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## New California Laws Alter Workplace Rules in 2017

By Deborah Belgum *Senior Editor*

A new year ushers in a host of new laws the state legislature passed and now take effect on Jan. 1.

At the top of the list is the new minimum-wage regulation that goes from \$10 to \$10.50 an hour. Eventually, the minimum wage will jump to \$15 an hour by 2022, which is a stark contrast to the six years when the minimum wage was stuck at \$8 an hour until it was raised to \$9 an hour in 2014.

Those who pay their workers a piece-rate wage have to take into consideration that their employees must be paid at least the minimum wage even if their per-piece production doesn't exceed \$10.50 an hour.

By contrast, the federal minimum wage is \$7.25 an hour and has not gotten a boost since July 2009.

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## Mall Traffic Seen As Slower During the Holidays

By Andrew Asch *Retail Editor*

A mad, last-minute dash to the stores offered a silver lining to a tough holiday shopping season that was populated with promotions and sales.

Many retailers and Wall Street analysts described the crucial retail time as tough and erratic.

Before the season started, the **National Retail Federation** trade group forecast that holiday sales would rise 3.6 percent to \$655.8 billion.

But bricks-and-mortar sales in the week ending Dec. 24 rose 6.5 percent over the previous year after having fallen for the rest of the month, according to analytics firm **Retail Next**.

According to **MasterCard's** holiday spending report, there was strong demand for furniture, home furnishings and men's apparel from early November through Christmas

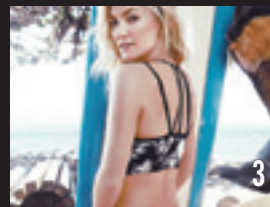
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## SCENES FROM A MALL

The retail world tried to shine merry and bright for the holiday season but saw major competition from e-commerce sites. Our holiday shopping story gives a few highlights, starting on page 1.

Glendale Galleria

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# Nasty Gal Receives Bid From UK Online Fashion Company

**Nasty Gal**, which filed for Chapter 11 bankruptcy protection in California on Nov. 9, announced that **Boohoo.com** has offered \$20 million for Nasty Gal's intellectual-property rights.

Nasty Gal said it will seek permission from the U.S. Bankruptcy Court to launch an auction process for the company with Boohoo.com as the stalking horse. Boohoo.com is a British online fashion retailer.

"We believe this path will generate the highest value for the company and ensure the

continued success of the Nasty Gal brand that has served its consumers as a leading style destination over the last decade," said Joe Scirocco, president and chief restructuring officer of Nasty Gal, an online purveyor of women's clothing, shoes and accessories that is headquartered in downtown Los Angeles.

The auction is expected to take place in early February, with bidding procedures to be approved by the bankruptcy court on or about Jan. 5.

Nasty Gal was started in 2006 by Sophia

Amoruso as an online clothing site with 3.5 million followers. Estimates had Nasty Gal's revenues as \$300 million in 2015.

In court papers, Nasty Gal attorneys said the company owes **United Parcel Service** \$576,950; **Callahan Capital** \$289,332 for its lease on its downtown LA headquarters; **Google Marketing Services** \$232,786; **BNB Footwear** \$293,653; **Olivaecous**, womenswear company, \$318,816; **Endless Rose**, a clothing company, \$256,714; and **Cotton Candy LA**, a clothing

company in the Arts District, \$182,222—with many more companies owed sizeable sums.

Earlier this year, some 19 people were laid off from Nasty Gal, and in 2014 another 20 tech and public-relations employees were let go, resulting in a lawsuit accusing the brand of illegally terminating pregnant employees.

While Nasty Gal started as an online venture, in recent years it opened stores on Melrose Avenue in Los Angeles and on the **Third Street Promenade** in Santa Monica, Calif.—*Deborah Belgum*

## Jack's Unveils Remodel That Connects the Shopping Spots

**Jack's Surfboards**, one of California's most influential surf shops, is wrapping up its first major remodel in eight years.

The big change will streamline traffic between the store's three major departments—Jack's Girls, Jack's Kids and the original Jack's Surfboards space.

Until early 2015, the shops were sepa-

rated by a **Jamba Juice** location. Jack's consumers had to exit the surf store and walk outside to access the other Jack's storefronts.

The juice location was acquired by Jack's, and the store opened up the entryways between the surf shop's departments. Now shoppers can easily walk from section to section.

With the remodel, Jack's real estate grew

by 5,000 square feet. The store's space stretches out to more than 20,000 square feet, about a half-block on the 100 block of Main Street in Huntington Beach, Calif. The extra real estate means that Jack's has more space for merchandise in all of its departments, said Bob Abdel, Jack's co-owner and buyer.

