



The mission of UCAN is to advocate for business issues in the Greater Sacramento Region, to promote a positive business climate and to further pro-business ideas on regulations, public safety, workforce development, and housing at the state level. UCAN works to ensure our region is a vibrant and prosperous place to conduct business and live. We are committed to advancing existing business and attracting new economic opportunities through improving public policy.



2024 UCAN Policy Agenda

Heading into UCAN 2.0 at the beginning of 2024, UCAN Chamber Executives and lead government relations volunteers updated and improved the UCAN Policy Agenda, which will guide UCAN's engagement on policy items (both legislative and regulatory). The update framework encompasses a variety of high-level policy platforms, and establishes baseline positions to evaluate and engage in discussions in Sacramento's policy arena. These areas and objectives are:

GOVERNANCE: The business community and government must work together to ensure our local economies can compete and grow within the state economy. UCAN supports a balanced government that focuses partnerships with local constituents.

BUSINESS ENVIRONMENT & ECONOMIC DEVELOPMENT: UCAN will support policies that incentivizes business and relieves burdens on employers so they can hire local employees and continue to grow local economies.

EDUCATION & WORKFORCE DEVELOPMENT: Education and workforce development policies are essential for businesses as they contribute to a skilled, adaptable, and innovative workforce, foster economic growth, and enhance the overall business environment.

HEALTHCARE: Healthcare policy is crucial for UCAN as it not only supports the well-being of employees, but has a direct impact on productivity, talent management, and the overall economic health of the community. Healthcare is directly connected to employee well-being, recruiting and retention, community health, and legal compliance. UCAN's focus will be on employer mandates and the ability to keep healthcare costs down, especially as it applies to small businesses in the region.

HOUSING: UCAN will promote policies that facilitate the building of full range housing to accommodate a growing region.

INFRASTRUCTURE: Infrastructure policy is crucial for UCAN as it directly affects the efficiency, competitiveness, and overall business environment in our region. Chambers play a key role in advocating for infrastructure investments that benefit businesses and contribute to the economic well-being of our communities. UCAN will engage on infrastructure policy impacting business efficiency, supply chain reliability, job creation, innovation, disaster resilience, and long-term economic growth.

EMPLOYMENT & LABOR: Employment and labor policies are vital for local businesses as they provide a legal and ethical framework for employment relationships, contribute to a stable and productive workforce, and enhance the overall reputation and competitiveness of local businesses.

PUBLIC SAFETY: Public safety is paramount to creating a comfortable living environment for our residents. UCAN will promote policies aimed at keeping our local businesses and communities safe and well informed.

PRIVACY & CYBERSECURITY: Privacy and cybersecurity policies are of growing importance for our local businesses as they must protect customer data, comply with ever changing regulations, maintain trust and ensure the overall security and resilience of their operations in an increasingly digital and interconnected business environment.

Private Attorney Generals Act (PAGA) – A proposed ballot measure forces a Legislative compromise

On June 18, 2024, Governor Gavin Newsom and state legislative leaders reached an agreement with the California Chamber of Commerce and business and labor groups to reform California's Private Attorneys General Act of 2004 (PAGA). The deal will alter the PAGA litigation landscape while avoiding ballot measure that the Chamber and business groups had qualified for the November 2024 ballot. The reform proposal aims at lessening PAGA penalties for employers attempting to comply with the California Labor Code (Labor Code) while increasing penalties for those that maliciously or fraudulently violate it, as well as streamlining litigation. The [official announcement](#) from the Office of the Governor states that the PAGA reform proposal will enact the following changes:

- **Adjustment of Penalty Structure:** The reform will aim to encourage PAGA compliance by lessening penalties on responsible employers while increasing penalties for employers who act maliciously, fraudulently, or oppressively in violating labor laws. Specifically, penalties will be capped for employers who quickly redress violations by making workers whole or who take proactive steps to comply with the Labor Code. In addition, the amount of the penalty allocated to employees will increase from 25% to 35%.
- **Decrease in Litigation:** The new legislation will require employees to have personally experienced an alleged violation to bring a PAGA claim based on that violation. This is a stark departure from current California case law holding that an employee need not have suffered a violation to have standing to assert that violation in a PAGA action. The reform also seeks to reduce the need for litigation by increasing the number of Labor Code sections that can be cured and by creating a right-to-cure process for small employers through the Labor and Workforce Development Agency.
- **Expansion of Court Powers:** The new legislation will codify the right of courts to limit the scope of claims and evidence presented at trial to ensure PAGA cases are managed effectively. This change comes on the heels of the California Supreme Court's [recent ruling](#) precluding trial courts from exercising their inherent authority to dismiss PAGA claims with prejudice for lack of manageability. Courts will also be empowered to provide injunctive relief requiring businesses to implement changes to the workplace to redress Labor Code violations.
- **Stronger State Enforcement:** Finally, the reform will permit the California Department of Industrial Relations to expedite hiring and fill vacancies to ensure effective and timely enforcement of employee wage and hour claims.

