

PREVIEWS

Information for the California and Nevada Motion Picture Theatre Industry

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Record Attendance for NATO of California/Nevada Annual Membership Meeting



Milt Moritz

NATO of California/Nevada President & CEO Milt Moritz welcomed a record turnout to NATO of California/Nevada's Annual Membership Meeting on Wednesday, June 11, at The Landmark Theatre in West Los Angeles. Following a complimentary breakfast buffet and welcoming remarks, Mr. Moritz called the meeting to order with the first item on the agenda being the announcement of elected officers and board members for the 2014-2015 year.

They are Chairman Raymond Syufy, West Wind Drive-ins; Vice President David Corwin, Metropolitan Theatres; Treasurer Frank Rimkus, Galaxy Theatres; and Secretary Alan Grossberg, UltraStar Cinemas.

The elected Board members are Chris Blevins, Regal Entertainment Group; Bruce Coleman, Brenden Theatres; Nora Dashwood, Pacific Theatres; Scott Falkenhain, AMC Theatres; Lyndon Golin, Regency Theatres; Frank Haffar, Maya Cinemas; George Krikorian, Krikorian Premiere Theatres; Scott Lotter, Paradise Cinemas; Ted Mundorff, Landmark Theatres, and Hal Sawyer, Cinemark USA.

The meeting was then chaired by Raymond Syufy. Mr. Syufy, by way of introduction to the meeting's keynote speaker, spoke of the relationship of exhibition with distribution and the many qualities that virtually all movies have in common. He then introduced keynote speaker Robert Rosen, the distinguished former dean of the UCLA School of Theatre, Film and Television. Professor Rosen, long recognized as the foremost proponent of film preservation and restoration, and the founding director of the National Center for Film and Video Preservation at the American Film Institute, spoke enthusiastically of the need for film preservation. He spoke of movies as cultural artifacts, and as a social and political force reflecting society's attitudes on gender, race, age, and more. He further entertained the audience by screening a selection of film clips illustrating the communal experience of viewing movies on the big screen.



Ray Syufy



Patrick Corcoran

Next on the program was a very informative presentation by Patrick Corcoran, Vice President and Chief Communications Officer of National NATO. Mr. Corcoran provided a wealth of information dealing with boxoffice performance, the changing dynamics of the international marketplace, and the impressive success of big budget, tentpole features during the summer.

The leading global architecture firm Gensler was next on the program, with Principal Warwick Wicksman and Senior Designer Audrey Handleman's presentation offering a view of how today's latest technology and



Continued on page 2 *Audrey Handleman and Warwick Wicksman*

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David Corwin
Vice President

Frank Rimkus
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Alan Grossberg
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Jerome A. Forman
Chairman Emeritus

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Regal Entertainment Group

Bruce Coleman
Brenden Theatres

David Corwin
Metropolitan Theatres

Nora Dashwood
Pacific Theatres

Scott Falkenhain
AMC Theatres

Lyndon Golin
Regency Theatres

Alan Grossberg
UltraStar Cinemas

Frank Haffar
Maya Cinemas

George Krikorian
Krikorian Premiere Theatres

Scott Lotter
Paradise Cinemas

Ted Mundorff
Landmark Theatres

Frank Rimkus
Galaxy Theatres

Hal Sawyer
Cinemark USA

Raymond W. Syufy
West Wind Drive-Ins

Charlene Sievers
Director, Member Services

Continued from page 1

evolving lifestyle trends are impacting consumers around the world, and how retailers, theatres included, are embracing them. It was an exciting look into the future.



Brian Harke

Following the presentation by Gensler, we were introduced to Dr. Brian Harke, Dean of Students at the University of Southern California School of Cinematic Arts. Dr. Harke's presentation included an introduction to the broad range of capabilities, expansive facilities and latest technologies comprising the School of Cinematic Arts. His presentation also included the screening of an impressive three-minute student film shot entirely using Google Glass. Dr. Harke concluded his portion of the program by announcing this year's winners sharing in \$50,000 in NATO of California/Nevada grants awarded to deserving graduate film students at the school. The total amount awarded was an increase of \$10,000 over previous years.

