy Gibson** (Portola Hotel & Spa)
- **John Haupt** (Haupt & Associates)
- **Albert Maldonado** (MP Express Printing)
- **Rodney Meeks** (Credit Consulting Services)
- **Tom Meyer** (1st Capital Bank)
- **Kathy Miller** (Aera Energy)
- **Krishna Patel** (Valvoline Instant Oil Change)
- **Brandon Patterson** (Brandon D Patterson - Windermere Valley Properties)
- **Starla Warren** (Monterey County Housing Authority Development Corporation)
- **Jennifer Williams** (Natividad Medical Foundation)

CHAMBER LIAISONS

- **Peter Kasavan** (SPARC)
- **Matt Huerta** (Monterey Bay Economic Partnership)

LEGAL COUNSEL

- **Matt Ottone**

PROFESSIONAL STAFF

- **Roxanne Noble Boss** (Membership Director)
- **Phillip Saldaña** (Operations & Accounts Manager)
- **Paul Farmer** (CEO & Chief Member Advocate)

CREATING A STRONG LOCAL ECONOMY
PROMOTING THE COMMUNITY
PROVIDING NETWORKING OPPORTUNITIES
POLITICAL ACTION
REPRESENTING THE INTERESTS OF BUSINESS WITH GOVERNMENT

Info@SalinasChamber.com
(831)751-7725



Coronavirus Resources on Chamber Web Page

Given the continuing onslaught of news stories and information about the coronavirus (COVID-19), the Salinas Valley Chamber of Commerce has put a button linked to a for employers prominently on the Chamber's website at www.SalinasChamber.com

The web page brings together relevant articles and links to federal, state and local government resources.

The page will be updated regularly to ensure readers have access to the most current information available.

There are a number of links to the Centers for Disease Control and Prevention (CDC), which has dedicated a section of its website, cdc.gov, to "Coronavirus Disease 2019 (COVID-19)."

Link headings on the CDC page include a statement: "older people and people with chronic disease at higher risk," plus steps to prevent illness, symptoms and common questions. There are situation updates on cases in the United States and global locations with



COVID-19, plus information for specific groups.

An important role for the Chamber going forward is to help local businesspeople understand the government response and resources available to help them cope with impacts to their businesses.

In addition to the website resources, members are invited to reach out to the Chamber directly for assistance Info@SalinasChamber.com or 831-751-7725. ■



**Follow us
on Social
Media**



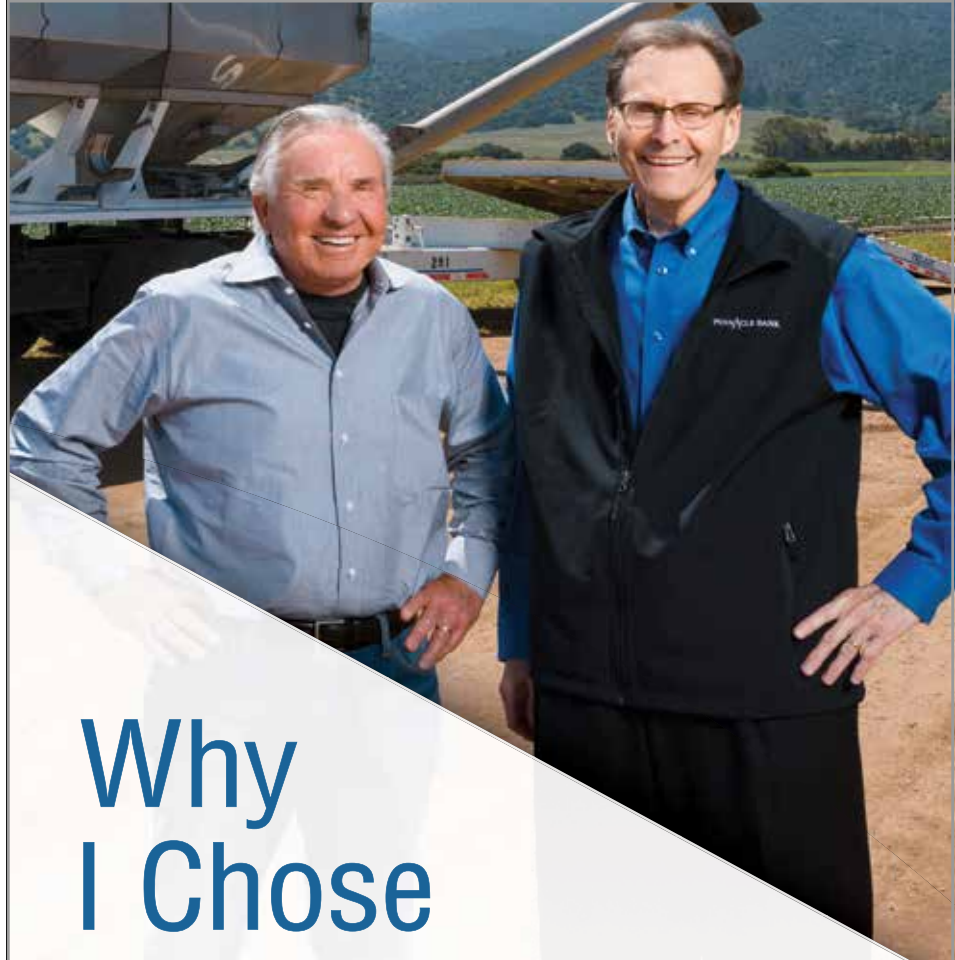
Salinas Valley Chamber of Commerce



@SalinasChamber



Salinas Valley Chamber of Commerce



Why I Chose Pinnacle Bank

I prefer to work with a local bank where the banker has my back. Tom Pesce and Pinnacle Bank provide the personal touch that makes me feel like I matter.

- Ed Benech,
ICMCI Fertilizer

Serving Santa Clara, San Benito
and Monterey Counties.



SBA Preferred Provider

PINNACLE BANK

PREMIER BUSINESS BANKING VALLEY TO VALLEY

(888) 485-7050 • www.pinnacle.bank

CHAMBER TRIP *Spain + Portugal*

by (and with) Chamber CEO Paul Farmer

Join us for this bucket-list trip!

After the world returns to normal, some of us are really going to want to see the world. We've gotta do it while we can! The final payment for this trip is not due until mid June and you can delay paying until then if you're concerned about Coronavirus and other things going on in the world. Also, we will have some insurance options to protect your investment. To learn about the trip doesn't cost anything (and heck, it's nice to have things like this to look forward to).

Spain – One of the World's Top Destinations

Barcelona is one of my favorite cities in the world. (Ok, since you asked...the others are Rio de Janeiro, Brazil (we went there last year), Paris, France (we'll probably go there next year), and Florence, Italy.

Why do I love Barcelona so much? There have been three times in my life that architecture has moved me to tears and Barcelona's Sagrada Familia church is one of them. It's astonishing when simply looking at a BUILDING gives you the chills! I want to share that experience with others.

About this Trip

We are going to spend 4 nights in the magnificent city of Barcelona, which gives us plenty of time to soak it in. The architect of the Sagrada Familia church (Antonio Gaudi) created a number of other buildings in the city, and I'm hoping to see as many as we can. We'll have a number of tours that are included, as well as free time to explore on your own.

After Barcelona, we'll take a high-speed train to Madrid, stopping off to spend the day in a town called Zaragoza. In Madrid, we'll enjoy a tour of the City that includes the Plaza Mayor and the world-famous Prado



Museum. We'll also have a day trip to visit Toledo, known as the "City of Three Cultures" because Christians, Muslims and Jews have lived together there for centuries.

Our 9-day trip "Spain" tour is \$3499. That includes airfare, taxes, high-speed train, 4-star hotels, breakfast every day, and a flamenco show with dinner. If you can, join us to visit Lisbon, Portugal for another 4 days/3 nights for only \$699.