The two measures containing the agreement [SB 92 \(Umberg; D-Santa Ana\)](#) and [AB 2288 \(Kalra; D-San Jose\)](#), were signed into law by Governor Newsom on July 1, 2024.

SB 1116 (Portantino) – Extending Unemployment Insurance to Striking Workers (opposed, failed passage)

UCAN and our partnering organizations opposed SB 1116 (Portantino), which was labeled a JOB KILLER because it would have effectively required employers to subsidize workers who chose to go on strike. By forcing employers to pay unemployment insurance (UI) payments to striking workers, SB 1116 would raise unemployment insurance taxes on employers across California, overturn more than 70 years of precedent, and put California's UI program at risk of violating federal law. This bill was a repeat of last year's SB 799, which was vetoed by the Governor because of the debt it would add to California's UI Fund—which is an even more pressing concern given the state's long-term estimated budget concerns.

Unemployment Insurance (UI) payments are intended to assist employees who, through no fault of their own, are separated from employment. Federal law sets out the basic requirements for individuals to

qualify, including being “ready and willing to immediately accept work” and “totally or partially unemployed,” and “actively looking for work.” These claimants are paid from their particular former employer’s reserve account in the UI Fund. In other words, each employer is incentivized to minimize turnover in their workforce because they pay for any individuals who they terminate that end up seeking UI benefits—and employees who lose employment through no fault of their own are assisted in their transition to other work. If the UI Fund becomes insolvent, *all* employers face steadily increasing UI taxes. These taxes increase by \$21 per employee per year, until they reach a maximum of \$434 dollars per employee.

Presently, California is in historic debt (approx. \$20 billion) in large part due to the COVID-19 pandemic and the resulting state-wide shutdown. As a result, California employers are already paying increased UI taxes pursuant to federal law, and are likely to face ongoing tax increases until approximately 2034. SB 1116 would have given striking workers the ability to claim unemployment after two weeks of striking—and thereby add the cost of those benefits to California’s outstanding \$10 billion in federal loans. Though the amount that such strikes would add to the UI Fund debt is hard to calculate specifically, it is undeniable that SB 1116 would have added more debt to the state’s federal loans, and thereby to employers’ obligations to repay them.

AB 2878 (Gabriel) – Statute of Limitations: Pandemic Unemployment Assistance Fraud (supported, failed passage)

In contrast to the many bills that squeeze business owners, AB 2878 was a common-sense measure that would have extended the statute of limitations for prosecuting Pandemic unemployment Assistance fraud from three years to twelve years.

The COVID-19 pandemic overwhelmed California’s Employment Development Department (EDD), which was immediately pushed to process an unprecedented number of claims for unemployment and for the newly-created federal benefits, such as the Pandemic Unemployment Assistance program. Because of well-documented failures in EDD’s fraud-prevention systems, California paid out what was initially estimated at \$20 billion in mistaken payments, but most recently was revised upward to \$55 billion pursuant to the most recent California Auditor review. The scale of this fraud created an immense workload for California’s enforcement authorities, including EDD staff, District Attorneys, and others attempt to sort through the documents and information related to these billions of dollars of potential fraud. The current three-year statute of limitations is insufficient for law enforcement to build cases against those who defrauded the program. We believe this bill would ensure California is better positioned to recover funds and lessen the burden on employers.

Unfortunately, AB 2878 got caught up in the politics of the building and was held in the Assembly Appropriations Committee during the opaque Suspense File hearing where bills are passed or killed with no public debate or rationale. The author, Jesse Gabriel, who is also the Assembly Budget Chair and an attorney, has said he looks forward to reintroducing the bill again next session.