Next, Professor Robert Rosen returned to the lectern where he spoke of the value and importance of NATO's long support of the UCLA School of Theatre, Film and Television. He then announced this year's winners of NATO of California/Nevada grants to deserving graduate students to share in a total award of \$50,000, an increase of \$10,000 over previous years. Professor Rosen was then joined by Pantida Vanasirikul, one of this year's grant winners, who introduced and screened her short student film "Caddy."



Bob Rosen

Both Dr. Harke and Professor Rosen expressed their great appreciation to NATO of California/Nevada for its many years of generous support of students in their respective film programs.



Annie Casaburi

The last of the program's speakers was Annie Casaburi, Chairperson of the NATO of California/Nevada Scholarship Committee, herself a former scholarship winner. She spoke of the dramatic increases in the cost of higher education and how the scholarships have benefited so many who otherwise might not have been able to afford college. This year, your Association presented 27 scholarships, ranging from \$5,000 to \$10,000, for a total of \$250,000. Since the scholarship program began in 1996, and including scholarships presented this year, the total amount awarded to our member employees and dependents has risen to \$2,170,000. It was nice to see almost all of the winners present at the meeting, with so many of their family and friends on hand to share the moment. Congratulations to all of this year's winners. See page 5 for the complete list of winners.

MARK YOUR CALENDARS

2014 Winter/Spring Film Product Seminar

Southern California November 4th
Northern California November 6th

Visit the Meetings and Seminar section at www.NATOCalNev.org
and watch your emails for the next edition of
PREVIEWS for details and registration information.

Registration Open for October Food Safety Certification Workshops

Registration is now open for the October NATO of California/Nevada sponsored Food Safety Certification workshops with early bird discounts for those who register by August 15th. The workshops are scheduled for October 7th in Southern California and October 9th in Northern California. Most states and counties require that there be at least one employee with food safety certification at each location. Theatre food handlers who have previously taken this course should check their certification documents to see if they are due for training; new employees may also be in need of this workshop.

The course material for the workshops is updated as food laws change, and this year is no exception. Although it probably won't be an issue with any theatres, the legalization of marijuana and its use in foods may be added to the topics that have been included in the previous workshops. Much more relevant topics for our managers and concessionaires include the goals of a sanitation program, the basic principles of a Safety Program, proper cooking and holding temperatures, personal hygiene practices, savings on food cost through the implementation of a food safety program, minimizing the risk of an outbreak of food-borne illnesses, and much more.

Jack Koury of the Avalon Resource Group will return as our instructor on October 7th at the TCL Chinese 6 Theatre in Hollywood and on October 9th in San Francisco at Landmark Theatres' Embarcadero Center Cinema. Mr. Koury has been in the hospitality industry almost 35 years. Under his tutelage our

Association members have earned a 95% passage rate on the exam given as part of the workshop.

Registration for this 8 hour course is now open for employees of NATO of California/Nevada members only. Please contact the NATO office at office@natocalnev.org for group registration forms and instructions. Individuals can register for Southern California at [SoCal link](#) or Northern California at [NoCal link](#). More information can be found at the Meetings and Workshops section of our web site www.NATOCalNev.org. The enrollment fee includes the 8 hour training course, lunch and afternoon snacks, a *Concession Professional Food Manager Certification* training Manual and the accredited examination. The class will be conducted in English, but exams and manuals are available in Spanish *if requested by August 15th*.

Participants are strongly advised to study the manuals in preparation for the course, and to register early since training manuals will be sent to each registrant upon receipt of payment. To encourage early registration the cost for those who register early, up to August 15, 2014, is only \$80.00, the fee will go up to \$95.00 for those who register from August 16th through the close of registration on September 16th. Since manuals will NOT be sent until payment is received you must send your registration forms, with the checks included, to the NATO of California/Nevada office at 11661 San Vicente Blvd., Suite 830, Los Angeles, CA 90049 no later than September 19th.