The four-month remodel, whose price was not disclosed, arrives before the surf shop's big 60th anniversary in 2017. Jack's runs five other surf shops and an e-commerce site—all under the Jack's Surfboards nameplate.



In 2010, Jack's was honored with the "Men's Retailer of the Year" award by the **Surf Industry Manufacturers Association's** Image awards. It also won SIMA's "Retailer of the Year" award in 2003 and 2006.—*Andrew Asch*



## Louis Vuitton Loses Copyright Appeal With Los Angeles Bag Company

The big French luxury handbag maker **Louis Vuitton Malletier** hasn't had much luck convincing a judge that a California tote-bag company that parodies fancy designer handbags is violating copyright law.

Louis Vuitton lost its latest legal round on Dec. 22 when a federal appeals court panel in New York dismissed the case over trademark dilution and copyright infringement, saying the canvas totes manufactured by **My Other Bag** were definitely a joke that Louis Vuitton didn't get.

"I understand you don't get the joke. But it's a joke," said Judge Gerard E. Lynch, one of three judges sitting on the panel for the U.S. 2nd Circuit Court of Appeals.

In 2014, Louis Vuitton sued My Other Bag over the canvas tote bags launched by Tara Martin in 2011 after she walked out of a

grocery store and knew she couldn't stuff her groceries in her **Prada** handbag. She came up with grocery tote bags that have photos of expensive handbags on the outside. They are manufactured in Los Angeles.

The case went to the U.S. District Court in New York, where Judge Jesse Furman tossed the lawsuit out of court in early 2016. Furman noted that the cheap tote bags were an obvious attempt at humor that was "not likely to cause confusion or the blurring of the distinctiveness of Louis Vuitton's marks."

But Louis Vuitton's attorneys took the matter one level up and filed a brief with the federal appeals court, maintaining that the bags were clearly protected by trademark law's parody defense. The panel didn't agree.—*D.B.*



My Other Bag tote

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## Port of Long Beach Approves Swiss-based Shipping Line Taking Over Hanjin Shipping's Terminal Lease

For years, **Hanjin Shipping Co.** was a major customer at the **Port of Long Beach**, accounting for 12 percent of the cargo containers that came through the Southern California terminus last year.

When the South Korean shipping company filed for bankruptcy in late August, a big portion of the port's business disappeared.

So it didn't take the Port of Long Beach Harbor Commissioners long to rubber stamp a deal in which Geneva-based **Mediterranean Shipping Co.** takes over Hanjin's 54 percent and assumes sole control of the long-term lease that Hanjin held at Pier T, where more than a quarter of the port's container cargo is moved. Eventually, **Hyundai Merchant Marine** will be bringing in ships to the terminal, said Lee Peterson, a port spokesman.

The deal clears the way for Pier T, the largest container terminal at the port, to install two new ship-to-shore cranes that will enable the 381-acre container terminal to unload mega-ships carrying as many as 20,000 containers.

The agreement to lease Pier T is between the Port of Long Beach, the owner of the terminal, and **Terminal Investment Limited**, an MSC subsidiary.

Board of Harbor Commissioners President Lori Ann Guzmán said that while Hanjin's bankruptcy was unfortunate, the approved agreement is a worthy

deal to bring steady business to one of the country's premier container terminals. "This decision comes at a crucial time. With all of the changes that have taken place in the shipping industry in recent years, certainty is very important," she said.

Terminal Investment Limited earlier announced it had signed an agreement to purchase Hanjin Shipping's stake in the terminal operator at Pier T. The South Korean bankruptcy court sought approval from U.S. authorities, including the Port of Long Beach.

In 2002, **Total Terminals International**, the terminal operating company for Hanjin Shipping, signed a 25-year lease to operate Pier T in Long Beach. In 2012, MSC bought a 46 percent share of the Total Terminals lease at Pier T.

Container volume at the Port of Long Beach has dropped off considerably since Hanjin's bankruptcy. In November, the port saw 534,308 cargo containers pass through its gates, a 13.8 percent decline over the same month last year.

Year to date, container volume is off 5.6 percent, reaching 6.22 million 20-foot containers.

Meanwhile, at the **Port of Los Angeles**, container volumes in November were up 23.6 percent over last year to 877,564 containers. For the first 11 months of 2016, container traffic increased 7 percent to 8 million containers.—*Deborah Belgium*



Pier T at the Port of Long Beach

## Fabletics Expanding Retail Footprint Across the USA



Kate Hudson

Los Angeles online activewear company **Fabletics** has gotten the retail bug and is adding 12 new store locations to its lineup in 2017.

The outposts will open around the country—with concentrations in California—and will bring Fabletics' retail count up to 30 in a little less than two years.