Why Travel with the Chamber

Traveling with the Chamber is a fantastic way to travel internationally with someone you trust. The Chamber and our travel partner agency handle all the details and you get to enjoy group discount rates. If you're a single traveler who would like a roommate, we're very good at helping pair you up with a new friend. Speaking of new friends, you're guaranteed to make plenty of them on our trip!

Learn more about this fantastic trip on our website. We're also planning a no-pressure Travelers Information session on April 16, which we'll also make a webinar/teleconference. Shoot me a note: President@SalinasChamber.com Our travelers rave about our trips because the tours are top-notch, the pricing is very competitive and... we build friendships! ■



2020 Chamber Trip

(open to anyone)

Spain + Portugal

Departing October 3, 2020

9 Day Journey of a Lifetime
Includes Breakfasts, Hotels, Airfare, Taxes, Tours

Highlights: Experience Barcelona and Madrid + smaller cities. See the Prado Museum & Sagrada Familia Church. High speed train. Flamenco dinner & show. Portugal is optional.

Featuring 4-star hotel accommodations

DISCOUNTED RATE:

\$3499

*Rate is double-occupancy.
\$450 deposit holds your seat*

*Add 4 more days to see Lisbon,
Portugal for only \$699 more!*



Sagrada Familia Church

Learn More

Download trip brochure on our website or contact us for details.

We are planning an info session on April 16 at 6pm, which we will also make a webinar / teleconference.

(831) 585-1282

www.SalinasChamber.com

President@SalinasChamber.com

- 439 Soledad Street, which would become Sun Rose Apartments, an 11-unit supportive housing facility off of John Street near Downtown Salinas. It will be operated by Interim, Inc., which provides services and housing for people with mental illness. Nine units will be permanent supportive housing for very low-income adults with psychiatric disabilities who are homeless, chronically homeless, or at-risk of chronic homelessness, one unit will be transitional housing for eight residents who are homeless or at-risk of homelessness and have psychiatric disabilities, and one will house a resident manager.

For more traditional single-family housing developments, several dozen units were built in the KB Homes Monte Bella development, including eight low-income ownership units.

The report also references some other recent increases in housing stock. It accounts for completion of the Haciendas Phase III - Hikari project, built by the Monterey County Housing Authority Development Corporation (HDC) with 49 low-income deed-restricted units in Chinatown. Its grand opening event was on September 6, 2018.

And the city reported a transaction for Moon Gate Plaza at 21 Soledad Street, a mixed-use project built by MidPen Housing with 90 housing units for low-income and extremely low-income households, including people who were formerly homeless. Applications were taken in 2019 and people are now moving in.

Finally, nineteen accessory dwelling units (ADUs) were permitted. On March 19, 2019, the Salinas City Council voted to exempt applications for ADUs from development impact fees for five years. Before that ordinance was approved, staff reported that the city had only permitted a total of 24 ADUs since 2007.

In total, the City of Salinas issued 96 housing related building permits, which authorized construction of 108 residential units. That's the total number of units credited towards the City's Regional Housing Needs Allocation (RHNA) for 2019. Eight were low-income, deed-restricted units.

The City's allocation from 2015 through 2023 is 1731 housing units. From 2015 through 2019, the City has produced 498 units, which is only 29% of the total allocation over 55% of the time period.

So in five years, 498 new housing units were officially approved for construction in the City of Salinas despite a relatively prosperous economy. Despite the city council's approval on December 17, 2019 of the West Area Specific Plan, with a potential of 4,340 units, it's in question whether or not the city will have a chance to approve 1,233 units to fulfill the allocation by the end of 2023.

Lawsuits have been filed against the City of Salinas objecting to its environmental review of the West Area Specific Plan under the California Environmental Quality Act (CEQA). And it remains to be seen whether the coronavirus crisis will discourage plans for new construction. ■



Take a Step Toward Better Health

Let our unique health and wellness programs connect you with your best life.

New physicians and topics every month.

For more information and to reserve your spot, call our Health Promotion Department at 831-759-1890.

 **Salinas Valley Memorial Healthcare System**
svmh.com/walkwithadoc



Volunteers needed for Salinas Valley Food & Wine Festival 2020

Local nonprofit organizations looking for a way to raise funds have an opportunity to provide volunteers on August 7th and 8th to assist in the planning, organizing, set up, tear down, clean up, serving food and wine samples, and other various tasks associated with the 10th annual Salinas Valley Food & Wine Festival and Kick Off Event. This is a fun way to raise funds for your organization while supporting an established community event. We have volunteer opportunities for high school students who need community service hours as well as for adult members of service clubs or other nonprofit organizations who would like to be a part of this annual fundraiser in Salinas City Center which brings together food, wine and beer tasting while raising funds for nonprofits.

Please visit www.salinasvalleyfoodandwine.com to find out more and complete the necessary volunteer paperwork. You can also call 831-320-8831 or email Salinasvalleyfoodandwine@gmail.com for more information.

Remote Work and Best Practices: The Coronavirus Workplace Series

By Michael Bernick, Fox & Hounds

In the old economy (also known as “not that long ago”), remote work was a growing but still limited part of the workforce. Only around 5.3% of American employees worked primarily from home in 2018.

Because of the Coronavirus, companies have had to move at Mach-2 speed to restructure workplaces, with the emphasis on remote work. The major tech employers (Facebook, Google, Twitter) were the high-profile early adapters in the first days of March, and other employers, in a range of sectors outside of tech, have followed.

It's too early to say whether the current spike will lead to greater remote work following COVID-19. Many of the new remote workers say they miss the creativity, ideas and collaboration of the congregate workplace, as well as the social connections. At the same time, they may celebrate the absence of a time-consuming and draining commute, or travel-required meetings outside the office. We'll see over the next few years.

In short term, though, the existing remote work implementers are continuing, and more firms are joining each day. As they do so, they need to be aware of the best practices of remote work, operational and legal. Remote work does not exempt employers and employees from the safety, wage and hour, and other employment requirements of the regular workplace.

Let's bring in Jonathan Segal, with expertise in the laws governing remote work. Segal is a partner in the Employment Group of Duane Morris LLP, who has worked on crisis management in general and public health crises for more than 20 years. He describes his practice as “maximizing compliance and minimizing legal risk, always keeping an eye on culture and employee relationships.”

Segal has identified five main topics of best practices and employment law compliance.

1. Payment of employees who work remotely: In employment law, a main distinction is made in payment obligations between exempt and nonexempt workers (excluding workers covered by a labor contract or employment agreement). The same distinction applies to remote workers. Exempt employees need to be paid in full for any week in which they perform any work remotely. Nonexempt employees generally are entitled to pay only for time actually worked remotely, whether a full or a partial day. Segal notes that there are exceptions (some nonexempt foreign nationals, nonexempt workers working under a fluctuating work week plan), but in the main, the payment rule applies.

Segal advises that employers in establishing a remote work plan set out guidance to nonexempt workers in setting a schedule and tracking hours. On the one side, setting a schedule helps employers to avoid overtime claims that might arise from unstructured remote work. On the other side, it assures nonexempt workers that they are not expected to be on call at all times.

Tracking of hours can be done through several means, including log-in and log-out processes. Can someone log in and then go to the park for 4 hours? Yes, Segal notes. But tracking of hours, like so much of the employment relation, rests on trust. “I've had employers who try to avoid misuse of remote time by



suggesting that they are suspicious of employees working remotely. That's exactly the wrong way to set up a remote work plan. Instead, the employer will want to indicate the importance of tracking time, but also that they trust the employee to be honest,” explains Segal.

2. A safe and secure work environment:

Employers have obligations under federal and state safety laws to provide a safe and secure work environment for employees. This extends to remote work. The remote workspace is treated as an extension to the regular workforce for safety requirements.

Segal notes that it is neither feasible nor desirable for employers to go to the homes of their employees and inspect them. What they can do to avoid

unexpected safety claims is address safety in their remote work plan, and ensure employees are aware of safety requirements. Employers should also clearly convey that any injuries during worktime should be reported to the company so that it can file a claim with the company's workers' compensation carrier.