SB 399 (Wahab) – Banning Captive Audience Meetings (veto requested, signed by the Governor)

UCAN, along with nearly every other business interest in the state opposed SB 399, which was ultimately signed by the Governor. The law will take effect on January 1, 2025, and prohibits private and public employers in California from subjecting, or threatening to subject, an employee “to discharge, discrimination, retaliation, or any other adverse action because the employee declines to attend an employer-sponsored meeting or affirmatively declines to participate in, receive, or listen to any communications with the employer or its agents or representatives, the purpose of which is to communicate the employer’s opinion about religious or political matters.”

SB 399, which adds section 1137 to the California Labor Code, sets forth the following definitions for purposes of defining the scope of the protections:

- “Political matters” means matters relating to elections for political office, political parties, legislation, regulation, and the decision to join or support any political party or political or labor organization.
- “Religious matters” means matters relating to religious affiliation and practice and the decision to join or support any religious organization or association.

Even though the law is broadly drafted, there is no question that the primary target of SB 399 was so-called captive audience meetings about union organizing. These are mandatory meetings that employers hold with employees, on work time, to discuss certain topics, usually related to providing employees with the employer’s views on unionization. SB 399 prohibits California employers from forcing employees to go to meetings or listen to or review communications regarding the employer’s union views. SB 399 will likely be subjected to court challenge as being (a) in violation of employers’ free speech rights under the United States Constitution, and (b) preempted by the National Labor Relations Act. In fact, the drafters of SB 399 obviously expected such a challenge, as they included language that provides: “The provisions of this section are severable. If any provision of this section or its application is held invalid, that invalidity shall not affect other provisions or applications that can be given effect without the invalid provision or application.” It is also important to note that under the language of the new *Loper Bright Enterprises* Supreme Court [decision](#), the federal courts may be more inclined to consider any such challenge.

AB 2589 (Joe Patterson) – Alcoholic Beverages: Additional Licenses (signature requested, signed by the Governor)

UCAN supported a district bill authored by Assemblymember Joe Patterson, which authorizes the Department of Alcoholic Beverage Control to issue up to ten additional new original on-sale general licenses (known as Type 47 licenses) for bona fide public eating places that are located in a retail center in El Dorado and Placer Counties. Malls and retail centers are huge economic drivers for our region, and crucial for local government tax bases. As malls across the state struggle to stay in business, they are attempting to evolve to attract and retain customers. Shoppers of all kinds flock to the area for shopping options offered at places like the Roseville Westfield Galleria or Fountains, the largest retail centers in the Sacramento Metro area, but may cut their trips short when there is a lack of attractive dining options onsite. State retail centers have issues attracting restaurants due to the cost of purchasing a Type 47 license from a broker in areas where counties that are over the cap for new beverage licenses, which especially includes Placer and El Dorado Counties, which have a tourism-focused industry which skews towards restaurant establishments aimed at visitors.

AB 2589 will now allow tenants in retail centers to obtain a limited number of Type 47 licenses, that would not be transferrable to a location outside of the center’s footprint. This ensures that the licenses will remain at the locations that we are trying to assist, while allowing our restaurants to continue to thrive.

Retail Theft Package

Motivated by a qualified ballot initiative brought forward by a coalition of district attorneys and large retail businesses, the Legislature passed a package of 11 bills aimed at addressing retail theft and property crime in the State. These bipartisan bills establish tough new penalties for repeat offenders, provide additional tools for felony prosecutions, and crack down on serial shoplifters, retail thieves, and auto burglars. Details on the bills are as follows:

Aggregation

AB 2943: Allows aggregation of the value of property stolen from different victims or in different counties in order to reach the felony grand theft threshold of \$950.

SB 905: Allows aggregation of the value of property stolen from vehicles over multiple acts, in order to charge a person with automotive property theft for resale.

Shoplifting and Petty Theft

AB 2943: Allows an officer to arrest a person for shoplifting with probable cause, even if the act did not take place in the officer's presence.

AB 2943: Doubles probation for shoplifting and for petty theft from one year to two years. Allows defendants under 25 to be referred to rehabilitative programs.

AB 3209: Allows a court to issue a "retail theft restraining order" prohibiting a person convicted of organized retail theft, shoplifting, theft, vandalism, or assault of a retail employee from entering the establishment for up to two years.