The new boutiques will average about 2,200 square feet and open in several mall locations operated by **Simon**, **Westfield** and **Macerich**, among others.

"Our inspiration for the store was clear and simple. We aimed to bring a hint of the active lifestyle elements that shape our customers' lives inside while keeping the main focus on our amazing product offering and delivering a seamless customer experience. Less is more," said Dustin Netral, senior vice president of operations for Fabletics. "Ultimately, the store was designed to enhance our overall brand experience, inviting customers in to touch, feel and see the high-

quality fabrications, latest innovations and newest designs while making it as easy as possible for them to shop the way they like."

The first store will open in March 2017 in Frisco, Texas, followed by locations in Indianapolis; Lexington, Ky.; Schaumburg, Ill.; Boulder, Colo.; and Portland, Ore., in the second quarter of 2017.

Beginning in July, Fabletics will open stores in Scottsdale, Ariz., and Paramus, N.J., as well as California cities such as Cerritos, San Jose, San Francisco and San Diego.

Fabletics, owned by **JustFab Inc.**, was launched in 2013 with actress Kate Hudson as a cofounder and the celebrity promoter of the brand. The company's business plan is to operate as an e-commerce site with VIP membership to be used for online and in-store benefits. It has more than 1 million VIP members in eight countries.—*D.B.*

## Holiday Shopping *Continued from page 1*

Eve, pushing up retail sales by 4 percent.

But those sales may have come at a cost. For independent retailers such as Alan Hall in San Diego, the 2016 holiday season was the first time his contemporary women's shop, **Eden Boutique** in the Gaslamp Quarter, discounted all the store's merchandise by 15 percent. Winter apparel was 40 percent off. "If you don't have a sale, people think something is wrong with you," Hall said.

With cold weather driving people to indoor malls and e-commerce deals keeping people on their computers and smartphones, Hall's store needed the promotions to lure people through the doors.

The deals worked somewhat, Hall said. Eden's loyal shoppers made larger purchases, but retail traffic did not increase. Hall described the season's business as "disappointing."

For Gila Leibovitch, who owns four boutiques in Laguna Beach, Calif., the holiday season also was about discounting. "We found ourselves giving deals. It is something we didn't do before," she said. "There were a lot of deals being made at the register, like 10 to 20 percent off, so we would not lose a deal."

Leibovitch and her husband, Johnny Alper, own **Laguna Active**, **The Vault Men's**, **The Vault Women's** and **Melrose Place**.

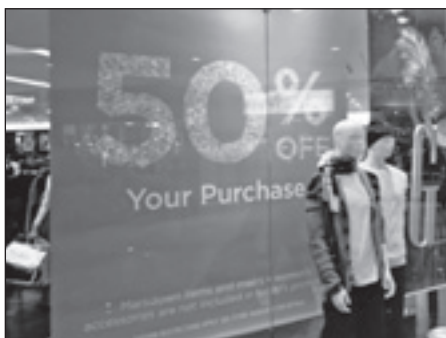
Promotions abounded during the holiday season and after. For its one-day sale after Christmas Day, **Macy's** offered suits that were discounted by 60 percent to 70 percent, which climbed into the pricing territory of off-price retailers.

**Gap** was offering 50 percent off some goods days before Christmas. Other retailers advertised extras on holiday deals such as free shipping.

Nanette Basin did a lot of her holiday shopping at Macy's. The Los Angeles resident bought brand-name clothing at prices discounted by 50 percent or more. "It's better than going to the racks," she said, referring to off-price stores.

Fred Levine, of the **M.Fredric** chain of boutiques in Los Angeles County, forecast his holiday business would probably be up in the single digits compared to last year. "The stores are doing well but not extraordinary as prior to the recession," he said.

For retail analyst Jeffrey Van Sinderen, who works at **B.Riley & Co.** in Los Angeles, this season might be one of diminished mall results. "For retailers who were struggling,



**XMAS SHOPPING:** Crowds shopped at malls on Christmas Eve and the day after Christmas. A line at Glendale Galleria, top row; a window at Glendale Galleria, above left; a shopper at Irvine Spectrum, above right; and a line at Seed People's Market in Costa Mesa, bottom row.

there will be some 'give-up' on margin. If they were sourcing better, there could be a positive offset," he said. "The ones that did not get as promotional, their margins could be better, but those are few and far between."

Also, the pace of business was erratic during the 2016 holiday season, Van Sinderen said. E-commerce titans such as **Amazon.com** announced holiday deals early in the season that pulled business toward e-retailers much earlier. Amazon said it had its best holiday season ever.