3. Control of additional costs incurred by workers for working remotely:

Employers also will want to avoid unexpected claims down the line from workers at home who purchase additional equipment (higher-grade printers, additional desk) in order to work at home at the employer's direction. Segal advises that employers should clarify at the start that any additional equipment or services charges (or any above a certain price) need to be approved by a supervisor.

4. Control of a fair “reasonable accommodation” policy: Like other employment laws, the employment provisions of the Americans with Disabilities Act (ADA), while bringing benefits to employers and employees, have been subject to misuse. An employer does not want remote work today to establish precedent that it is presumptively a reasonable accommodation in the future. Segal suggests something as simple as “during this pandemic, we will allow employees to work from home even where this would not be permitted in the ordinary course.” Segal refers to this as a “simple placeholder” in case of a future claim.

5. Maintaining information security: Segal notes that remote work can give rise to information security breaches, however inadvertent and even with family members. Segal recommends several actions, the main one being “require that employees log in and out when they are not using their computer. If an employee leaves the computer on, a family member with no bad intent may see what he or she should not or might send a message that causes a data breach with the consequent notification requirements.”

Underlying all of these guidelines are Segal's ideas, developed over the past 20 years, on the central role of employer-employee trust. There are no fail-proof measures in the regular workplace to prevent misuse of time, and this is even more so with remote work. An employer needs to set structures addressing the issues above, but not in a tone of suspicion or anger. Segal emphasizes, “In a time of crisis, we need to focus on the vast majority of employees who do the right thing, and give ourselves the time and perspective to focus on the bigger-picture business continuity planning.” ■

Salinas Police Service Headquarters

The new Salinas Police Service Headquarters is a \$56 million project for the city of Salinas that will replace the current police headquarters, originally built in 1958. The new police facility will consist of two buildings; a two story, 44,352 square foot Headquarters (built to the highest life safety standards) will house Administration, Investigations, Patrol and Support Staff. There will also be a community room opening to the adjacent parking lot to help facilitate community events. A second, 24,878 square foot support building will include state of the art evidence storage areas, forensic laboratory and firearms training facility.

The builders made good the promise of obtaining our Temporary Certificate of Occupancy on January 28th! What this means, is that we are still on the original scheduled timeline for completion/move-in. At the end of January furniture started being delivered and installed in the Headquarters and subsequently in the Support Building. As areas of furniture get completed, our IT staff will follow and begin setting up individual workstations.

Setting up desktops, and the network itself, will occupy the month of February, while the remaining on-site work continues. While having met the first stage of project completion, there is still a great deal of work that will be going on during this time.

Externally, gates still need to be installed along with landscape and completion of the parking lot that borders Alisal Street. Internally, TV's, modems, security cameras, window blinds, and a great deal of finish work is underway.

It was expected for personnel to begin moving in early March with an anticipated opening to the public early April. As the Business Journal went to press, we were unsure of any possible changes to this timeline due to the Coronavirus response. ■



L to R: Benji Shake, Princess Monterey Whale Watching, Owner;
Sarah Gaebelein, VP MCB Senior Loan Officer; Stephanie Chrietberg, SVP MCB;
Charles Chrietberg, MCB CEO

Princess Monterey Whale Watching
96 Fisherman's Wharf #1
Monterey, CA 93940 (831) 372-2203
www.princessmontereywhalewatching.com

*With departures daily, Princess Monterey Whale Watching offers year round whale watching and wildlife tours on the Monterey Bay, fully narrated by experienced marine biologists and naturalists. See whales, dolphins and many other species of marine wildlife.
Join us aboard the Largest and Finest vessels in the fleet.*

Sarah Gaebelein at Monterey County Bank was a huge help in walking us through an SBA loan which was quite complex as we were financing our new vessel "Greatland" from Alaska. Sarah & Monterey County Bank made this happen fast so we did not miss our busy Summer Season.

Benji Shake, Owner

Call Monterey County Bank Today!

Monterey (831) 649-4600
Pacific Grove (831) 655-4300
Carmel Rancho (831) 625-4300
Salinas (831) 422-4600

**\$5,000,000
SBA Loan Limit**

**The Oldest Locally Owned, Locally Managed Bank
in Monterey County - OVER 40 YEARS!**

The Leading SBA Lender in Monterey County



El Gabilan Library Opens

The grand opening of the El Gabilan Library on February 22nd was a huge success, with hundreds of community members coming out to embrace both the building and all the beautiful new books. Hundreds of local residents watched as Mayor Gunter did the honors by cutting the ceremonial ribbon, flanked by City Manager Ray Corpuz, Library & Community Services Director, Kristan Lundquist, and several local and regional dignitaries including California State Senator Ana Caballero, US Congressman Jimmy Panetta, California Assemblymember Robert Rivas, Salinas Councilmember Gloria de la Rosa and more.

The library issued several hundred commemorative library cards and



checked out even more books. "The community was so appreciative," says Lundquist. "I was also very proud of my staff who worked amazingly hard to make this day so successful." "There's a lot more to come as well, with new collections and programs to be added in the coming months,

and the completion of the outdoor learning spaces," she added.

While the El Gabilan Library had resumed a regular 7-days a week schedule, as the Business Journal went to press, the library was closed along with the City of Salinas Recreation Centers. Please see communications from the City of Salinas and the Chamber for information on reopening. The community can also call the El Gabilan Library directly at (831) 758-7302. ■



DATAFLOW

BUSINESS SYSTEMS

Advanced Solutions From Your Local Business Neighbors

- Air Print
- Wireless
- Scan Solutions
- I.T Support Services
- Server Solutions
- Label Design and Printing



KYOCERA

Lexmark

RICOH

muratec
A KONICA MINOLTA COMPANY

Phone 831-759-8760

startdb.com

540 Work St., Suite E • Salinas, CA 93901

Employer Requirements with CalSavers

by Jennifer A. Mancera, Attorney
Noland, Hamerly, Etienne & Hoss

Employer Requirements to Register for CalSavers Retirement Program

Before June 30, 2020 many California employers who do not already offer a qualifying retirement savings program will need to provide their employees access to CalSavers. CalSavers is a public-private partnership program for employees who are not offered a qualified employer sponsored retirement program. Employers will have minimal administrative requirements for the plan, which will be managed by a private sector financial services firm and overseen by a public board chaired by the State Treasurer. Employers offering a 401(a), 401(k), 403(a), 403(b), Simplified Employee Pension (SEP) Plan, Saving Incentive Match Plan for Employees (SIMPLE) Plan, or Payroll deduction IRAs with automatic enrollment offer "qualified" retirement saving plans and are exempt from CalSavers participation.

The CalSavers program has requirements for employers, options for employees, and employer penalties for non-compliance.

What Are Employers Required to Do

Employers with more than five employees who do not already offer a qualified retirement savings plan are required to register for the CalSavers program. Although CalSavers was officially open for registration as of July 1, 2019, employers with over 100 employees are not required to register until June 30, 2020. Employers with over 50 employees will be required to register before June 30, 2021 and employers with five or more employees must register by June 30, 2022.

CalSavers is in the process of mailing information, access codes, and registration instructions to employers with five or more employees. Employers can register by phone, mail, or online at CalSavers.com. There are no employer fees and no employer fiduciary responsibilities associated with CalSavers. Within 30 days of registering, employers will need to provide the CalSavers program administrator with information for each employee. Once an employer uploads employee information, CalSavers will provide each employee with a packet of information, making the employee aware

of the program and its opt-out provisions.

Additionally, employers will be responsible for deducting the employee's contribution, as shown on the employer's CalSavers account, from the employee's paycheck and remitting it to the CalSavers program within seven business days of the deduction. Furthermore, employers will need to provide on-going maintenance by adding new employees to CalSavers or removing employees who no longer work for the employer.