'Game of Thrones' Should Play in Theaters, Exec Argues

Brent Lang, Senior Film and Media Reporter, Variety

Forget the water cooler.

Fans of shows such as "The Voice" and "Game of Thrones" could one day flock to theaters to watch key episodes on the big screen and revel in the twists and surprises together, Cinemark CEO Tim Warner predicted to *Variety*.

"They build up this huge fan base and there's nowhere for the fan base to go," Warner said.

Now that the majority of American theaters have converted to digital technology, there's no technological impediment to pushing television content onto the widest of screens. Gone, by and large, are 35mm projectors. Broadcasting the finales of popular shows such as "Breaking Bad" across theater chains is a "no brainer," Warner argued.

"Game of Thrones' on the big screen would be so exciting," Warner said. "It's not that you can't go to the bar and watch this stuff, but you can't have that premium experience."

However, studios may need to become more collaborative. Structurally, media conglomerates tend to run their television and

film arms separately without allowing for much overlap.

"They're going to have break down that barrier within the studios, so that all the content providers take a look at whatever content they're doing and say, 'Should this be going into this platform?'" Warner said.

"They've got to think of the theatrical platform as the largest pay-per-view platform in the world," he added.

One recent example of innovation is "The Night Before Our Stars," a special simulcast of the premiere of "The Fault in Our Stars" that screened in theater circuits courtesy of Fathom Events. Fans of the upcoming film were charged \$25 to see the red carpet action, watch interviews with talent, and receive a charm bracelet before seeing a screening of the film. Cinemark brought in roughly half a million dollars from its screenings, Warner said.

"My gut feeling is that a lot of the other studios are going to look at it and say, 'Hey, look: When we're doing a big premiere and there's a huge fan base out there, we're going to do something similar and connect it back to that movie-going audience,'" Warner said.

Introducing the 2014/2015 NATO of CA/NV Board of Directors



Standing L-R: Ted Mundorff, Landmark Theatres; Chris Blevins, Regal Entertainment Group; Hal Sawyer, Cinemark USA; Lyndon Golin, Regency Theatres; Scott Lotter, Paradise Cinemas; Bruce Coleman, Brenden Theatre Corporation; Scott Falkenhain, AMC Theatres; and Alan Grossberg, UltraStar Cinemas. Seated L-R: Vice President David Corwin, Metropolitan Theatres; President and CEO Milt Moritz, NATO of CA/NV; Chairman Ray Syufy, West Wind Drive-ins and Nora Dashwood, Pacific Theatres. Missing from photo are; Frank Haffar, Maya Cinemas; George Krikorian, Krikorian Premiere Theatres and Treasurer Frank Rimkus, Galaxy Theatres.

2014 NATO of CA/NV Scholarship Selection Committee



Back row L-R Brian Epling, Brenden Theatre Corporation; (partially hidden) Ken Sheaffer, Cinemark; (partially hidden) Damon Rubio, UltraStar Cinemas, Milt Moritz, NATO of CA/NV; Jennifer Deering, Reading Cinemas; Dale Davison, Metropolitan Theatres; Steve Elkins, MOC Insurance Group and Bruce Wren, Regal Entertainment Group. Front row L-R includes Katrina Wilcott, AMC Theatres; Aaron LeMoine, Pacific Theatres/ArcLight Cinemas; Judy Kim, Gardena Cinema; Julianna Tong, West-Wind Drive-Ins, Charlene Sievers, NATO of CA/NV and Chairperson Annie Casaburi, Krikorian Premiere Theatres. Missing from the photo is Paul Richardson, Sundance Cinemas.

NATO of California/Nevada Celebrates Its Scholars!