Crime of Organized Retail Theft

AB 2943: Creates a new crime punishable by up to three years in jail, for possessing more than \$950 of stolen goods with intent to sell, exchange, or return the goods. Facilitates prosecution by eliminating the need for DAs to prove that a defendant knew the goods were stolen.

AB 1802: Eliminates the sunset date for the crime of organized retail theft and the sunset date for the highly-successful regional property crimes task force.

AB 2943: Extends, until January 1, 2031, a law that prevents suspects of organized retail theft from being released with just a signed promise to appear in court.

SB 1416: Mandates sentencing enhancements for large-scale resale of property.

AB 1972: Adds cargo theft to the list of property crimes that regional property crimes task forces may address.

Increased Penalties for Smash and Grabs

AB 1960: Establishes mandatory sentencing enhancements for taking, damaging, or destroying property over \$50K during the commission of a felony. (Signature forthcoming)

SB 1242: Mandates higher penalties on retail thieves who create fires.

Vehicle Theft and Online Sales

SB 905: Removes the locked door loophole for automotive property thefts.

SB 1144: Requires online platforms to collect information about all "high-volume third-party sellers," in order to combat fencing of stolen goods.

Government Response

AB 1779: Permits the consolidation of theft charges and associated offenses occurring in different counties into a single trial.

AB 2943: Protects retailers from being cited or fined for repeatedly reporting retail theft

2024 Ballot Measures

While California voters only decided one proposition on the March primary ballot (Governor Newsom's mental health measure that barely passed) voters will decide on ten California propositions on the November General Election ballot. These measures cover major issue areas including crime, health care and rent control. There were as many as 15 potential ballot initiatives, however, five were negotiated off the ballot in last-minute deals (including PAGA) and Governor Newsom scrapped an alternative anti-crime measure.

UCAN voted to take positions on the following ballot measures:

Oppose

- Proposition 32: \$18/Hour Minimum Wage: Raises minimum wage as follows: For employers with 26 or more employees, to \$17 immediately, \$18 on January 1, 2025. For employers with 25 or fewer employees, to \$17 on January 1, 2025, \$18 on January 1, 2026.
- Proposition 33: Justice for Renters Act (Costa Hawkins Repeal): The Costa-Hawkins Rental Housing Act of 1995 prevents local government from limiting the initial rate that landlords may charge new tenants and also prevents local governments from limiting rent increases on existing tenants. This initiative repeals the Costa-Hawkins Act and would prohibit the state from limiting the right of local governments to enact rent control ordinances.

Support

- Proposition 36: The Homelessness, Drug Addition, and Theft Reduction Act (Prop 47 Reform): Makes several key changes related to punishments for theft and drug crimes. First, it increases punishment for some of these crimes. Second, it creates a new treatment-focused court process for some drug possession crimes. Third, it requires courts to warn people convicted of selling or providing illegal drugs to others that they can be charged with murder if they keep doing so and someone dies.

Legislative Visit Day 2024

On May 8th, representatives from UCAN's member Chambers including El Dorado County, El Dorado Hills, Elk Grove, Folsom, Lincoln, Rancho Cordova, Rocklin, Roseville Area, Shingle Springs/Cameron Park, and Yuba-Sutter Chambers of Commerce participated in our first ever legislative visit day at the California State Capitol. Held in conjunction with the California Chamber of Commerce's annual Capitol Summit and Host Breakfast, UCAN Chambers struck out on their own for an afternoon of advocacy and networking with our regions elected representatives and staff at the Capitol complex.

The day was an enormous success. UCAN met directly with Sen. Brian Dahle and staff from Asm. Dahle's office, Asm. Josh Hoover, Asm. Minority Leader James Gallagher, Asm. Joe Patterson, Sen. Roger Niello, Asm. Heath Flora, Sen. Marie Alvarado-Gil, and staff from Sen. Ashby's District Office. Two urgent priorities made the list of items Chamber members carried into these meetings: rampant retail theft issues, and solutions to California's uninsurance employment fraud and abuse stemming from COVID-19.

As we envision our annual Legislative Visit Day going forward, we believe there are opportunities to expand the Legislators that we meet with, especially as UCAN looks to grow its membership. We will also identify key members of committees that overlap with UCAN's policy priorities in order to introduce UCAN to elected officials outside of our immediate geographic region.



