



# Downey Business

OFFICIAL PUBLICATION OF THE DOWNEY CHAMBER OF COMMERCE

11131 BROOKSHIRE AVENUE • DOWNEY • CALIFORNIA • 90241 | PHONE (562) 923-2191

www.DOWNEYCHAMBER.org • info@downeychamber.com | OCTOBER 2020 • VOL 48 • NO. 8

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## Christmas Parade Tradition Continues in a Virtual Way

The Chamber of Commerce is answering the COVID-19 Challenge with a virtual Christmas Parade! The 69th Annual Event will be held in this extraordinary new format. Please join us as either a participant, donor or just come to the Premier and see all your favorite parade entries in this new and fun way!! Keep checking this paper, our website and the Chamber's social media for details. The Chamber is looking forward to providing the City of Downey an event worth watching. If you would like to be a part of this new adventure, please contact the Chamber at (562) 923-2191 ext: 1 or email us at either Sarah@downeychamber.com or Michael@downeychamber.com. Let me be the first to say "Merry Christmas" 2020!!



## Ribbon Cuttings are BACK!

After a brief (six month) hiatus, the Chamber tradition of welcoming new businesses to Downey has returned. "Yes", we are wearing masks and "Yes", we are social distancing but the spirit of networking and getting the word out is still alive and well. Welcome to Teriyaki J's located at 8504 Paramount Blvd. The restaurant is family owned and they have a wonderful menu at really great prices. The restaurant is available for take out and you can pre-order by calling them at (562) 659-7350 or contact them online at [www.Teriyakijs.com](http://www.Teriyakijs.com).





Downey Business

-STAFF--

Michael Calvert, Executive Director  
Sarah Sellers, Administrative Assistant

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

New Members

**Fonda Maria Comida Casera Mexicana**  
**Hector Rodriguez, Owner**  
7840 Firestone Blvd. #104  
Downey, CA 90241  
www.fondamariaonline.com  
(562)923-4649

**Teriyaki J's**  
**Joana Ruiz Gonzalez, Owner**  
8504 Paramount Blvd.  
Downey, CA 90240  
www.Teriyakij's.com  
(562)659-7350

**Upwork**  
**Jessie Fadayell, SEO Manager**  
www.upwork.com/l/us/video-producers-in-los-angeles-ca  
(650) 898-9411

Congratulations and Thank You!

**Tredway, Lumsdaine & Doyle, LLP**, 62 years  
**Downey Escrow Company**, 59 years  
**Reynolds Carpet and Upholstery Cleaning**, 45 years  
**Downey Adult School**, 37 years  
**24 Hour Real Estate**, 36 years  
**Lang Roofing Co., Inc.**, 28 years  
**Larry McGrew Construction**, 27 years  
**CalCom Federal Credit Union**, 26 years  
**St. Marks Episcopal School**, 25 years  
**Gloria's Cocina Mexicana**, 15 years  
**Rose Hills-Memorial Park & Mortuary**, 10 years  
**Chick-fil-A**, 7 years  
**Time 24 Hour Insurance Agency**, 6 years  
**J.E. & Associates**,  
**An Accountancy Corporation**, 4 years  
**Bayha Group**, 3 years  
**Staples-Downey**, 3 years

Lifetime Members

**Steve Allen • Diane Boggs**  
**Dominick DiMario • Maria Larkin**  
**Susan Nordin • Meredith Perkins**  
**Jim Reynolds • Mary Stauffer**  
**David R. Gafin**

Message from the President



The pessimist might argue that 2020 hasn't been a "fun" year for business, while the optimist sees change as opportunity, and a new way of looking forward.

Gartner Inc., a research and advisory company for business leaders, recently reported that more than half (57%) of Chief Marketing Officers expect to see

a return to business as usual in the next 18 to 24 months. It has been suggested that COVID is not so much forcing a change in business, as it is accelerating a future that was already underway.

Constant change is the new "normal" and here at the Downey Chamber, we are focused on helping you to get a handle on things so that you not only survive, but also thrive.

Most importantly, we think that together we can figure things out better than any of us could do alone. Community matters and we all need meaningful connections with others who share a common path.

As business leaders in Downey, we already have a strong sense of community and pride in our City. Community is what fuels the Downey Chamber, and our events are one of the most fun ways to combine business with pleasure.

The golf Tournament is coming up on October 12th. Don't forget to sign up to play and if you haven't done so already, don't miss the opportunity to be a Tee Sponsor!! It's only \$100 and a great way to get exposure for your business.

Also \$100 is the 50/50 Raffle! Only 500 tickets will be sold, so we hope the odds will be in your favor! If all the tickets are sold, cash prizes will be \$17,500, \$5,000, and \$2,500. Visit the Chamber office to buy tickets.

I look "foreward" to seeing you on the green and I hope you'll see some "greens" in your wallet by buying the winning raffle ticket.