As a result, bricks-and-mortar retailers lost some steam on Black Friday, the day after Thanksgiving and the traditional start of the holiday shopping season.

The weeks between Black Friday and the surge of shopping before Christmas are traditionally quiet, Van Sinderen said, but 2016 was tough. "Traffic fell off hard. It didn't come back until 10 days before Christmas, and it didn't come back in a way that was really robust," he said.

Ken Perkins, president of Boston-area market research group **Retail Metrics**, wrote that mall traffic declined, even on major shopping days. In a Dec. 22 research note, he noted

there was a larger shift to e-commerce and mobile shopping, which lured people away from bricks-and-mortar.

Also during this season, there was more competition to traditional gifts such as apparel, accessories and jewelry. More people gave gifts of travel and dining. Perkins forecast that fourth-quarter earnings of his retail index would decline 1.9 percent.

The forecast comes at a time when many economic indicators seem to be on their way up. Consumer confidence increased during December, according to a survey from the **Conference Board**, a nonprofit research group that measures American consumers' economic outlook.

The **Confidence Index** climbed to 113.7, up from 109.4 in November. Lynn Franco, the Conference Board's director of economic indicators, said there was a "post-election surge in optimism for the economy, jobs and income prospects." ●



# Gap Walks Down the Aisle and Into the Wedding Biz

**Gap Inc.** tied the knot with **Weddington Way**.

The San Francisco retail giant announced it acquired Weddington Way, an online wedding boutique also based in San Francisco, for an undisclosed price.

As part of the agreement reached earlier this month, Weddington Way founder Ilana Stern will continue to lead the company she launched in 2011, Gap said.

Weddington Way offers brides the opportunity to shop for wedding gowns online. Along with its e-commerce site ([www.weddington-way.com](http://www.weddington-way.com)), the company also manufactures its own dresses. The vertical retail arrangement allows the company to provide wedding clothes without the "wedding markup," where the cost of goods and services often are double the amount and higher than the average price, according to *Consumer Reports*.

Gap's move into the wedding business comes as **J. Crew** bows out of that niche. In November, J. Crew shuttered its bridal business after shaking up the wedding industry in 2004. The company sold bridesmaids dresses and wedding gowns exclusively online until 2010, when J. Crew opened its first bridal

boutique on Madison Avenue in New York.

J. Crew offered modern styles at cheaper prices than the conventional wedding boutique. It also gave brides the chance to order gowns online, which was rare at the time.

J. Crew's bridal exit took place at the same time its sales were declining. The retailer's third-quarter results showed that same-store sales declined 9 percent compared to a 12 percent decline during the same period last year.

E-commerce wedding boutiques seem to be gaining in popularity. Earlier this year, **Anomalie**, another e-commerce boutique selling wedding clothes, took a bow.

The San Francisco-based company works with factories that make wedding dresses. It can retail the gowns for \$1,000 while traditional bridal companies often offer a similar dress for \$5,000, according to the company's website ([www.dressanomalie.com](http://www.dressanomalie.com)).

But weddings are still expensive affairs. **The Wedding Report**, a market-research group, said that in 2016 American brides spent on average \$1,220 for a bridal gown. The total cost of a wedding averaged \$26,519.—*Andrew Asch*



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## Calendar

### Jan. 5

#### Agenda

Long Beach Convention Center  
Long Beach, Calif.  
Through Jan. 6

### Jan. 8

#### Accessories The Show

#### Accessorie Circuit

#### Intermezzo Collections

#### Moda

#### Fame

#### Children's Club

Javits Center  
New York  
Through Jan. 10

### Jan. 10

#### Outdoor Retailer

Salt Palace Convention Center  
Salt Lake City  
Through Jan. 12

### Jan. 13

#### Swim Collective

#### Active Collective

Hyatt Regency  
Huntington Beach, Calif.  
Through Jan. 14

### Jan. 15

#### Retail's Big Show

Javits Center  
New York  
Through Jan. 17

### Jan. 16

#### LA Fashion Market

California Market Center  
Cooper Design Space  
The New Mart

Gerry Building

824 Building

Lady Liberty Building

Primrose Design Building

Academy Awards Building

Los Angeles

Through Jan. 19

#### Brand Assembly

Cooper Design Space

Los Angeles

Through Jan. 18

#### Designers and Agents

The New Mart

Los Angeles

Through Jan. 18

#### ALT

#### Emerge

#### Select

#### Transit

California Market Center

Los Angeles

Through Jan. 18

#### LA Kids' Market

California Market Center

Los Angeles

Through Jan. 19

#### Hong Kong Fashion Week

Hong Kong Exhibition Center

Hong Kong

Through Jan. 19

### Jan. 17

#### Première Vision

Pier 94

New York

Through Jan. 18

### Jan. 18

#### DG Expo Fabric & Trim Show

Hotel Pennsylvania

New York

Through Jan. 19

### Jan. 20

#### Imprinted Sportswear Show

Long Beach Convention and

Entertainment Center

Long Beach, Calif.

