

Downey Business



November 2018 • Volume 46, No. 11

www.downeychamber.org

email: info@downeychamber.com

Official Publication of the Downey Chamber of Commerce

Financial Partners Credit Union

Christmas came early to the Downey Chamber of Commerce by way of a generous donation from Financial Partners Credit Union. Doing the honors is CEO Nader Moghaddam who wanted to be the first in line to support this year's Parade Theme, A Christmas of Giving! This is the third year the Financial Partners has been the Headline Sponsor for this favorite annual event and we could not be happier to have them heading the 67th Annual Christmas Parade on December 2nd!!



It's going to be a little tough to deposit this through the ATM!!! "No problem," says CEO Nader Moghaddam (second from right)! Accepting this donation is a very appreciative Chamber President, John Casillas of Farmers and Merchants, Chamber Executive Director, Michael Calvert and Chamber Immediate Past President, Joanna Peterson of Gallatin Dental.

The more the merrier is always the theme for Farmers and Merchants Bank's multi chamber mixer held earlier in October. The Downey, Norwalk, Cerritos, Paramount, and Santa Fe Springs all came together to celebrate the fifth anniversary of this event. Nearly two hundred chamber members got a chance to network and enjoy food from Café Affaire, Marisco's Choix and homemade desserts from San Clemente Cellar. This is a really fun event and a great chance to promote your business and make new contacts!



Blanca Pacheco, Downey City Council Person along with Chamber President, John Casillas greet the girls representing Miss Downey, Miss Teen Downey, Junior Miss Downey, and Little Miss Downey and their lovely Princesses.



Jennifer De Kay, Editor of the Downey Patriot, Blanca Pacheco, Downey City Council Member, and John Casillas, Chamber President are enjoying the company of Little Miss Downey Princess, Alexis Givens.



Thank you, Miss Downey organization, for providing such wonderful examples of community service. These ladies are always ready to help at so many community events!



The Miss Downey Court are joined by TJ Cannon, General Manager of Rock & Brew in the Stonewood Center.

Downey Business

--STAFF--

Michael Calvert, Executive Director
Sarah Sellers, Administrative Assistant
Leticia Arriaga, Events Coordinator

DOWNEY CHAMBER OF COMMERCE

11131 Brookshire Avenue
Downey, CA 90241
(562) 923-2191
email: info@downeychamber.com
www.downeychamber.com

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RAIN NEG, EPROS

The board of directors meets at the chamber office
on the third Monday of each month at 12:00 noon.

Calendar of Events

Monday, November 5th, 12th, 19th, 26th
@ 5:00 pm

Christmas Parade Committee Meeting
Location: Downey Chamber of
Commerce,
11131 Brookshire Ave. Downey, 90240

Wednesday, November 13 @ 4:00 pm
Ribbon Cutting Ceremony
Pita GR

9905 Paramount Blvd., Downey 90240

Tuesday, November 13 @ 6:30 pm
City Council Meeting
City Hall Council Chamber

Wednesday, November 14 @ 12:00 pm
Ambassador Committee Meeting
Location: Mimi's Cafe
8455 Firestone Blvd, Downey, CA 90240

Monday, November 19 @ 12:00 PM
Board of Directors Meeting
Location: Downey Chamber of
Commerce board room

Tuesday, November 27 @ 6:30 pm
City Council Meeting
City Hall Council Chamber

Wednesday, November 28 @ 12:00 pm
City Affairs- DARK (NO MEETING)

President's Message



Hello Everyone,

We just finish Halloween and going through our children bags of treats, just to realize we are eating their treats for ourselves. We start reflecting it's the end of the year and Thanksgiving is only weeks ago. A time to give thanks to our friends and family that have been with us through good time and bad. As a business owners, what are we thankful for? Is it the clients that trust your judgement regarding business decisions, the referrals you get from existing clients or the referrals you get from other businesses based on your character and integrity that you show during the year. Being thankful that I belong to the Downey Chamber of Commerce, where I can promote my business! I recently I attended the 5th Anniversary mixer of Farmers and Merchants Bank in Downey in the beginning of October. I was surprise that I had the opportunity to meet over 146 members belonging to 1 of the 5 local Chambers in the surrounding area. As a member of one of these chambers, I was treated with a superior beverage provided by Café Affaire. I also got an opportunity to meet the owners of and Marisco's Choix, while they provided ceviche and oyster shooter to each member and promoting their two restaurants in Downey and Pico Rivera. Then finally we had San Clemente Cellar providing homemade desserts delights along with varieties of cheese and crackers. If we are looking for an opportunity to create a relationship we must start with the Chamber of Commerce and participate in the monthly events to create a sales opportunity for ourselves. Don't forget to vote and do not forget about the City Affair meeting held on the last Wednesday of each month. Check our Chamber calendar for more information.