Although employees may choose not to participate in the program, employers are prohibited from encouraging or discouraging employees from doing so, from providing investment advice, and from deducting and remitting contributions for an employee who elected not to participate in CalSavers. Employers are not responsible for answering questions about the program, processing distributions, or managing beneficiary information for the program.

What are Employees Required to Do

Employees are not required to do anything other than decide whether to participate or not. Employees will be automatically enrolled in CalSavers unless they contact CalSavers and opt-out, by phone, mail, or online at CalSavers.com. Participating employees will be able to customize their account, change their default contribution rate, and set investment choices directly with CalSavers.

What if the Employer Does Not Register

Employers that fail to register eligible employees will be subject to penalties for non-compliance. Employers may be fined \$250 per eligible employee after 90 days of non-compliance and an additional \$500 per eligible employee after 180 days of non-compliance.

Detailed information about CalSavers is available online at www.CalSavers.com. ■

Jennifer A. Mancera is an attorney with Noland, Hamerly, Etienne & Hoss in Salinas and Monterey. A longtime HR professional, her practice is focused on labor and employment matters.

This article is intended to address topics of general interest and should not be construed as legal advice. © 2020 Noland, Hamerly, Etienne & Hoss



Jobs Report – Rosy Past, Cloudy Future

by Adam Beam, AP

California's January jobs report reflects rosy past

Facing major disruptions across nearly all economic sectors because of the coronavirus, California officials recently sent the public a postcard from the state's rosier past: The January jobs report.

The report shows a roaring California economy that added 21,400 new jobs, building on the state's remarkable 10-year run of continuous economic expansion.

But context from the recent past — including Gov. Gavin Newsom's executive order that closed schools, conferences and Disneyland — demands a different interpretation.

"California's recent monthly job numbers are from a California economy that now seems like the distant past — January 2020," wrote Michael Bernick, a former director of the California Employment Development Department who is now special counsel with the Philadelphia-based law firm Duane Morris.

The report showed that California maintained its record-low unemployment rate of 3.9%, continuing an employment surge that began in February 2010. Since then, California has gained more than 3.3 million jobs, accounting for 15% of the nation's job gains over that period, according to the California Employment Development Department.

The biggest gains came in the education and health services and leisure and hospitality sectors. But the widespread recent closures because of the coronavirus, plus directives from the big tech companies for employees to work from home, are already taking a toll on the state's hospitality industry.

"This week [Editor's note: this article was originally written in early March], really for the first time, we're beginning to see significant layoffs,"

Bernick said. "Previous public health emergencies in California have brought shifts, but nothing at all like what we're seeing just in the past two weeks."

California's economy was already slowing in recent months. The state was still adding new jobs each month,

but the total number of new jobs was shrinking because of labor shortages, said Sung Won Sohn, professor of economics at Loyola Marymount University.

Just five months ago, Sohn and other economists were marveling at how California's unemployment rate dipped below 2%

in San Francisco and some of its neighboring counties, a feat many did not think was possible.

And now?

"We are either in a recession now or will be in one shortly," Sohn said.

California's January job numbers are usually not announced until March because that's when state officials start using a larger sample of employers to test the accuracy of the numbers.

Bernick says he doesn't expect the coronavirus impact to show up in the monthly job reports until at least April.

Not all sectors will be hurt. Some, including health care, might need more workers.

Larry Mendonca, Newsom's chief economic and business adviser, and California Labor Secretary Julie A. Su said in a joint statement they are monitoring the economic impacts of the coronavirus very closely, "as are all Californians, the nation, and the world."

Newsom, a Democrat, on Thursday said the state was prepared for an economic slowdown, noting officials collected more taxes in December and January than they had expected.

"That said, the economic disruption is profound and it is real and clearly it is going to have an impact on our state treasury," Newsom said. ■



Dirty Air Cuts Back California Crops

by Justine Calma, The Verge

Grapes suffered the worst

California loses up to \$1 billion in crops each year because of air pollution, according to new research that looked at trends from 1980 to 2015. Table grapes — the kind for snacking — were the most vulnerable among seven crops badly affected by smog, including: wine grapes, strawberries, walnuts, peaches, nectarines, and hay. The crops lost between 2 to 22 percent of their yields as a result of smog.

The results show that dirty air comes at a significant economic cost to California, which raked in \$50 billion for its agriculture in 2018. Grapes, the hardest hit by pollution, bring in the most money for the state after dairy.

Every American's diet could be affected since California produces the most agriculture in the US and supplies two-thirds of the country's fruit and nuts. Some are still losing up to 15 percent of their yields today, the researchers from the University of California at Irvine found in their paper published in Nature Food.

There is some good news — the state's efforts to limit pollution over the years did seem to boost the perennial crops — indicating that future efforts to limit pollution can make a difference.

"This is not the main source of calories for anyone but it is kind of the sweet things in life — the fruits and nuts and grapes for wine," says Steven Davis, one of the authors of the study.

Smog, or ground-level ozone pollution, creeps into the pores of the plants and essentially burns the cells that are trying to photosynthesize, Davis explained to The Verge. This type of pollution wreaks more havoc on plants than all

other types of air pollutants combined, according to the US Department of Agriculture. It's created when emissions from tailpipes and factories go through a chemical reaction under sunlight.

California has some of the worst smog in the nation and is home to 10 of the 25 most polluted cities in the US, according to the American Lung Association's annual report.

To find correlations between smog and crop yields, Davis and his colleagues compared data on ozone concentrations where crops were grown against data on how many pounds of crops were produced each year. Separately, they looked for how rising temperatures affected agriculture and found that pollution had a greater effect.

The scientists predict, however, that taking action on climate change will benefit crops — since curbing pollution from tailpipes cuts down both greenhouse gases and air pollution. Plus, higher temperatures speed up the chemical reactions that create smog.

Davis hopes his work will convince people along California's agricultural belt that environmental policies will be good for their pocket books. "If you drive through the Central Valley on [Interstate-5] you see lots of signs about relaxing environmental restrictions and letting more water go to agriculture, for example," Davis says. "At least we're putting some real numbers on the benefits that some environmental policies may have had for these farmers." ■



IN A SEA OF UNCERTAINTY...

YOU NEED PROVEN GUIDANCE

FIND IT AT HASTIE FINANCIAL GROUP

HFG Hastie Financial Group

307 MAIN STREET, SUITE 300, SALINAS, CA 93901
HFG@HASTIEFG.COM | 831.422.4910 | www.hastiefinancialgroup.com

The financial professionals of Hastie Financial Group are Registered Representatives and Investment Adviser Representatives with/and offer securities and advisory services through Commonwealth Financial Network®, Member FINRA/SIPC, a Registered Investment Adviser. Financial planning services offered through Hastie Financial Group are separate and unrelated to Commonwealth.



Wellness Waggin'

REDUCED COST, MOBILE, STATE-OF-THE-ART DENTISTRY & MEDICAL SERVICES FOR YOUR DOG OR CAT!

NOW ACCEPTING APPOINTMENTS!
CALL 925.895.8531

LUKESLEGACYFOUNDATION.ORG



Restaurants



The Salinas Valley Chamber of Commerce encourages you to choose our member restaurants when you're looking to dine or order take-out meals.

They support our community. Let's support them!