Assemblyman Josh Hoover

Assemblyman Heath Flora



Assemblyman Joe Patterson

UCAN Priority Bills 2023-24 Session

Bill	Author	UCAN Priority	Subject	Position	Status
AB 1820	Schiavo	Housing	Housing Development Projects	Support	CHAPTERED - 9/22
AB 2010	Kalra	Business Environment & Economic Development	State Contracting: Global Deforestation	Oppose	DEAD
AB 2011	Bauer-Kahan	Employment & Labor	Small Employers Family Leave Mediation Program	Support	CHAPTERED - 7/18
AB 2200	Kalra	Healthcare	Guaranteed Health Care for All	Oppose	DEAD
AB 2230	Bennett	Building & Housing	Residential Housing Unfair Practices Act of 2023	Oppose	DEAD
AB 2288	Kalra	Employment & Labor	PAGA Reform	Support	CHAPTERED - 7/1
AB 2374	Haney	Employment & Labor	Displaced Janitors	Oppose	DEAD
AB 2433	Quirk-Silva	Building & Housing	California Private Permitting Review and Inspection Act	Support	DEAD
AB 2499	Schiavo	Employment & Labor	Discrimination for Time Off	Oppose	CHAPTERED - 9/29
AB 2589	Patterson	Business Environment & Economic Development	Alcoholic Beverage Licensees	Support	CHAPTERED - 9/20
AB 2751	Haney	Employment & Labor	Employer Communications During Nonworking Hours	Oppose	DEAD
AB 2829	Papan	Business Environment & Economic Development	Digital Advertising Service Tax Law	Oppose	DEAD
AB 2878	Gabriel	Business Environment & Economic Development	Statute of Limitation: PUA Fund	Support	DEAD
ACA 16	Bryan	Business Environment & Economic Development	Environmental Rights	Oppose	Asm Floor
SB 92	Umberg	Employment & Labor	PAGA Reform	Support	CHAPTERED - 7/1
SB 399	Wahab	HR	Employer discipline/intimidation	Oppose	CHAPTERED - 9/27
SB 903	Skinner	Business Environment & Economic Development	Ban of All Use of PFAS	Oppose	DEAD
SB 1028	Alvarado-Gil	Business Environment & Economic Development	Alcoholic Beverage Licensees	Support	DEAD
SB 1103	Menjivar	Building & Housing	Tenancy of Commercial Real Properties	Oppose	CHAPTERED - 9/30
SB 1116	Portantino	Employment & Labor	UI Insurance for Striking Workers	Oppose	DEAD
SB 1154	Hurtado	Business Environment & Economic Development	California Preventing Algorithmic Collusion Act of 2024	Oppose	DEAD
SB 1243	Dodd	Business Environment & Economic Development	Campaign Contributions: Agency Officers	Support	CHAPTERED - 9/30
SB 1327	Glazer	Business Environment & Economic Development	Income taxation: credits: local news	Oppose	DEAD
SB 1345	Smallwood-Cuevas	Employment & Labor	Conviction History in Employment	Oppose	DEAD
SB 1434	Durazo	Employment & Labor	UI Insurance: Benefit and Contribution Changes	Oppose	DEAD
SB 1446	Smallwood-Cuevas	Employment & Labor	Self-service Checkout and Technologies	Oppose	DEAD
SB 1494	Glazer	Business Environment & Economic Development	Local Agencies: Sales and Use Tax: Retailers	Oppose	DEAD
SB 1497	Menjivar	Business Environment & Economic Development	Polluters Pay Climate Cost Recovery Act of 2024	Oppose	DEAD

RETAIL THEFT PACKAGE - On Industry Coalition Letter for All Bills in Package

Bill	Author	UCAN Priority	Subject	Position	Status
AB 1779	Irwin	Public Safety	Theft: Jurisdiction	Support	Chaptered
AB 1794	McCarty	Public Safety	CAL-Fast Pass Program	Support	Chaptered
AB 1972	Alanis	Public Safety	Sentencing Enhancements for Extensive Property Damage	Support	Chaptered
AB 1802	Jones Sawyer	Public Safety	Crimes: Organized Theft	Support	Chaptered
AB 1960	Rivas	Public Safety	Sentencing Enhancements: Property Loss	Support	Chaptered
AB 2943	Zbur/R. Rivas	Public Safety	Crimes: Shoplifting	Support	Chaptered
AB 3209	Berman	Public Safety	Retail Theft Restraining Orders	Support	Chaptered
SB 905	Wiener	Public Safety	Crimes: theft from a vehicle	Support	Chaptered
SB 982	Wahab	Public Safety	Crimes: organized theft	Support	Chaptered
SB 1242	Min	Public Safety	Crimes: fires	Support	Chaptered
SB 1416	Newman	Public Safety	Sentencing enhancements: stolen property	Support	Chaptered