-- John F Casillas, President
Downey Chamber of Commerce

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Downey Chamber of Commerce.
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Ambassador Lunch

The hard-working group of Chamber Ambassadors got together on October 17th to celebrate the new season and to plan for our major upcoming everts, the 67th Annual Christmas Parade and the 3rd Annual Elf Run 5K. Having lunch at BRB restoBar, located on 2nd St. and Downey Ave. is a wonderful place to network, make plans, and have just a little fun! Thank you to BRB creating a great menu for our Ambassadors and for the great service provided by the staff!



We always refer to our Ambassadors as "hard working" and usually they are doing so much to make the Chamber successful. But not at this lunch!! Enjoy a little fun and frivolity are Joanna Peterson of Gallatin Dental, Jeannie Woods of Albertson's Market, Alex Hand of Ocean Breeze Spa, Cindy Kovach of US Bank, Pam Powers, of Pacific Western Bank, Sheila Tetangco-Bartolone of Financial Partner's Credit Union, Paula Mejia long time Chamber Ambassador, and Rain Neg of Epros.

Executive Director's Message



It's November! So, our first thoughts are pretty much, "Let's be Thankful!" I tend to agree. It is wonderful that we have this great tradition to set aside time to be with family and friends and experience gratitude on such a grand scale. Think about it, how often do you get an opportunity to say "thank you" to those people that mean the most to you....and with turkey, AND pie!!! Just too many positives coming together at one time!!

I'd like to suggest that we take this one step further. Let's take Thanksgiving out to the community! As a business person let's make sure that we are giving our clients that type of experience that makes Downey the business destination everyone enjoys. As a consumer, when you are enjoying a successful business transaction, be sure and say "Thank You" and let them know how great they made you feel! They made you feel special so return the favor and let them know that they are special!

Our Parade coming up on December 2nd is shaping up to be something "pretty special". We have gone out to the Downey Business Community and asked for their support in paying fees for the non-profit entries in our parade. The amount of support coming back from our local companies has been astounding!!! Please set aside that afternoon and join us on Downey Ave. and see what the Community, the Chamber, and most likely, your Neighbors are doing to make Downey a place we all love to live!!

-- Michael Calvert, Executive Director
Downey Chamber of Commerce

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Dia de los Muertos

It was so great seeing so many of our Chamber Members celebrating with about 20,000 event goers at the 6th Annual Dia de los Muertos Festival. The decorations were everywhere, and the spirit of the festivities could not have been better observed. So many attendees were dressed for the occasion which only made the music and the food very much in keeping with another spectacular Downey Event!!



Jenna and team from Downey Federal Credit Union had big crowds trying to win their promotional items



Thank you Blanca Rachine and the group from Downey Adult School for being such a great "neighbor" at the Festival!!



Besame Mucho is given new meaning but the team from Downey Nissan! Their auto display was very popular with the Festival goers!



Joanna Peterson, Immediate Past President of the Chamber along with her work at Gallatin Dental is right at home during the Dia de los Muertos Festival! Thank you for representing Gallatin and the Chamber so well!!

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Congratulations and Thank You!

The following businesses have celebrated another year as members of the Downey Chamber of Commerce. Businesses listed are those that renewed last month and are marking another year with us. This is a monthly feature of Downey Business. All members will be recognized during the course of a year. The Downey Chamber thanks you for your support.