Our Member Restaurants in Salinas

Bagel Corner Inc

BagelCornerBistro.com
(831) 771-8670

BJ's Restaurant and Brewhouse

www.BJsRestaurants.com
(831) 737-1690

Black Bear Diner - Salinas

BlackBearDiner.com
(831) 449-1545

Chef Lee's Mandarin House 2

ChefLeesMandarinHouse.com
(831) 442-3385

Flying Artichoke Restaurant

facebook.com/TheChokeCoach
(831) 759-9096

Gino's Fine Italian Foods

GinosPasta.com
(831) 422-1814

Gordon's Café and Catering

GordonsCafeandCatering.com
(831) 422-4133

La Plaza Bakery & Cafe

LaPlazaBakery.com
Multiple locations

Loose Caboose

(831) 422-7169

McDonald's

mcdonalds.com
Multiple locations

Oldtown Fish & Chips

OldtownFishandChips.com
(831) 422-3011

Outback Steakhouse

www.Outback.com
(831) 751-3753

Pastability's

GinosFamilyRestaurantGroup.com
(831) 998-7715

Pizza Factory

PizzaFactoryInc.com
(831) 758-3227

Portobello's Café

(831) 753-0797

Red Lobster

www.RedLobster.com
(831) 443-8724

Round Table Pizza

RoundTablePizza.com
(831) 449-9121

The Grower's Pub

GrowersPub.com
(831) 754-1488

The Steinbeck House

SteinbeckHouse.com
(831) 424-2735

Turf Club Catering and Deli

TurfClubCatering.com
(831) 753-1411

Villa Azteca

www.facebook.com/
VillaAztecaRestaurant
(831) 256-2669

Wingstop-S. Main

WingStop.com
(831) 422-9464

Yangtse's Taste of Thai

facebook.com/Yangtse-Taste-Of-
Thai-565815966883304
(831) 754-2223

On the Peninsula and beyond

Aromas Grill

www.AromasGrill.com
(831) 726-9999

Haute Enchilada

HauteEnchilada.com
(831) 633-5843

Whole Enchilada

(831) 633-3038

Luigi's Italian

LuigisPasta.com
(831) 675-7800

Bayonet & Blackhorse Golf Course

BayonetBlackHorse.com
(831) 899-7271

InterContinental- The Clement Monterey

icTheClementMonterey.com
(831) 642-2011

Jacks Monterey / Peter B's

www.PortolaHotel.com/jacks-
monterey
(831) 649-7830

Monterey Plaza Hotel

MontereyPlazaHotel.com
(831) 646-1700

Quail Lodge & Golf Club

QuailLodge.com
(831) 624-2888

Salt Wood Kitchen and Oysterette

www.theSanctuarybeachresort.com
/salt-wood
(831) 883-5535

Scales Seafood & Steaks

ScalesMonterey.com
(831) 375-1331

Tarpy's Roadhouse

Tarpys.com
(831) 647-1444

Wiener Wants to Eliminate Single-Family Zoning in SF

by Adam Brinklow, Curbed San Francisco

Persistent SF-based lawmaker's new bid would upzone nearly 60 percent of the city

Scott Wiener, the San Francisco-based California state senator hellbent on clearing away restrictive zoning across the state, failed to create great swaths of multi-unit housing near transit and job centers earlier this year when his SB 50 bill died on the senate floor. Now he's thinking smaller with new legislation focused on two- to four-unit homes.

The latest Wiener working, SB 902, would radically change zoning standards across the entire state by eliminating local housing rules that limit parcels to just one home. In cities like San Francisco, it would also knock down standards that bar three- or four-unit homes in many neighborhoods.

But the increase in density would still be slight compared to previous, more aggressive efforts: small towns and suburbs (up to 10,000 people) could still limit parcels to two units, midsize cities (up to 50,000 people) to three units, and big cities (anything large than 50,000) up to four units.

How many homes get built on upzoned land would be up to the property owners, but no longer would a quilt of local laws hold entire blocks or neighborhoods down to only one house at a time.

In San Francisco the change would be particularly dramatic where roughly 38 percent of developable lots in the city are zoned for one home at most (i.e., RH-1). Although note that in recent years the city eased restrictions far enough to allow in-law units on such properties.

SF lots marked RH-2 and RH-3 are about 21 percent combined. Homeowners and developers can attempt to build up properties beyond their default zoning, but only if the city agrees to waive the rules on a case-by-case basis. If Wiener pushes through his new plan, those parcels would get an upzone to potential quadplexes.

The fact that multiple homes on a property are illegal across so much of San Francisco remains a constant source of irritation for housing activists. YIMBY Action board member Steven Buss said in August, "The only housing rules guaranteed by law are what you can't do," calling citywide prohibitions on more ambitious development a scourge.

Academic research supports the idea that austere zoning limits are bad for the housing crisis.



(PHOTO BY BROCK KEELING)

Washington DC-based think tank Niskanen Center claimed in 2018 that for cities like SF and San Jose strict zoning regulations drive up home prices so much they may be responsible for as much as half the cost of housing.

Last year, UCLA researchers concluded that California can't build enough housing to match demand as it stands now, calculating that the Bay Area will soon hold 20 percent of the state's population but is only zoned for enough housing for 13 percent.

Nevertheless, single-family zoning has its defenders. When Seattle pared back zoning barriers across neighborhoods in 2019, protesting residents predicted "pollution, impairment, or destruction of the air, water, land or other natural resources" from new construction. And Yonah Freemark, a PhD candidate at the Massachusetts Institute of Technology, concluded that upzoning changes in Chicago weren't enough to spur significant development in many neighborhoods.

Those proposals all called for much greater increases in potential housing volume than Wiener's plan. The state senator hopes that the "light touch" of SB 902 will make it more palatable to some of the interests that stonewalled his previous build-up efforts.

But a lot of local governments—including San Francisco, where Wiener's onetime Board of Supervisor colleagues repeatedly pilloried SB 50—resent any attempt by Sacramento lawmakers to intervene with local housing rules. His new bid could face familiar criticism. ■



State Sen. Scott Wiener, who represents San Francisco, Daly City, Colma, Broadmoor and parts of South San Francisco, has introduced a new zoning bill.

PHOTO COURTESY OF SCOTT WIENER / SAN FRANCISCO BUSINESS TIMES

Investing in the Era of Coronavirus

by Bill Hastie, MBA



Bill Hastie

into the stock market. The real discomfort sets in when this investor realizes that they sold at a low price (and momentarily felt better), and now are paying a higher price to get back the same investments they started with.

Investors need to keep in mind that volatility is and always has been an important consideration of investing.

We experienced 20%+ losses as recently as the 4th quarter of 2018, and fully recovered in 2019.

The Dow was nearly cut in half in 2008 and early 2009, and subsequently recovered. No one

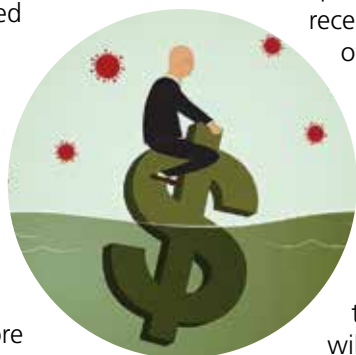
knows how long this market correction will last and how deep

it will go. But as history repeats itself, and it always has, this market will recover and new highs will eventually be reached.

Times like this emphasize the importance of prudent portfolio design, and making certain your investments reflect the degree of risk you are comfortable accepting. While this virus caused a shock to the market that has been almost unprecedented, a well-designed, diversified portfolio may be the best place to be when the market reacts out of fear and panic.

Remaining calm is the best course of action right now. Assess your portfolio, understand your risk tolerance and have a very long talk with a professional investment advisor. We will, acting as a community, get through the Coronavirus. ■

Bill Hastie, MBA is the Founder of locally-owned Hastie Financial Group. If you would like to discuss your personal or company's investment needs, please contact Bill at william.hastie@hastiefg.com



The small investor has just experienced the most rapid stock market decline in history with daily movements in the Dow Jones Industrial Average measured in 1,000s of points in both directions. When President Trump announced a national state of emergency on Friday, March 13, the Dow jumped almost 2,000 points – the largest single-day gain in the Dow since October 2008. Now the Federal Open Market Committee (FOMC) has acted to cut a key interest rate to zero, and announced the Fed will be purchasing billions in the Treasury markets, serving as a monetary stimulus to keep the U.S. economy from dipping into recession.

But one does not have to look beyond the toilet paper aisle at most any store to see that, in varying degrees, panic has set in. While some investors have used the recent market declines to purchase great stocks at bargain prices, the average small investor has been left to feel like a row boat in the middle of an angry ocean.