Through Jan. 22

### Jan. 22

#### Stylemax

Merchandise Mart

Chicago

Through Jan. 24

### Jan. 23

#### Project

#### MRket

#### The Tents

#### Project Sole

#### Vanguards Gallery

Javits Center

New York

Through Jan. 25

#### Texworld USA

Javits Center

New York

Through Jan. 25

#### International Apparel Sourcing

#### Show

Javits Center

New York

Through Jan. 25

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on [ApparelNews.net](http://ApparelNews.net).

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# RahiCali Seeks Adventure and Romance

More than 30 years ago, Mukesh and Rajni Jain launched a Los Angeles accessories company called **Jainson's International**, which eventually expanded into clothing imported from a family-owned factory in India.

Now the second generation of Jains is making its presence felt with a new line of boho contemporary clothing that launched this summer and is already being sold at

seemed natural for us to create such a new brand. We wanted to create something that used a lot of color, had embroidery, and was about romance and travel."

Neha Jain, whose bachelor's degree is in architecture from the **University of Southern California**, envisions creating a fashion powerhouse at the family company. "The RahiCali brand has gotten great momentum, and our goal

ing they also will be shipping Summer pieces to Bloomingdale's.

RahiCali is a name that comes from a mixture of two words. In Sanskrit, Rahi means traveler and Cali stands for California. The brand is made for a woman between the ages of 20 and 35 who feels a bit like a free spirit and loves to travel. The collection is strong with dresses and sets made



**Bloomingdale's** stores and online.

The forces behind the new **RahiCali** line are Neha Jain, daughter of the company's founders, and her sister-in-law, Reneta Jain. The two young women tapped into their Indian heritage and their California roots to develop a line for women who are passionate about adventure and traveling while embracing their bohemian spirit.

The dresses, tops and outfits are made in the Jains' three factories in Noida, India, near New Delhi, where about 1,000 people are employed.

"We are both passionate about this new line," said Reneta, who graduated from the **University of California, Irvine**, with a bachelor's degree in business economics. "It

is to bring it to a higher and higher level every single time," she said.

The third person involved in the new brand is Amit Jain, the brother of Neha and husband of Reneta, who heads up sales. The 3Jains, as they call themselves, took RahiCali to the **WWD**MAGIC show last August in Las Vegas and got some strong responses to the new line, which wholesales for \$20 to \$50. "It was at the right place at the right time," Reneta said.

Bloomingdale's spotted it and bought pieces for the Spring 2017 collection, which is in stores now and at the Bloomingdale's online site. "They saw us again at **Coterie** in New York and went deeper into the buy," Neha said, not-

of tops and shorts or tops and skirts. "Embroidery is the No. 1 identity of the brand," Reneta said.

Fabrics are also important with cottons, rayons and textures making up most of the collection for Spring/Summer.

RahiCali is also being sold at *ShopBop.com*, *Asos.com* and **Planet Blue**. It is the third label launched by Jainson's International in the last few years. The company also makes the **Dizzy Lizzy** brand, which is a fast-fashion juniorswear line carried by **Charlotte Russe**, **Forever 21**, **PacSun**, **Tilly's** and **Bebe**.

The company's other label is **New Friends Colony**, a chic, dressier line that launched two years ago and is heavy on beaded embellishments.—*Deborah Belgun*

## Lights Out Aims for Lifestyle

Shawne Merriman earned the nickname "Lights Out" after knocking out several opposing players during a football game his sophomore year in high school.

His strength helped pave the way to an **NFL** career as a linebacker with the **San Diego Chargers** and the **Buffalo Bills**.

As his professional career wound down because of injuries to a knee and an Achilles tendon, he charted a foray into fashion by founding a men's and women's athletic-wear line called **Lights Out**.

But for its Spring '17 deliveries in stores in January, the Los Angeles-headquartered line will pivot in a different direction: athleisure.

For men and women, the Lights Out line will offer terycloth sweats. "They are the most comfortable clothes you could put on after you are done working out," Merriman said.

Unique silhouettes will play a big role in the Spring '17 line. Women's styles include loose tops that expose the midriff and bottoms that feature a slight drop crotch. Other looks include form-fitting shorts with a drawstring. There's also a heather-gray top with sleeves intended to extend beyond the wrists.