NAME	CIRCUIT & THEATRE NAME	GRANT TO BE USED AT
Kirsti Bartlett	Regal Edwards Bakersfield 14	California State University, Bakersfield
Taylor Bruton	Krikorian Monrovia Cinema 12	University of California, Davis
Natalie Burland	AMC Burbank 16 Theatre	University of California, Santa Barbara
Katrina Catledge	Cinemark Yuba City	Wright State University
Lena Connelly	Krikorian San Clemente Cinema 6	Saddleback Community College
Sara Crollalanza	AMC Santa Monica 7	University of California, Los Angeles
Aaron Culler	Krikorian Redlands Cinema 14	California State University, San Bernardino
Tyler Lee Davis	Brenden Vacaville Theatres	Sonoma State University
Bryan Ferrato	AMC Covina Theatre	St. John's University
Victoria Flor	Reading's Grossmont Center	National University
Nicholas Hastert	Sierra Cinemas' Sutton Cinemas	University of California, Santa Cruz
Cassandra Havens	AMC Bay Street Theatre	University of California, Berkeley School Of Law
Richelle Jurasek	Regal Jackson Cinemas 4	Occidental College
Garrett R. Kalt	Fallon Theatres	Washington State University
Tram Le	Regal Garden Grove 16 Theatre	University of California, Irvine
Cecily Long	Regal UA Regency 7	California State University, Stanislaus
Drue McKelvey	Regal Edwards Marketplace Stadium 10	Art Institute of California, Orange County
Vanessa Nava	Reading Rohnert Park 16	Santa Rosa Junior College
Catherine Nguyen	Regency Westminster 10 Theatre	University of California, Los Angeles
Ethan O'Donnell	Regal Green Valley Ranch Stadium 10	University of Nevada, Las Vegas
Jessenia Oertel	Regal Palm Springs Stadium 9 Theatre	California State University, San Bernardino
Jenna Paulson	Cinemark's Century 16 Pleasant Hill	University of California, Davis
Katherine Romero	Digiplex Destinations Poway 10	California State University, San Marcos
Saxony Schmittle	Krikorian Monrovia Cinema 12	University of California, Los Angeles
Valerie Silver	Regal Corona Crossings 18	University of La Verne
Claire Stivers	Cinemark's Century Blackhawk 7	University of California, San Diego
Angela Ziemer	AMC Burbank 16 Theatre	California State University, Northridge

Please visit the Scholarship Section at www.NATOCalNev.org to see photos and read the essays of each of our scholars.



There was a record turnout of scholars at the NATO of California/Nevada Annual Membership Meeting. Pictured above are members of the NATO scholarship committee with many of the NATO, USC and UCLA Scholars who attended.

2014 USC Fund for Student Support Recipients

USC's Director of Development & Academic Support Alexis Shah and Dr. Brian Harke, Dean of Students, USC School of Cinematic Arts flank the film students who were selected to share in the \$50,000 grant awarded by NATO of CA/INV. Those students are (L-R) Pedro Jimenez, Maggie Harbaugh, Kefia Haile, Marcel Giwargis and David Binegar.



**Peter Stark
Producing Program**



David Binegar

**Cinematic Arts, Film &
Television Production**



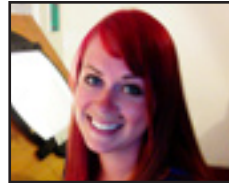
Marcel Giwargis

**MFA Writing
and Directing**



Kafia Haile

**MFA Animation
and Digital Arts**



Margaret Harbaugh

**Cinematic Arts, Film &
Television Production**



Pedro Jimenez

UCLA Fellowship in Film Award Winners

All five of the UCLA Fellowship in Film Award winners who will share in the NATO of CA/INV \$50,000 Fellowship grant surround our keynote speaker Bob Rosen, Professor and former dean, UCLA School of Film and Television. Those Fellows are David Granger, Pantida Vanasirikul, Graciela Sarabia, Jennifer Manel and Josh Yunis.

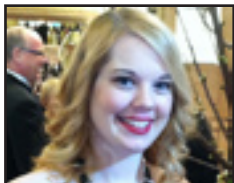


**MFA
Screenwriting**



David Granger

**MFA from the
Producers Program**



Jennifer Manel

**MFA in
Animation**



Graciela Sarabia

**MFA in Film and
Television Producing**



Pantida Vanasirikul

**MFA Directing
Program**



Josh Yunis



AMC managers Bob Garcia (left) and Robert Chaidez (right) congratulate scholar Bryan Ferrato and his dad Gary Ferrato.