The “normal” human reaction to fear and panic may be one of the most significant portfolio killers in this market environment. The relatively new field of behavioral finance studies the influences of psychology on financial decisions. When an investor hears predictions of the potential health and economic costs of the Coronavirus, their natural reaction is to want to sell their investments – turning paper losses into realized losses – and “get back in” when things get better.

Let's translate what that means. The investor is fearful, so they sell their investments and in doing so, feels better. The market recovers, i.e., gets better, and the investor buys back

EDD Employment
Development
Department
State of California

Unemployed?



Have you lost
your job or had your
work hours reduced?

File and manage your Unemployment
Insurance (UI) claim using UI Online™!

www.edd.ca.gov/UI_Online



Client Focused. Relationship Driven.
A Tradition of Excellence Since 1928.

**Agriculture Law
Business & Taxation
Construction
Creditor's Rights
Estate Planning
Labor & Employment
Litigation
Personal Injury
Public Agencies
Real Estate & Land Use**

333 Salinas Street
Salinas, CA 93901
831.424.1414

470 Camino El Estero
Monterey, CA 93940
831.373.3622

nheh.com

**NOLAND
HAMERLY
ETIENNE
HOSS**

Attorneys at Law



Leadership Monterey County - Hospitality and Tourism

LEADERSHIP MONTEREY COUNTY



The Leadership Monterey County class recently enjoyed a day learning about Hospitality and Tourism in Monterey County.

During our visit at Monterey Marriott, we met with Rene Boskoff, General Manager of Monterey Marriott, and Rob O'Keefe, Interim President & CEO of Monterey County Convention & Visitors Bureau. We discussed the role and funding of the MCCVB, and all

of the efforts by leaders in the hospitality industry to ensure the successful completion of the Monterey Conference Center.

Afterward, the class participated in a tour of the newly renovated Monterey Conference Center. Doug Phillips and Nancy Whitman, both with the Conference Center, spent time with the cohort describing the venue's capacity, the types of events scheduled in the coming year and the success of the Conference Center since its re-opening in January of 2018.

The next stop took us to Cannery Row, where we met with Teddy Balestreri who shared the history of Cannery Row and his family's role in the rejuvenation of the area. We enjoyed a delicious lunch from Coniglio

Brother's Italian Deli. Gary Cursio from the Monterey County Hospitality Association shared the role of MCHA and the challenges with recruiting and maintaining a workforce in the hospitality industry.

The day ended with a tour and discussion at the Pebble Beach Company, where we met with General Manager Julie Weaver and Dawn Mathes, Director of Environmental and Government Affairs. The cohort had the opportunity to learn about the newly constructed employee housing, as well as water solutions and sustainability efforts at the resort. We had a lovely tour of the property and some of the accommodations on site, including the Lodge at Pebble Beach and Casa Palmero.

The group is looking forward to the next class where we will learn about Defense and Security in Monterey County.

The group is looking forward to the next class where we will learn about Defense and Security in Monterey County.



Could Vacancy Fines Ease Housing Crisis?

Vancouver tries vacancy fines, with mixed results

by Jakob Lazzaro, CalMatters

California has a housing shortage, so the idea of a big, faceless corporation keeping thousands of homes empty for months is pretty frustrating. But a new proposal in California is aimed at changing that by allowing cities and counties to impose vacancy fines.

The intent is to let local governments levy charges on corporate-owned homes left unoccupied for more than 90 days, as well as to use eminent domain — expropriation rights — to take possession of such homes to use as affordable housing. Existing law requires that properties be declared blighted before cities can confiscate them.

"In this type of crisis, when we have so many people either unhoused or in housing insecurity, there's no justification for a residential unit to be vacant," said state Sen. Nancy Skinner, the Berkeley Democrat behind the proposal. "(I'm) trying to make sure that every bit of residential property is being used for that purpose — to house people."

According to 2018 census data, there are more than 1.2 million vacant homes in California, a number that includes homes owned individually and by corporations, apartments, vacation homes and dwellings for rent or sale. There's no way of knowing how many would be subject to penalties. It's also unclear how many owners would make vacant homes available rather than pay a fine, or how many people could be newly housed in those places.

Nor is it clear how much money would be generated by such charges to fund local housing programs, as Skinner's measure would require.

No state law prohibits vacancy taxes, but Skinner wants to enshrine fines as an option along with expanded eminent-domain rights. The League of California Cities has not taken a position on the bill, which would apply to corporate-owned single-family homes, condos and completely empty apartment buildings.

Skinner's proposal also includes right of first refusal for community land trusts and other nonprofit groups: Corporations would have to give them the first shot at purchasing the vacant homes. With foreclosed homes, tenants would have initial buying rights.

The first-refusal provisions evoke a situation in Oakland involving a group of homeless and housing-insecure mothers, Moms 4 Housing. Members occupied an abandoned home owned by corporate property-flipping giant Wedgewood Inc. as a protest against gentrification, displacement and a lack of affordable housing.

Moms 4 Housing was evicted in January. But in a last-minute deal yet to be finalized, the group would be allowed to move back in. Wedgewood would sell the house to the nonprofit Oakland Community Land Trust and give the trust the first opportunity to buy any future homes the company sells in Oakland.

After the Great Recession, investment firms snapped up hundreds of thousands of foreclosed homes across the country and have come under fire in recent years for jacking up rents, imposing fees and neglecting maintenance. One of the most prolific corporate landlords is Invitation Homes, which owns and rents out almost 80,000 single-family dwellings.

In California, purchases by big investment firms have slowed in recent years as housing prices have skyrocketed. But these companies still own and rent out a lot of homes — nearly 25,000, according to data from the Anti-Eviction Mapping Project. Invitation Homes sits at the top of the heap with 13,563 for rent across the state.

How many corporate-owned houses are actually sitting vacant for more than 90 days? That's not clear.

The Canadian city of Vancouver has a vacancy tax, with mixed results.

In response to a citywide housing crunch and skyrocketing housing costs, the west coast city imposed a yearly 1% vacancy tax in 2017 on any residential property — not just corporate-owned — that has been empty for at least 6 months. Two years later, the province of British Columbia, where Vancouver is located, imposed an additional half-percent for Canadian owners and permanent residents and 2% for foreign owners.

The results? The number of vacant homes dropped: Vancouver had 1,989 empty residences subject to the tax in 2018, a 22% drop from 2017 — but that's only a slice of the total vacancies.

Both the city and the province have laundry lists of exemptions, including renovations, legal proceedings, hospitalizations and estate sales — to the point that the number of exempt vacant Vancouver homes was more than double the number taxed in 2018.

And Vancouver's overall vacancy rate is pretty small anyway — around 1%, indicating an incredibly tight rental market. British Columbia's is similar at 1.5% (California had a statewide

vacancy rate of 8.44% in 2018). Even filling more vacant homes doesn't necessarily mean rents become more affordable.

Still, there's lots of new tax money for affordable-housing projects— Vancouver collected nearly \$40 million Canadian dollars (\$28.8 million U.S.)

in 2018 and the province pulled in at least \$115 million (\$88 million U.S.) in 2019.

Vacancy fines "certainly don't represent a silver bullet by any stretch," said Josh Gordon, an assistant professor at Vancouver's Simon Fraser University who studies the city's housing market.

Targeting only corporate-owned homes, Gordon said, seems too narrow.

"The lesson from British Columbia is that the tax needs to be applied in a fairly broad manner, and enforcement has to be done diligently, and the penalties for leaving properties vacant have to be fairly substantial," he said. "Short of that, you're not going to get much movement in the rental market."

Skinner's bill doesn't specify a penalty amount, but that could be added. The senator said she doesn't expect her bill to be a cure-all, but everything helps in a crisis.

"Maybe we get 100,000 units that get back onto the market," she said. "But when you look at the nature of our crisis, we can get 100,000 vacant units back into use far quicker than we can construct 100,000 units."