The line also features graphics such as the knock-out face, something of a round, happy face with "X" letters over the eyes. It's intended to show humor and an attitude. "It's 'lights



out.' It's edgy. We want to be different," Merriman said.

The line sells at retailers such as streetwear and athletic e-commerce shop **Dr.Jays.com** and at **Brigade LA**, a high-end downtown Los Angeles boutique located near **Staples Center**, where the **Lakers** and **Clippers** basketball teams play as do the **Kings** of the **NHL**.

Kuo Yang, the owner of Brigade LA, said he needed something for the jocks who drop by his boutique, which also carries fashion brands such as **Marc Jacobs**.

"This is for the committed athlete. The line's style and design is about function. It reaches beyond a trend," Yang said. Even with the Spring '17 line's embrace of athleisure,

Yang felt the brand's attachment to sports was strong enough to keep its connection with the jocks.

In September, Merriman announced a partnership with **Bellator MMA**, a producer of mixed-martial-arts matches televised on the **Spike** network. Through this deal, fighters will wear Lights Out while training and during fights.

Merriman developed a designer's interest in performance clothes while a student athlete from 2002 to 2004 at the **University of Maryland**. The college is in the Baltimore area, which is the headquarters of **Under Armour**.

Under Armour was founded by Kevin Plank, who also played for the college's football team in the 1990s. Merriman and the other football players wore Under Armour when they were on the football field.

While a professional, Merriman was called on by **Nike Inc.** to advise on how athletic clothes fit. "I was a stickler on details," he said.

One of the points he made included finding a way to strengthen shirt collars. For a lot of athletic

jerseys, the collars droop too much after getting drenched with sweat.

Lights Out works with Fe Wilma M. Novak, who has designed the brand's women's line since September 2015. Merriman still works as a sports analyst for **ESPN** and **Fox Sports**.—*Andrew Asch*





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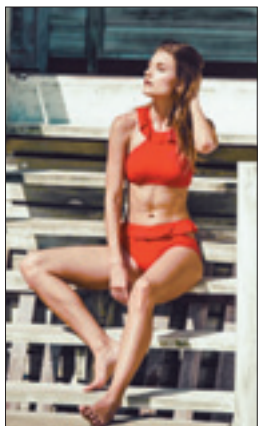


# Bold and Beautiful Bathing Suits and Beach Towels

Innovation not only continues to drive great bathing suit design, but one water-play necessity—the beach towel—is upping its game as well with new sophisticated design and ultra-efficient and travel-friendly fabrics.

## Boamar

Introducing Boamar Swimwear—“all new for 2017.” The first collection of “casually sophisticated” women’s swimwear from this Spanish company offers three lines—Majestic, Folk, and Fiesta—of playful and practical cuts, colors, and patterns. Boamar suits have been created, the company says, “with a practical sensibility but aiming to elevate our muse’s spirit whenever she chooses to wear them.” Boamar did its homework “to understand exactly how our pieces should fit her so she feels confident and uplifted every time she wears Boamar.” The study resulted in the B-You collection—adjustable pieces that allow the wearer to “create proportions and shapes according to how she wants to look or feel that particular day.” The two-piece silhouettes feature interchangeable tops and bottoms “so you can get your own style.”



## Dock & Bay

Towel company Dock & Bay was founded in 2015 by Andy Jeffries and Benno Muller, an Aussie and a Brit “with an unquestionable passion for traveling and a shared understanding that life is too short to sit still.” Believing that “design does not have to be complicated to be eye-catching,” the guys found inspiration for their bestselling signature broad-striped Cabana line from the classic deck chairs found on Brighton, England’s pebble beach. Having sold 80,000 across nine markets in one year, they are clearly on to something big. The first to combine lightweight, quick-absorbing, and fast-drying suede microfiber with high design, these extra-long towels pack compactly and come with their own carrying bag. For 2017, Dock & Bay introduces a yoga and gym line. A must-have: the 75-inch-in-diameter round towel, perfect for beach play.

## JP Holohan Designs

JP Holohan Designs targets “beach-going, water-loving, fashion-savvy, confident women” age 30 and up with exuberant suits that feature hand-painted original designs, many by JP Holohan himself. A native Southern Californian and Fashion Institute of Design & Merchandising graduate now transplanted to Sarasota, Florida, Holohan has designed swimwear for 20 years for designers such as iconic brands Tommy Bahama, Nautica, Quiksilver, and PacSun. With his eponymous swim line “proudly made in the USA,” Holohan invests in quality fabrics and produces “the best fit in the industry.” For 2017, JP Holohan Designs go ‘80s retro, featuring tropical prints and animal skin with bright contrast colors. Expected bestsellers include the Iris halter monokini and bandeau, color-block bandeau, and a retro rainbow halter bra and pant that is a tribute to the victims of the Pulse nightclub rampage.