Sincerely,  
*Maria Fernandez,*  
*Downey Chamber President*

Message from the Executive Director



The Chamber is starting to get back to normal (what ever that was). We did our first ribbon cutting for our new member Teriyaki J's located on Paramount Blvd. at the intersection of Telegraph Rd. It's a great family owned restaurant with wonderful food and value packed prices. Pictures show that we wore masks and only backed off from social distancing when the ribbon had to be cut. Less than 15 seconds, honest. But I would like to welcome our other new members, Fonda Maria Comida Casera Mexicana located at 7840 Firestone Blvd. and welcome to Upwork which is an on line business located at www.upwork.com/l/us/video-producers-in-los-angeles-ca.

This month the Chamber also observed some significant anniversaries for our long-term members. True that the Chamber has been in service since 1903 and it is very rewarding that business in our community has found value in the Chamber for so many years. So, THANK YOU, it our pleasure to help you be successful and we truly enjoy your support.

Congratulations:

- Tredway, Lumsdaine & Doyle, LLP, 62 years
- 
- Downey Escrow Company, 59 years
- 
- Reynolds Carpet and Upholstery Cleaning, 45 years
- 
- Downey Adult School, 37 years
- 
- 24 Hour Real Estate, 36 years
- 
- Lang Roofing, 28 years
- 
- Larry McGrew Construction, 27 years
- 
- CalCom Federal Credit Union, 26 years
- 
- St. Marks Episcopal School, 25 years

Don't forget our Golf Tournament is on October 12th and that the virtual Christmas is COMING!! The excitement is building, and the Chamber is a big part of it!! Please try and support all the family owned businesses in Downey and come downtown to eat, the outdoor space is very nice, and the food is very, very good!

-- *Michael Calvert, Executive Director*  
*Downey Chamber of Commerce*



## Legal Corner

## The Expansion of State Leave Law (SB 1383)

## The California Family Rights Act (CFRA) – the “Old” Version

The California Family Rights Act (CFRA) requires covered employers to provide up to twelve (12) weeks of unpaid leave during each 12-month period for purposes of family and medical leave.

Covered employers under CFRA were private employers with 50 or more employees within 75 miles of the worksite, and all public employers regardless of the number of employees. An employee was eligible for CFRA leave where the employee has worked for an employer for 1+ year, has 1250 hours of service in the past year.

## The California Family Rights Act (CFRA) – the “New” Version, Senate Bill 1383

Partly as a response to the COVID-19 pandemic, Governor Newsom just signed legislation that will greatly expand the CFRA in a manner that will impact both small and large California employers. This new bill is entitled Senate Bill (SB) 1383 and will go into effect on January 1, 2021. The following is some of the key changes made.

## Smaller Employers Are Now Subject to the CFRA

As stated, prior to this new bill, covered employers were only larger employers with 50+ employees within 75 miles of the worksite (and all public employers). Now, CFRA has been expanded to apply to private employers with **five or more employees** and eliminates the requirement that employees work within 75 miles of the worksite. This will greatly increase the number of private employers that must now provide CFRA leave to eligible employees.

Many smaller employers have likely never had to comply with a family and medical leave law such as the CFRA, but now smaller employers must get up to speed so that they are able to comply come January 1, 2021.

### Expanded Definition of Family Members

Prior to SB 1383, CFRA granted leave for a number of purposes, including to care for a “family member” with a serious health condition. Under the now “old” CFRA law, “family member” was defined to only include a minor child (with some exceptions), a spouse, or a parent.

SB 1383 significantly expands the definition of "family member." First, the list of family members is expanded to include siblings, grandparents, grandchildren, and domestic partners. Second, the definition of "child" is expanded to cover all adult children (regardless of whether they are dependent) and children of a domestic partner. Small and large employers alike will now have to grapple and ensure policies encompass this much broader definition of "family member."

This change of definition also creates an additional problem for large employers who are subject to the federal Family and Medical Leave Act (FMLA). Prior to SB 1383, the definitions were the same under both CFRA and FMLA meaning an employee was generally only eligible for a total of 12 weeks of unpaid leave under both laws. However, because the two laws are no longer in sync, this creates the unfortunate situation in which an employee could be eligible for 12 weeks of leave under the CFRA and remain eligible for a full additional 12-weeks under the FMLA.

### Other Important Changes

There are a couple other important changes that SB 1383 makes to the CFRA. First, it deletes the provision that specifies that if both parents work by the same employer, the employer is not required to provide more than a total of 12 weeks for leave in connection with the birth, adoption or foster care placement of a child. However, under SB 1383 such an employer may now be required to provide 12 weeks to both employees in that situation.

Secondly, SB 1383 deletes language from the CFRA that authorizes an employer to refuse reinstatement to salaried employees who are among the highest 10% of the employees and where the refusal is necessary to prevent substantial and grievous economic injury. Thus, this carve-out to protect employers no longer exists.

## Conclusion

Smaller employers who previously were not covered by the CFRA need to immediately begin the process of preparing for January 1, 2021. Additionally, due to the expanded definition of “family member” in the new law, even employers that were already covered by the CFRA will need to update their policies, procedures and forms to be compliant with the new provisions of the law. The time to begin that process is now as 2021 will be here before we know it.

**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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