AMC managers Bob Garcia and Scott Shellenberger with scholars Natalie Burland, Angela Ziemer and Bryan Ferrato, VP of Operations Scott Falkenhain and manager Robert Chaidez.



USC's Marcel Giwargis, Pedro Jimenez, and Alexis Shah visit with Professor Bob Rosen, former Dean of the UCLA School of Film and Television.



AMC Burbank 16 Theatres' Kevin Chung, scholars Natalie Burland and Angela Ziemer and Xochil Morales.



Scholar Lena Connelly, Krikorian San Clemente Cinema, with Chairperson Annie Casaburi, the Krikorian representative on the scholarship committee.



Ted Mundorff, Landmark Theatres; Damon Rubio, UltraStar Cinemas, Chuck Goldwater, Digiplex Cinemas and Alan Grossberg, UltraStar Cinemas.



Cinemark scholar Katrina Catledge (right) attended with mom Eileen and sister Chloe.



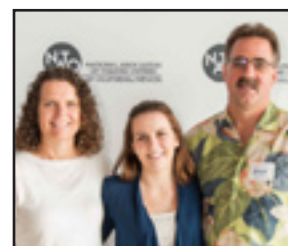
Regal District Managers Charles Shaw, Paul Orth, Dennis Gumaer and Rick Herman.



Derek Doyle accompanied Regal Green Valley Ranch scholar Ethan O'Donnell on his drive from the Las Vegas area.



Mom Jessica with Regal Palm Springs Stadium 9 scholar Jessenia Oertel.



Cinemark Blackhawk Movies 7 scholar Claire Stivers came down to attend the meeting with her parents Teri and Richard Stivers.



USC's David Binegar, Marcelo Giwargis, Alexis Shah and Kefia Haile.



Krikorian Premiere Theatres was well represented by Scholarship Chairperson Annie Casaburi, scholars Saxy Schmittle, Aaron Culler, Taylor Bruton and Lena Connelly and VP Todd Cummings.



UCLA Fellows Graciela Sarabia, Jennifer Manel, Pantida Vanasirikul, David Granger and (far right) Josh Yunis get acquainted with USC Film Scholar David Binegar (2nd from right).



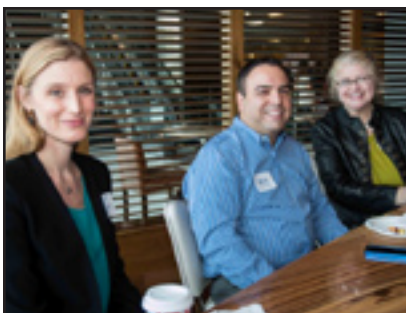
Kathy Coleman and Brian Epling Brenden Theatres; Steve Elkins, MOC Insurance and Annie Casaburi, Krikorian Theatres.



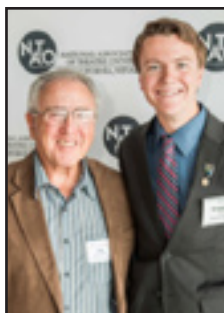
Regal Edwards Marketplace 9 GM Kenneth Davis congratulates Chris McKelvey and her scholar daughter Drue McKelvey.



Scholarship Lunch.



Alwyn Hight Kushner, TCL Chinese Theatre IMAX with Marcelo Axarlian and Jennifer Deering of Reading Cinemas.



NATO Scholarship Chairman Emeritus Jay Swerdlow with Fallon Theatres scholar Garrett Kalt.



Mark Schmittle with scholar daughter Saxy Schmittle from the Krikorian Monrovia Cinema 12 Theatre.