56 Years Golden West Pipe & Sup. Co., Inc.	28 Years Park Regency Club Apartments	20 Years Temple Ner Tamid	10 Years Downey Integrative Wellness Center
44 Years State Farm Insurance-John Taormina	25 Years Fox Chiropractic	19 Years RMI International, Inc.	9 Years Stevens Steak & Seafood House Restaurant
40 Years Strayer Saylors & Associates	25 Years Woman’s Club of Downey	13 Years El Aviso Magazine	4 Years BriteWorks, Inc.
37 Years Olson & DeTilla Associates	24 Years Fremont Rancho Business Center	13 Years West Coast Mailers	3 Years Assurance Learning Academy
35 Years Western Pacific Pulp & Paper	24 Years St. Marks Episcopal School	12 Years Rustic Villa	3 Years Ocean Breeze Spa Salon Boutiques
30 Years St. Pius X - St. Matthias Academy	24 Years CalCom Federal Credit Union	12 Years Light & Life Church	2 Years Beautiful Homes Real Estates
29 Years Kaiser Permanente	23 Years PieLoon	11 Years Parc@ 5 Apartment Homes	2 Years Downey Dental Arts
29 Years Judge London Steverson	21 Years Our Lady of Perpetual Help School	11 Years L. A. Camper Shells & Truck Accessories	

New Members

You have just joined the most prestigious business organization in the Mid-Cities area. We are happy with your decision to do so and welcome you! There are many benefits to being a member of the Downey Chamber of Commerce, chief among them networking, advertising opportunities, seminars, legislative advocacy, and community recognition. Attention, established members! Send a note or stop by and say hello to these new members. You both will be glad you did.

Alondra Dental Assoiates
www.alondradentalassociates.com
Taqj Lewis, Office Manager
8800 Alondra Blvd. Ste A
Bellflower, CA 90706
(562)317-4917

Royal Prestige-Ana Montenegro
Distributor Independent
Anamontenegro99@yahoo.com
(323)767-6080

District Private Security
https://www.districtsecurity.us
Kristyn Pearson, Manager
7711 Amigos Ave. Suite E
Downey, CA 90242
(562)287-4391

B & B Pharmacy
www.bbpharmacy.com
Rosemary Franco, Manager
110244 Rosecrans Ave.
Bellflower, CA 90706
(562)866-8363

Lifetime Members

Steve Allen

Diane Boggs

Dominick DiMario

Maria Larkin

Susan Nordin

Meredith Perkins

Jim Reynolds

Mary Stauffer

David R. Gafin

Thank you for your continued participation and support!
-The Downey Chamber of Commerce-

Let’s Do Lunch

Everyone made it down to the Promenade’s Gaucho Grill for October’s Let’s Do Lunch. The networking was amazing the food was wonderful and even the speaker system worked!! It was a win-win-win. It’s always great to see so many new faces coming to our events. It really makes it worthwhile to see our members and non-members getting together and creating valuable business connections. Check our website for the upcoming dates for this exciting event.



Greg Welch, of family owned Risher Mortuary, explains the care and respect that family members can expect when using their services.



sure everyone orders lunch are two people that the Downey Chamber cannot do without, seated is Office Manager, Sarah Sellers and standing behind her is Board Member and Immediate Past President, Joanna Peterson.



These folks really know how to throw a “party!!” Thank you to the staff and management of the Gaucho Grill. Pictured here is the amazing staff that made our event so memorable.

Chamber on the Town



Britney Hutchinson and Rebecca Galvan of Downey Nissan take their Dia de Los Muertos responsibilities very seriously. Their “prayers” were answered when someone purchase their Nissan SUV right off the festival grounds. Great work Ladies!!



Recently, the Chamber was able to host a luncheon with guests visiting from Downey’s Irish Sister City. So, you can’t have visitors from “across the pond,” without some of kind of Downey souvenirs. I guess we made an impression since the former mayor put everything on and posed for a wonderful Downey to Ireland moment. Thank you to Sunrun, Financial Partners Credit Union, Fix It Auto, and Downey Federal Credit Union who provided all the fun items for our visitors. But I think they really like the visor from last year’s Elf Run the best!!!



Manning the Chamber Booth at Sunday’s Dia de Los Muertos Festival is Blake Calvert. Blake is the Interim Event Coordinator and will be assisting our office in putting together the Chamber’s 67 annual Christmas Parade and the 3rd Annual elf Run. Welcome Blake!!

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Enjoying all the positive news coming out of the recent State of the Schools breakfast are Chamber Board Member Cindy Kovach, Member of the Downey Board of Education and Grand Marshal of the Downey Christmas Parade, Martha Sodemani, Chamber Board Member Sheila Tetangco-Bartolone of Financial Partners Credit Union, and Chamber President John Casillas of Farmer’s and Merchant Bank.

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New Year, New Laws



September 30th has come and gone, and that means Governor Brown has either signed or vetoed all proposed legislation that made it to his desk in 2018. It is certainly unsurprising that 2019 will include a host of new requirements for employers. Here is an overview of this year's most head-turning bills signed into law, and what they mean for you.