Carroll Fife is the director of the Alliance of Californians for Community Empowerment Oakland, an advocacy organization that worked closely with Moms 4 Housing, and a supporter of Skinner's bill as a "positive first step."

"Corporations are not people, and they should not be allowed to buy up the housing stock," Fife said. Skinner's bill is "starting to course-correct where we've gone off track."

But expanding a vacancy charge beyond corporate owners would be challenging, Fife said, because people have strong feelings about property rights, as they do about guns.

"It's similar to the Second Amendment," she said.

The eminent-domain provision of Skinner's proposal may be the most controversial. Debra Carlton represents the California Apartment Association, a lobbying group for landlords. She said the eminent-domain element is "unconscionable."

"I don't think eminent domain was ever intended to be used in that way," Carlton said. "That's almost theft — taking somebody's property ... corporate owner, mom and pop, it doesn't matter."

But in a housing crisis, Fife said, there's a need for bold solutions.

"I just wish that there was that same kind of fervor around eminent domain reclaiming black neighborhoods in service of business interests and municipal interests," Fife said. "You don't see that kind of opposition in West Oakland when the city comes and says, 'We want to put a post office here' or, 'We're gonna build a freeway through your neighborhood.'"

But as for the penalty itself? Carlton said it could be negotiated — her group would want a longer permissible vacancy period as well as exemptions similar to what Oakland has for its recently implemented vacant-land tax and Vancouver and British Columbia have for vacancies.

And first-refusal rights? "If there's a tenant in the property, they would have the first right to purchase it," Carlton said. "That makes sense. That's fine."

Others, however, see the whole bill as an attack. Wedgewood spokesperson Sam Singer called it an "economy killer" and "an assault on property owners in California."

But he also said that the bill would have no effect on Wedgewood's business model, as the company doesn't keep homes vacant for more than 90 days.

"By the very nature of the house-flipping business, you buy it, you fix it, you sell it," Singer said. "The redistribution of either corporate-owned homes or individually owned homes is a very dangerous path for California."

Invitation Homes said it, too, would be unaffected. In an emailed statement, spokesperson Kristi DesJarlais said the company never keeps homes vacant, as that would "undermine our business model" and be "irresponsible given the housing shortage."

DesJarlais said Invitation Homes's California occupancy hovers around 97% and that the best solution to the state's housing crisis is building more housing.

High occupancy is commendable, said Skinner.

"If their business model is to get homes occupied before 90 days, I say great; more power to them," the lawmaker said. "And if they don't, then my bill will affect them." ■

IN SUMMARY

It's unclear how many people might be helped if California cities penalized companies that leave housing vacant.

Vancouver levied a wide-ranging vacancy tax in its tight market, but more than half the empty homes were exempt.



More than 8% of California homes are vacant

That's at least 1.2 million dwellings.

The census classifies vacant homes several ways:



Benefits for Workers Impacted by COVID-19

The purpose of this information is to make it easier to understand what resources may be available.

Employment Development Department

Learn more about your eligibility for any of these programs or file a claim at edd.ca.gov

Program	Why	What	Benefits
Disability Insurance	If you're unable to work due to medical quarantine or illness related to COVID-19 (certified by a medical professional)	Short-term benefit payments to eligible workers who have a full or partial loss of wages due to a non-work-related illness, injury, or pregnancy.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 52 weeks.
Paid Family Leave	If you're unable to work because you are caring for an ill or quarantined family member with COVID-19 (certified by a medical professional)	Up to six weeks of benefit payments to eligible workers who have a full or partial loss of wages because they need time off work to care for a seriously ill family member.	Approximately 60-70 percent of wages (depending on income); ranges from \$50-\$1,300 a week for up to 6 weeks.
Unemployment Insurance	If you have lost your job or have had your hours reduced for reasons related to COVID-19	Partial wage replacement benefit payments to workers who lose their job or have their hours reduced, through no fault of their own.	Range from \$40-\$450 per week for up to 26 weeks.
Paid Sick Leave	If you or a family member are sick or for preventative care when civil authorities recommend quarantine	The leave you have accumulated or your employer has provided to you under the Paid Sick Leave law.	Paid to you at your regular rate of pay or an average based on the past 90 days.
Workers' Compensation	If you are unable to do your usual job because you were exposed to and contracted COVID-19 during the regular course of your work, you may be eligible for workers' compensation benefits.	Benefits include temporary disability (TD) payments, which begin when your doctor says you can't do your usual work for more than three days or you are hospitalized overnight. You may be entitled to TD for up to 104 weeks. TD stops when either you return to work, your doctor releases you for work, or your doctor says your illness has improved as much as it's going to.	TD generally pays two-thirds of the gross wages you lose while you are recovering from a work-related illness or injury, up to maximum weekly amount set by law. In addition, eligible employees are entitled to medical treatment and additional payments if a doctor determines you suffered a permanent disability because of the illness.

CORONAVIRUS QUARANTINE

Chamber Events



Jillian Clark and her team had fun cutting the ribbon for Salinas Valley Kitchen & Bath (a division of Kitchen Studio of Monterey Peninsula).



Chamber leaders joined owners Iris and David Alessandro who have rebranded their business as Kai Fit (named after their young son).



Oldtown Fish & Chips owner Luis Farfan owner hosted our most recent Connect at Lunch

New Residential Eviction Requirements

by Patrick Casey



The Tenant Protection Act of 2019 ("Act") went into effect on January 1, 2020 and established new limits on a landlord's ability to terminate a lease and evict a residential tenant. A landlord must now provide just cause for terminating either a month-to-month tenancy or not renewing a fixed term lease.

The just cause requirement applies when either (i) all tenants have continuously occupied the unit for 12 months or more, or (ii) one or more tenants have continuously occupied the unit for more than 24 months.

There are two different types of just cause, the first is at-fault just cause and the second is no-fault just cause. At-fault just cause includes any tenant: default in paying rent; breaching the lease; committing a nuisance or waste; criminal activity in the unit; failing to sign a written extension or renewal of the lease on similar terms as the current lease; not vacating the premises after providing written notice of lease termination to the landlord; not allowing landlord access to the unit as permitted under the law; and certain other situations. No-fault just cause is when the landlord: intends to occupy the unit; withdraw the unit from the rental market; substantially remodel the unit; or the unit is subject to a government order relating to habitability.

In either just cause situation, the

landlord must provide written notice to the tenant of the reason for terminating the lease. However, if it is a no-fault just cause termination, then the landlord must make a relocation payment to the tenant either by (i) issuing a payment to the tenant for one month of the then-current rent (which must be paid within 15 days of serving the termination notice on the tenant), or (ii) waiving the last month's rent.

A relocation payment is not required if (i) any government agency or court determines that the tenant is at fault for causing the condition that led to the landlord terminating the lease, or (ii) the tenant fails to vacate at the end of the lease in a no-fault termination notice. In the latter situation, the landlord could try to recover any relocation payment made to the tenant.

These new just-cause eviction requirements do not apply to housing restricted by deed; regulatory restrictions contained in an agreement with a governmental agency; affordable housing for very low, low or moderate income people; an owner-occupied duplex; housing subject to existing local rent control ordinances (if the ordinances are more restrictive than those in the Act); housing built within the last 15 years; single-family residences or condominiums (if certain requirements are met); or an owner occupied property in which the tenant rents (i) one or two rooms and shares a bathroom or kitchen facilities, or (ii) an accessory dwelling unit; and other more technical exceptions. ■

This article is written by Patrick Casey, who is a business attorney with JRG Attorneys At Law in Monterey. You may reach the author at (831) 269-7114 or at patrick@jrgattorneys.com.



New Member Profiles

831 For Men

At 831 For Men, we believe in meeting and exceeding the lifestyle needs of our diverse customer base in the Salinas Valley. We go the extra mile to offer quality and accessibility to our customers with unmatched, individual customer service. Across our brands such as Fish Hippie, Travis Matthew, 7 Diamonds and Mavi, we aim to make shopping and getting dressed easy. We update our clothing regularly while offering fun promotions to help you save money. Whether you're heading to the office, golf course or a fun night out with the guys, we have you covered. Stop by to see us in Old Town Salinas. Support women in business and shop local.