## Lualoha

Great beach and pool style need not stop at the bathing suit. Lualoha has made its name producing outstanding, eye-catching towels that raise drying off to a whole new level of fashion and function for everyone in the family. These extremely lightweight, ultra-absorbent, and “super-soft” towels dry in under 30 minutes in the sun and fold flat into a T-shirt-size bundle for easy packing. Made from 100 percent Turkish cotton or a 50/50 blend of Turkish cotton and Turkish bamboo, Lualohas are fabricated in rural Turkey from age-old techniques including hand-knotted tassels. What gives them their delightful panache is designer Anna’s hip contemporary color-blocking combinations using chemical-free Oeko-Tex-certified dyes. The vibrantly hued Buddhaful collection—think pink with mauve and yellow with light gray—is Lualoha’s bestseller and trendsetter.

*See these lines and accessories and more at the January 26–28 edition of Surf Expo at the Orange County Convention Center in Orlando, Florida.*

## NEWS

### New Laws *Continued from page 1*

Other new California laws include equal pay, labeling single-user bathrooms and resolving employment disputes.

#### Minimum Wage (SB3)

On Jan. 1, the state minimum wage goes up from \$10 to \$10.50 an hour for employers with more than 26 employees, gradually rising to \$15 an hour by the beginning of 2022.

For California employers with 25 or fewer employees, the minimum-wage increases will be delayed by one year.

But there are exceptions to this statewide minimum wage. In Los Angeles, Santa Monica and Pasadena, starting on July 1, 2017, the minimum wage will increase to \$12 an hour for employers with more than 26 employees but remain at \$10.50 per hour for employers with 25 or fewer employees. In San Diego, the minimum wage will rise to \$11.50 an hour on Jan. 1 while in San Francisco, starting July 1, the minimum wage will hit \$14 an hour.

The minimum wage increases not only affect hourly workers but also those employees who have exempt status. In order to be exempt from being paid overtime under the executive, administrative and professional exemptions, an employee must be paid at least twice the state minimum wage per month. That means that in 2017, the minimum annual salary for an employee to be considered an exempt employee in California will rise to \$43,680.

#### Bond Requirement for Appealing Wage Violations (AB2899)

When appealing a decision by the Labor Commissioner over whether an employer violated California wage and hour laws, the employer must post a bond, in favor of the unpaid employee, equal to the amount in question for minimum wages, overtime or liquidated damages. If the employer fails to pay the amounts owed within 10 days from the conclusion of the proceedings, the money will be forfeited to the employee.

#### Fair-Pay Act Amendments (SB1063 and AB1676)

Currently, employers are prohibited from paying a worker of one sex less than a fellow worker of the opposite sex for a job that is substantially similar.

SB1063 expands the Fair-Pay Act by prohibiting pay differences based on race or ethnicity as well as for “substantially similar work.”

The exception to this is when an employer can show that the wage difference between two employees is based upon a seniority system, a merit system, a system that measures earnings by quantity or quality of production, or upon a bona fide factor other than race or ethnicity, such as education, training or experience.

AB1676 prohibits employers from considering prior salary as the sole justification for any disparity in compensation. Employers are not prohibited from inquiring into prior salary history, but employers are prohibited from using that information to justify a wage differential between men and women or between persons of different race or ethnicity who perform substantially similar work.

#### Itemized Wage Statements (AB2535)

This bill alters reporting requirements and clarifies that itemized wage statements do not need to report total hours worked for employees who are exempt from the payment of minimum wage and overtime.

Employers must continue to include the total hours worked by nonexempt employ-

ees in the itemized wage statements for each pay period.

#### Single-User Bathrooms (AB1732)

Beginning March 1, 2017, all single-user toilets in a place of business, public space or government agency must be identified as all-gender toilet facilities. This bill authorizes inspectors, building officials or other local officials responsible for code enforcement to inspect for compliance with these provisions.

#### Unfair Immigration-Related Practices (SB1001)

This new law explicitly prohibits an employer from: (1) requesting more or different documents than are required under federal law for work authorization verification purposes, (2) refusing to honor documents tendered that on their face reasonably appear to be genuine, (3) refusing to honor documents or work authorizations based upon the specific status or term of status that accompanies the authorization to work, or (4) attempting to reinvestigate or reverify an incumbent employee’s authorization to work using an unfair immigration-related practice. This new regulation also permits an applicant or employee suffering from an unlawful immigration-related practice to file a complaint with the Labor Commissioner, and the Labor Commissioner may impose a penalty of up to \$10,000 per violation.

