

CPAs Helping, Promoting and Encouraging Business in California

A Growing Number Proposed Labor and Employment Policies

In recent years there have been a growing number of legislative and regulatory proposals that have, or would have, significantly impacted California businesses. Significant labor and employment issues such as minimum wage, paid leave, overtime policies, retirement programs, employee classification, healthcare coverage and tax policies have all been considered by legislators. Each time one of these policies is considered in Sacramento, businesses across the state must adjust accordingly.

Each New Policy Brings Uncertainty and Compliance Challenges

While each new strategy seeks to address a specific public policy issue, they often entail some level of new compliance requirement on California businesses. The uncertainty of what rules, regulations, or laws might be coming out of Sacramento make it difficult to plan and make the sound business decisions necessary to effectively run a business. The compliance challenges alone can make starting and maintaining a successful small business difficult – particularly when multiple changes can compound and overwhelm a small business struggling to survive.

Minimizing the Administrative Burden on Employers Should be a Priority

When considering such policies, the Legislature should seek to minimize the administrative burden on employers. Regardless of the merits of the policy or program being considered, it is important for the health of small businesses in California that the Legislature consider the administrative burden a proposed program places on these businesses. Such burdens can make the difference between expanding, hiring and even surviving.

CPAs Help Businesses Address Challenges

Being at the heart of many business and financial decisions for their clients, CPAs have a unique perspective within the business community. CPAs are tasked with assisting businesses on how to address new employer mandates, understand their options and achieve financial security. They provide the tools, resources and reassurance that allow businesses to grow and do what they do best—serve their customers with the peace of mind that their business finances are in good hands.

CPAs Can Help You Connect With Your Small-Business Constituents

CPAs are an ideal voice to provide a real-world perspective of how tax and labor law changes impact the business environment in California – both positively and negatively. As leaders within the business community, CPAs have a unique perspective to read the pulse of the business climate within your district. CPAs have first-hand knowledge of how well the businesses in your community are doing, where they are going, and what they need to grow.

Consider CalCPA a Resource

As business issues are discussed, consider CalCPA and your local CPA constituents a resource. CalCPA members are willing to share their knowledge and expertise with a broader public policy audience to help build a strong economic base in your local community and throughout California.

Ask your local CalCPA member how this will impact the business climate in your district.