Variety Boys' & Girls' Club/NATO of CA/NV Film Class Visits California State University Long Beach

On June 20, 2014, twenty members of the Variety Boys & Girls Club (VBGC) had the opportunity to tour the California State University, Long Beach Film Studies department and meet with Professor Steve Hubbert who teaches courses in production management. These 20 upper elementary, middle and high school students are currently enrolled in a program funded by NATO of California/Nevada that not only provides students with the technical skills to produce and edit films, but also exposes them to higher education programs and careers in cinematic arts. This summer will prove to be very busy for the VBGC members enrolled in the NATO Film

Class as they continue to work on their films about their family and community, and visit universities such as UCLA, Woodbury and USC to learn about their degree offerings in cinematic arts.

This program is operated in conjunction with the *National Association of Theatre Owners of California/Nevada Multi Media Community Center* at the Variety Boys' and Girls' Club in East Los Angeles. The Association funded this room as part of the 2011 *Changing Children's Lives Capital Campaign* at the new facility to provide a space in which an interest in our industry would be developed in the members of the VBGC.



NATO Film Class Field Trip to Cal State Long Beach on June 20, 2014.



Professor Hubbert of Cal State Long Beach shows VBGC members the equipment that film students use to produce movies



VBGC members amazed by the TV studio that Cal State Long Beach students have access to on their campus.

City Loses Final Appeal on Limiting Sales of Large Sodas

By Michael M. Grynbaum for *The New York Times* JUNE 26, 2014

The Bloomberg big-soda ban is officially dead.

The state's highest court on Thursday refused to reinstate New York City's controversial limits on sales of jumbo sugary drinks, exhausting the city's final appeal and handing a major victory to the American soft-drink industry, which bitterly opposed the plan.

In a 20-page opinion, Judge Eugene F. Pigott Jr. of the New York State Court of Appeals wrote that the city's Board of Health "exceeded the scope of its regulatory authority" in enacting the proposal, which was championed by former Mayor Michael R. Bloomberg.

Two lower courts had already ruled against the city, saying it overreached in attempting to prohibit the purchase of sugared drinks in containers larger than 16 ounces, about the size of a medium coffee cup. By a 4-to-2 vote, the justices Thursday upheld the earlier rulings.

The decision most likely will be seen as a significant defeat for public health advocates who have urged state and local governments to actively discourage the consumption of high-calorie beverages, saying the drinks are prime drivers of a nationwide epidemic of obesity.

And it could also have long-term implications for the powers of the city's Board of Health, the agency that has been the primary engine behind high-profile health initiatives like banning trans fats in restaurants and posting calorie counts on menus.

In a blistering dissent of the opinion, Judge Susan P. Read wrote that the ruling ignored decades of precedent in which the Board of Health was given broad purview to address public health matters, such as regulating the city's water supply and banning the use of lead paint in homes.

The opinion, Judge Read wrote, "misapprehends, mischaracterizes and thereby curtails the powers of the New York City Board of Health to address the public health threats of the early 21st century."

One justice in the majority, Judge Sheila Abdus-Salaam, seemed to share those concerns, writing in a separate concurrence that "no one should read today's decision too broadly."

Dr. Mary T. Bassett, the city's health commissioner, said in a

statement issued later Thursday that the ruling "does not change the fact that sugary-drink consumption is a key driver of the obesity epidemic."

"We will continue to look for ways to stem the twin epidemics of obesity and Type 2 diabetes by seeking to limit the pernicious effects of aggressive and predatory marketing of sugary drinks and unhealthy foods," she wrote.

Mr. Bloomberg's proposal, which polls showed was opposed by a majority of New Yorkers, ignited a global debate over soda consumption. It also prompted panic among powerful beverage companies, who feared that their products could be widely branded as a threat to public health.

But questions about the workability of the city's plan were raised from the start. Because of jurisdictional quirks, only some eating establishments would have been affected, like fast-food franchises, delis and movie theaters; convenience stores and grocery markets would have been exempt. And while the limits would have applied to a broad menu of popular drinks, the number of exceptions was dizzying: Sports drinks and sweetened teas were included, but milkshakes, fruit juices and alcoholic beverages were not.

The soft-drink industry, through lobbying and aggressive public-relations campaigns, has helped defeat soda taxes and other regulatory measures in states and municipalities around the country. After Mr. Bloomberg announced his plan in May 2012, the industry poured millions of dollars into an ad campaign that framed the proposal as infringing on consumer freedom. The industry later retained the law firm of Latham & Watkins to challenge the limits in court.