UCAN 2024 Scorecard

The chart below reflects the number and percentage of times UCAN-represented legislators voted with our position on bills during their respective floor votes (primary vote only, not concurrence votes which are typically more procedural). We treat an abstention on a bill that we oppose as a no vote.

Member	Megan Dahle (R)	James Gallagher (R)	Joe Patterson (R)	Josh Hoover (R)	Stephanie Nguyen (D)	Marie Alvarado-Gil (D)	Roger Niello (R)	Angelique Ashby (D)
AB 1820 - Support	NVR	Aye	Aye	Aye	Aye	Aye	Aye	Aye
AB 2011 - Support	NVR	Aye	Aye	Aye	Aye	Aye	Aye	Aye
AB 2288 - Support	NVR	Aye	Aye	Aye	Aye	Aye	Aye	Aye
AB 2499 - Oppose	NVR	No	No	No	Aye	No	No	Aye
AB 2589 - Support	NVR	Aye	Aye	Aye	Aye	Aye	Aye	Aye
SB 92 - Support	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye
SB 399 - Oppose	No	No	No	No	No	No	No	No
SB 1103 - Oppose	No	No	No	No	No	No	No	Aye
SB 1243 - Support	Aye	Aye	Aye	Aye	Aye	Aye	Aye	Aye

Member	Megan Dahle (R)	James Gallagher (R)	Joe Patterson (R)	Josh Hoover (R)	Stephanie Nguyen (D)	Marie Alvarado-Gil (D*)	Roger Niello (R)	Angelique Ashby (D)
With UCAN	4/9*	9/9	9/9	9/9	8/9	9/9	9/9	7/9
Percentage	44%	100%	100%	100%	89%	100%	100%	78%

Notes: Megan Dahle was absent most of the year due to a health emergency.

Marie Alvarado-Gil switched party registration from D to R at the end of the legislative session.

2024 UCAN Scorecard – Overall

The chart below reflects the overall success of UCAN acting on legislation that impacts business in our region. As you can see, we had a very successful year, with only three of our opposed bills getting signed by the Governor, and 17 of our supported bills receiving signatures. This is a testament to our organization being recognized as a powerful force in the Capitol and shows that we are able to leverage effective partnerships with likeminded business and industry groups.

UCAN Oppose - Signed	3
UCAN Oppose - Died/Vetoed	16
UCAN Support - Signed	17
UCAN Support - Died/Vetoed	3

2025 Outlook – What to Expect

There are over 30 new members of the California Legislature getting elected this fall. This is expected to be the last sizeable class transition until the decadal reapportionment in 2030. The influx of so many new faces will provide challenges and opportunities to the business community. In the greater Sacramento region, our legislative makeup is largely set and will remain stable for the next several cycles, with two notable exceptions: The 7th Assembly District where Josh Hoover (R) is fighting to maintain his seat in a purple district, and the 4th Senate District where Marie Alvarado-Gil's (R) switch from the Democrat to Republican party has thrown considerable doubt into whether she will win re-election in 2026.

Governor Newsom will be entering his “lame duck” phase in the final two years of his tenure. With no platform to aim for next (assuming a Harris presidency) he will be locked out of higher elected office for the foreseeable future. While Cabinet level appointments may present themselves as opportunities, the question is whether the Governor will proceed on a path of some moderation when it comes to California policies, or if he will revert to his core progressive tendencies and push the limits to the left in his final two years in office. Further, how will the election to replace him overshadow his remaining term, and what impact might that have on policy objectives? A Trump victory, however, could see him angling for a national run in 2028, meaning a strong and nationally mindful final two years in office would be his primary objective.

On the policy front, UCAN members can expect significantly more legislation on several fronts: energy, artificial intelligence (AI), anti-trust, and more. Significant challenges, including missed opportunities in 2024 will reset the policy field including the re-introduction of legislation vetoed by the Governor at the end of this last session.