#### Employment Disputes (SB1241)

For work contracts made after Jan. 1, 2017, employers cannot require a worker who lives and works in California to go to court outside of California to settle employment disputes or deprive an employee of protection of California law if a controversy takes place in California. This new law does not affect employment agreements or contracts already in effect.

Employees cannot be forced to resolve their dispute in a court outside of California unless the worker is represented by a lawyer who is negotiating the terms of the contract.

#### Employee Rights Concerning Domestic Violence, Sexual Assault and Stalking (AB2337)

Under this law, California employers with 25 or more employees cannot discriminate or retaliate against employees taking time off for specified purposes because they are the victims of domestic violence, sexual assault or stalking.

This law requires employers to inform their employees of these existing rights. The notice must be provided to employees upon hire and upon employee request. The Labor Commissioner has until July 1, 2017, to develop the form notice for employers to provide to their employees. Employers are not required to provide this notice to their employees until the Labor Commissioner posts the form publicly.

#### Juvenile Criminal History (AB1843)

Currently, an employer is prohibited from considering certain information for employment purposes, such as information relating to an arrest or detention that did not result in conviction or a conviction that has been judicially dismissed or ordered sealed.

AB1843 amends the state labor code by further prohibiting employers from making inquiries about juvenile convictions or taking into consideration any information related to an arrest, detention, processing, diversion, supervision, adjudication or court disposition that occurred while the person was subject to the jurisdiction of juvenile-

➔ **New Laws** page 9



## Nexgen Adds High-End Leather Products With KT Label Partnership

Nexgen Packaging LLC, the label and branding company with offices in Santa Barbara, Calif., struck a deal with **KT Label**, the Turkish maker of leather labels.

Nexgen's sales team will carry the full range of KT Label products. Based in Istanbul, KT Label has an in-house tannery and 100 years of experience in the leather industry. The company manufactures high-end leather labels in-house in a state-of-the-art facility the company opened in 2014.

The deal between the two companies gives Nexgen customers access to KT Label's product range. Together, the two companies can collaborate on the design, manufacturing and distribution of innovative new leather products for packaging and

branding.

"Nexgen Packaging is very pleased to partner with KT Label to bring their broad range of high-quality leather labels to our global clients," said Andy Effron, Nexgen Packaging's chief executive officer, in a company statement. "KT Label's state-of-the-art production facilities and in-house tannery produce leather labels to stringent performance standards with a focus on sustainability and compliance with the highest U.S. and E.U. standards."

Founded in 2006, Nexgen Packaging produces apparel brand identification and packaging products, including woven labels, printed labels, heat transfers, hangtags, integrated tags, price tickets, RFID

tags and labels, wrap bands, patches, boxes, poly bags, and other specialized products. The company has sales and manufacturing operations around the world including in the United States, United Kingdom, Guatemala, Vietnam and China.

KT Label is based in Istanbul and has U.S. offices in Fort Washington, Penn. The company's leather labels meet the limits of the **American Apparel & Footwear Association's** Environmental Task Force's Restricted Substance List (RSL) and carries a line of organic leather labels that meet the **Oeko-Tex Standard 100**.

For more information on both companies, visit [www.nexgenpkg.com](http://www.nexgenpkg.com) and [www.ktlabel.com](http://www.ktlabel.com).—Alison A. Nieder

## NEWS

### New Laws *Continued from previous page*

court law when making an employment decision.

Also, the definition of "conviction" does not include the adjudication by a juvenile court or any other court order or action taken with respect to a person who is under the process or jurisdiction of a juvenile court.

The regulation does specify an exception that health-care facility employers may inquire about an applicant's juvenile crimes if a juvenile court made a final ruling or adjudication that the applicant committed a felony or misdemeanor relating to sex crimes or certain controlled-substance crimes within five years prior to applying for employment.

### Workers' Compensation (AB2883)

This regulation amends the state labor code to require most officers, directors and partners of corporations, limited liability companies and partnerships to be covered under the employers' workers' compensation policy. They no longer may declare that they are not "employees" for purposes of workers' compensation coverage. ●

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in January and September, the show draws buyers from specialty stores, major chains, resorts, cruise lines, and beach rental companies across the U.S., the Caribbean, Central and South America, and around the world. The show is consistently

awarded by the trade-show industry, most recently recognized as Top 100 and Fastest 50 For Growth by Trade Show Executive, and Top 25 Fastest Growing Tradeshow list for growth in attendance, by TSNN. The next Surf Expo is January 26–28, 2017, in Orlando, Florida. Surf Expo is a trade-only event. Surf Expo is owned and operated by Emerald Expositions, a leading operator of large business-to-business trade shows in the United States, producing more than 80 trade shows and over 100

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