The American Beverage Association, the industry's trade group, said in a statement on Thursday it was "pleased" with the ruling, saying the proposal "would have created an uneven playing field for thousands of small businesses in the city and limited New Yorkers' freedom of choice."

"Here in California SB-1000 which would have mandated signage on all drink dispensers advising that sugar drinks are harmful to your health did not get enough votes in Assembly Health Committee to pass".

Good Luck Mr. G!

Pictured at right are NATO of CA/NV's Charlene Sievers, and Regal's Dennis Gumaer. Mr. Gumaer is retiring after 47 years in the movie theatre business. He began his career working for Edwards Cinemas and stayed on after that company was acquired by the Regal Entertainment Group. He wound up his career as the popular District Manager of Regal's W-5 region. He will be missed by his colleagues, managers and the many industry friends he has made over the years. The Association wishes him well as he begins his retirement to spend time with family and friends, to travel and enjoy many other pursuits.



Theatre Membership System Takes Hold!



Matt Sconce and Keith Walker with their followers, campaigning for member sign-ups to save The Met Theatre.

In 2013, the Met Cinema, a five screen theater that could not afford to go digital, closed its doors in Oakhurst, California in the foothills of Yosemite National Park with a population of 13,000. Two childhood friends, Matt Sconce and Keith Walker, came up with an idea to save it.

Keith is a software engineer and Matt Sconce is a Filmmaker and Youth leader. Together, they launched a new theater business model that helped the Met open its doors, go digital, double its revenue, and become profitable. The new model method was to operate the theatre using a membership system where people paid a monthly fee and

then watched unlimited movies. In one month, 3,000 members signed up and the Met reopened its door.

This was the beginning for the fledgling Movie Heroes membership system. The Met opened with only three major studios on board, but by the end of the year, all major studios had signed on.

The idea sparked a lot of interest due to the unexpected side effects of the system. In one year, the Met Cinema doubled its revenue, attendance, and concession sales. The story was covered by the *LA Times* and *NPR*. Matt and Keith were invited to speak at our NATO of California/Nevada 2013 Membership Meeting and subsequently were invited to tell their success story at other industry events.

In May 2014, they launched the system in two more California locations: Avenal and Coalinga. In one month, the theaters had gathered enough members to double their revenue. In June, they rolled into their fourth location with other theatres interested in joining them.

“We discovered a way to help independent theatres not only survive but thrive.” said Matt Sconce. “We are excited about the future.” NATO of California/Nevada salutes these enterprising out-of-the-box thinking showmen.

Legislative Updates

Background Checks

Effective July 1, AB 218 prohibits a state or local agency from asking an applicant to disclose information regarding a criminal conviction until after the agency determines the applicant meets minimum employment qualifications. There are specified exceptions, such as where a criminal history background check is otherwise required by law for the position.

At the local level, San Francisco’s Fair Chance Ordinance limits the use of criminal history information by San Francisco

employers. This ordinance becomes effective August 13, 2014. This ordinance also requires employers to post a new notice.

More information regarding the Fair Chance Ordinance will follow as the time approaches.

California Minimum Wage Reminder

The minimum wage in California will rise to \$9.00 per hour effective July 1, 2014. Check all Workers’ Compensation and Paid Family Leave pamphlets to make sure they reflect this change.

CALENDAR of EVENTS & HOLIDAYS

Independence Day
July 4



Labor Day
September 1

Grandparents Day
September 7

Patriot Day
September 11

Autumn Begins
September 22

Rosh Hashanah
September 25 & 26

Yom Kippur
October 4

**NATO of CA/NV
Food Safety
Certification Course**
October 7
Southern California
October 9
Northern California

**Columbus
Day**
October 13

ShowEast
October 27-30

Halloween
October 31

**NATO of CA/NV
Summer/Fall
Film Product Seminars**
November 4
Southern California
November 6
Northern California