(831) 320-0119 • 246 Main St., Salinas • Facebook.com/831formen



Elkhorn Slough Foundation

The mission of the Elkhorn Slough Foundation is to conserve and restore Elkhorn Slough and its watershed. We see Elkhorn Slough and its watershed protected forever—a working landscape where people, farming, industry, and nature thrive together. As one of California's last great coastal wetlands, Elkhorn Slough will remain a wellspring of life and a source of inspiration for generations to come.

831-728-5939 • www.elkhornslough.org



Macy's

Established in 1858, Macy's is the Great American Department Store—an iconic retailing brand with over 700 stores operating coast-to-coast and online. Macy's offers a first-class selection of top fashion brands including Ralph Lauren, Calvin Klein, Clinique, Estee Lauder & Levi's. In addition to shoes and clothing, Macy's has a wide variety of housewares, gifts and furniture in select stores.

<https://l.macys.com/salinas-ca> • (831) 443-1111



ProbityFirst Financial

ProbityFirst Financial is a commercial lending consulting firm composed of highly seasoned certified financial professionals. Our relationships with national lenders provide us financing solutions that meet all your capital needs. Unlike banks, which only lend to the most credit-worthy businesses, we are positioned to service clients with poor to excellent credit. Whether you are a start-up, or have been in business many years, let us assist in Propelling Your Future.

831-905-8100 • ProbityFirstFinancial.com



Tommy Beal Marketing – The Social Media Gurus

The average American is seeing around 4,000 ads a day. They can't trust every company that throws an ad at them. If they did – they would be broke. We found a way around that. We create ads that grab people's attention and get them to take 1 simple step. Then we follow up with them through Social Media until they end up buying something.

**If you might want to try this – shoot us a text: (650) 863-9968
<http://TommyBeal.com>**



K-12 Learning Amid Coronavirus

by EdSource

With online learning presenting barriers, schools across California are finding different ways to teach students remotely

California has a housing shortage, so the idea of a big, faceless corporation keeping thousands of California schools facing closures because of coronavirus outbreaks are finding various ways to keep learning going as students are forced to stay home.

Across the state, more than 1,200 public and private K-12 schools announced that they will close or move to remote learning due to concerns about coronavirus.

But while many colleges and universities in California have switched to online classes to keep students and staff home, most K-12 schools are not equipped with the infrastructure to do so. Now schools are exploring everything from take-home projects to partnerships with local media.

L.A. Unified, serving more than 600,000 students, plans to transition to teaching students remotely through a partnership with local public television. The district, which will close for at least two weeks, announced Thursday it will partner with public television stations KCET and PBS SoCal to broadcast educational programming to its students while they are forced to stay at home. Similar programming will also be available in other parts of the state. KQED, the PBS station in the San Francisco Bay Area, plans to air the same television schedule as PBS SoCal/KCET.

For many students in Los Angeles, the programming will be accompanied by lesson plans and take-home assignments for students to complete. Austin Beutner, the district's superintendent, said in a statement that when students leave school Friday, they will leave with a plan to continue learning that will begin on Monday.

"For some students, it will be continuing the lesson plan and instruction they have already been working on with their classroom teacher. For others, it will be engaging with the curriculum and lessons which we and PBS SoCal will be providing. And for some, it will be a combination of the two," he said.

In an interview with EdSource, Beutner said the partnership with public television will allow almost all students in the district to continue learning with schools closed, something that wouldn't be possible if the district were to transition to exclusively online instruction since many students in the district don't have internet at home.

"We think this is an issue of equity and access," Beutner said. "We want to make sure every student has a chance to continue to learn. And we think this allows us to do that."

For students that can access the internet from home, the district intends to supplement the television broadcasts with learning through online platforms that the district already uses, including Edgenuity and Schoology.

Transitioning to online learning presents several complications for L.A. Unified. The district only has enough devices to send about two-thirds of its students at traditional K-12 schools home with tablets. Beutner has asked the state for \$50 million in emergency dollars to provide tablets to the rest of students.

Beutner has also asked internet providers to set up free access for families in the district who don't have internet access. Those families make up an estimated 25 percent of L.A. Unified students. But "virtually all" families in the district have access to broadcast television, said Andrew Russell, president of KCET and PBS SoCal.

"Of course, there are some exceptions, but it's the most broadly available technology to get to these kind of teaching resources," Russell told EdSource in an interview.

PBS SoCal will broadcast programming daily for preschool through second grade students. KLCSTV, a station operated by the district, will offer content for all grades. Programming for high school students will air on KCET.

The broadcasts will include shows such as "Peg + Cat" for pre-K through second grade students, "Nova" for middle school students and Ken Burns' "The Civil War" documentary for high schoolers.

"We hope this is something that can be shared with other school districts in the state and perhaps serve as a model for the nation," Beutner said.

The partnership is already being replicated in the San Francisco Bay Area, where KQED will begin broadcasting the programming as soon as next week, said Robin Mencher, the station's executive director of education. KQED hasn't yet entered into partnerships with any individual districts, but Mencher said such partnerships likely will "grow out of this initial offering as the new realities sink in."

In early March, health and education officials told schools to prepare to "implement e-learning plans, including digital and distance learning options as feasible and appropriate," according to guidance from the Centers for Disease Control. But there's no simple on-switch for schools thinking about moving from face-to-face to online instruction, especially for young kids.

"Closing schools to allow social distancing and 'flatten the curve' of this pandemic is absolutely crucial to not overwhelm our health system's capacity," said Dr. Jenny Radesky, a developmental behavioral pediatrician whose research focuses on family digital media use, child social-emotional development and parent-child interaction. "My biggest concern — and that of a lot of educators — is students' access to computers at home."

Even in the heart of Silicon Valley, Palo Alto Unified said it would not be able to deliver online instruction to students if they are sent home because teachers are not prepared and both students

and teachers might not have access to internet and computers at home.

There are also concerns about student health and safety if they are isolated at home and asked to spend more time in front of a screen. K-12 students might also be at very vastly different stages with maturity and the ability to self-direct their learning in an online setting.

The American Academy of Pediatrics recommends limiting screen time to 1 hour per day for children ages 2 to 5 years old, and that parents should co-view media with children. For kids 6 and older, it recommends placing "consistent limits on the time spent using media, and the types of media."

It's harder for young children to learn big picture concepts on screens, according to Radesky. Kids preschool age and older can learn concrete facts like letters and math concepts from screen media, but they need parents to conceptualize their learning and apply it to the world around them, she said.

"This will take more effort from parents," she said. But "children learn these concepts through play — so hopefully parents will be able to find time to goof around, read, dance, or play games with their children — this relieves stress too."

Talia Milgrom-Elcott, executive director of 100Kin10, a network of more than 300 organizations working on education and teacher retention, stresses that student well-being should be top-of-mind when thinking about any educational opportunities for kids at home.

"Parents will be under huge stress here. How do we come together to support parents who will be on the frontline with kids?" said Milgrom-Elcott. "We might want to try to maximize outcomes that aren't about standards, but health, joy, creativity, and more than anything, stability and calm."

She recommends that schools try to partner with museums and other local educational institutions — which might also be scrambling for plans related to the virus — and see if they have any resources to offer kids for at-home learning. ■



Chamber Events On Hold

On this page, we normally share our upcoming in-person events. Please see the Chamber website for our updated calendar, which may include online events.

Are you cancelling an event or meeting?

Consider hosting your event or meeting virtually using the free version of:

- Zoom
- GoToMeeting
- Join.Me
- Skype

NEW NAME. SAME FACES. MORE CONVENIENCE.

Welcome to the bank you already love.

Rabobank is now **Mechanics Bank**. The same great service, even more options.

Learn more at: **RabobankAmerica.com/More**