SB 820: Settlement Agreement Limitations

The #MeToo movement had a powerful influence on this year's legislation. SB 820 is an excellent example. This new law prohibits confidentiality provisions in settlement agreements that prevent the disclosure of factual information related to sexual assault, sexual harassment, sex based discrimination or retaliation. Any settlement agreement entered into on or after January 1, 2019 that violates SB 820 will be void.

A claimant can request to include language in a settlement agreement to shield the claimant's identity, or facts that could reasonably lead to the claimant's identity, from being discovered. However, this exception does not apply if a government agency (such as the DFEH or the EEOC) or public official is a party to the settlement agreement.

This new law does not apply to settlement agreements entered into before January 1, 2019. As a result, employers may want to take this fast approaching deadline into consideration when negotiating settlement agreements in the months to come.

SB 1343: Sexual Harassment Training Expansion

California law currently requires employers with 50 or more employees to provide sexual harassment prevention training. SB 1343 expands existing law in two key ways. First, employers with as few as five (5) employees to provide the training to employees in supervisory roles/positions. That training must be two (2) hours in length and occur within six months of assuming their position. Second, non-supervisory employees must now be provided sexual harassment prevention training as well. The training for non-supervisory employees only needs to be one (1) hour in length, but must also occur within six months of assuming their position. These trainings must be completed by January 1, 2020.

The law does not fully go into effect until January 1, 2020. After that date, the trainings must be completed once every two (2) years. It is important to note that SB 1343 does not change the required content of the trainings under existing law.

The DFEH will develop two online courses which will satisfy the new law's requirements. However, employers can create their own training programs if they choose not to use those provided by the DFEH.

SB 826: Female Board Members Required

SB 826 was designed to increase the number of women holding positions on companies' boards of directors throughout California. The law requires publically held corporations whose principal place of business is in California to have at least one woman on the board of directors by December 31, 2019. A company must expand its board if no seat is open at the time and fill the newly created seat with a woman. Companies with a five person board must have at least two women board members by 2021, and companies with a six or more persons on their board must have at least three women board members by the same time.

Presently, sentiment surrounding this law is that it will almost certainly will be challenged on both Federal and California constitutional grounds. Governor Brown recognized the brewing court battle in his signing statement, where he remarked that "[t]here have been numerous objections to this bill and serious legal concerns have been raised. I don't minimize the potential flaws that indeed may prove fatal to its ultimate implantation."

Only time will tell if SB 826 survives past the Governor's signature.

AB 2732: Immigration and Workers' Bill of Rights

AB 2732 was crafted to provide anti-trafficking protections to workers. The law makes it a misdemeanor, punishable with up to a \$10,000 fine per violation, for a company to knowingly destroy, conceal, remove, or confiscate any government identification document with the intent of trafficking or engaging in other coercive labor practices.

Also under the new law, companies must conspicuously post a notice in their workplace informing employees of their right to maintain control and custody of their own immigration documents. The notice must state that it is illegal for companies to withhold these documents from their rightful owners.

Finally, prior to verifying employment eligibility as required under Federal law, employers will have to give all employees a "Workers' Bill of Rights." The Department of Industrial Relations ("DIR") is currently creating this document and it will become available to employers upon completion. The DIR is required to make the bill of rights available to employers no later than July 1, 2019.

AB 1654: PAGA Reform

AB 1654 exempts the unionized construction industry from Private Attorney Generals Act ("PAGA") claims. A construction industry employee working under a valid collective bargaining agreement will no longer be able to bring a PAGA action, so long as the collective bargaining agreement prohibits all violations in the Labor Code that resemble PAGA, provides a grievance and binding arbitration procedure to redress those claims, expressly, clearly, and unambiguously waives PAGA's requirements, and authorizes an arbitrator to award all remedies otherwise available under the Labor Code.

Hopefully AB 1654 is a harbinger of future PAGA relief for all industries.

Conclusion

2018 was an eventful year for California's legislature as it related to employment bills. While there are many new laws governing employers in 2019 and beyond, obtaining early knowledge these laws now and beginning to implement compliant practices from the outset will best position any company for compliance going forward.

Colin P. Calvert is a partner in the Irvine, California office of the labor and employment law firm Fisher & Phillips LLP. Please do not hesitate to contact him if you have any questions or seek additional information. Mr. Calvert may be reached at (949) 798-2160.

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