



# 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 | APRIL 2019 • VOL 47 • NO. 4

APRIL 2019 • VOL 47 • NO. 4

## ALL'S FAIRE IN DOWNEY ON MAY 4th

Please SAVE THE DATE, May 4th and join us on Brookshire Ave. as the Chamber of Commerce host the 26th Annual Street Faire. Nearly 15,000 of your friends, neighbors, and out of town guests will be enjoying a full day of fun which includes 100 booths filled with crafts, food, along with live entertainment. The fun begins at 10 a.m. and will conclude at 4 p.m. SEE YOU THERE!!





Message from the *President*



Hello Everyone,

We had a great end of the month celebrating 116th years as a Chamber and our Celebration of the Small Business of the Year “The Olive” owned by the Sarofeem family and the Large Business of the Year “Downey Nissan” owned by Tim Hutcherson and Rinaldi Halim. These two companies do a tremendous job in being part of the City of Downey, providing excellent services, and are a huge support to the Chamber.

I was recently out of town due to my Uncle passing away suddenly. I had wanted to take my Dad to see his brother but unfortunately there wasn’t enough time. Recently, my Father traveled with my oldest son when another brother suffered a stroke the month before. My point is that events occur and create amazing changes in your life. I’m teaching my children how important it is to reach out to the older members of the family and learn our history. We need to make sure that we take care of the needs of our elderly. One way that the Chamber stepped in was by having Attorney Paul Velasco of the Velasco Law Group talk about trusts at our most recent “City Affairs”. It was an informative presentation and everyone went away learning something valuable.

Business has the same concern. What do we need to do to keep our company healthy? Do you have a succession plan in the event of a key manager’s illness or death? We need to work hard, ask for help while you provide the best service in the city. The Downey Chamber of Commerce has done an excellent job in making sure we assist those business that need the help. We have made a commitment to the members we serve but you need to get involved and volunteer in the community, so the other businesses and potential clients see who you are and what you stand for. Life is too short to wait, take advantage of the services (member log In, advertising in the Chamber website and the Downey Business Publication and participate in the Chamber’s numerous events). Hope to see you soon.

-- *John F Casillas, President*  
*Downey Chamber of Commerce*

Events & Meetings

**Tuesday, April 9 @ 6:30 pm**  
**City Council Meeting**  
City Hall Council Chamber

**Wednesday, April 10 @ 2:00 pm**  
**Crossroads Animal Emergency**  
**Ribbon Cutting Ceremony**  
11057 Rosecrans Ave. Norwalk, CA  
90650

**Monday, April 15 @ 12:00 pm**  
**Board of Directors Meeting**  
Downey Chamber of Commerce  
11131 Brookshire Ave. Downey

**Wednesday, April 17 @ 12:00 pm**  
**Ambassador Committee Meeting**  
Bar Louie  
8860 Apollo Way #304, Downey

**Thursday, April 18 @ 8:00 am-9:30 am**  
**Business Breakfast**  
At Downey Chamber of Commerce  
11131 Brookshire Ave. Downey

**Tuesday, April 23 @ 6:30 pm**  
**City Council Meeting**  
City Hall Council Chamber

**Wednesday, April 24 @ 12:00 pm**  
**City of Affairs**  
Speaker: Julie Emerson, Public Affairs  
Manager, Southern California Gas Co.  
Downey Chamber of Commerce  
11131 Brookshire Ave. Downey

**Saturday, May 4**  
**@ 10:00 am- 4:00 pm**  
**26th Annual Downey Street Faire**  
Brookshire Avenue/Firestone Blvd

Message from the *Executive Director*



One of the Chamber's goals is to always be flexible and responsive to our Members, Civic Partners, and other non-profits within our Community. This allows us to look at new ideas and make shifts that will allow the Chamber to be more effective while still respecting what has made us successful over the years. So, it’s no surprise that when Mayor Rick Rodriguez asked the Chamber to move the date of the Annual State of the City Luncheon from April to October, the Chamber was happy to comply. Mayor Rodriguez is always looking to make “anything to do with Downey,” better, bigger, and more beneficial to his constituents. In talking with the Mayor, he asked me, “wouldn’t it be better to talk about where his term has been successful, rather than what I hope to accomplish? I already did that during my transition ceremony. This will hold me accountable and should make for a better presentation!” I had to agree with him and when was the last time a politician wanted to be more responsible rather than less? This is just the type of City Council we enjoy in Downey, along with the Mayor, we have Mayor Pro Tem Blanca Pacheco, Councilman Alex Saab, Councilman Sean Ashton and Councilwoman Claudia Frometa. These are wonderful, hard-working people who give of their time, skills and sometime monies to help further the condition of Downey. They do great things that benefit Downey’s business community and I am thankful to be able to work with all the great City Staff on behalf of our membership. The news is that our State of the City Luncheon has been changed from April 3rd to October 9th and will still be held at the Rio Hondo Event Center. It will be a wonderful event.

May 4th get ready for Street Faire!! The Chamber will once again turn Brookshire Ave. into a festival with crafts, commercial vendors and a wonderful array of food. Live entertainment will be a part of the event along with the popular Beer Garden hosted by our Community Partner, Courage Forward. Our Community Stage will be the home to some wonderful, local talent from many dance studios, schools and cheer teams. It’s a great way to kick off your weekend and come by as say “hello” and join 12,000 to 15,000 of your friends and neighbors!!

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

Downey Business

--STAFF--	--OFFICERS--
Michael Calvert, Executive Director	President
Sarah Sellers, Administrative Assistant	JOHN CASILLAS, Farmers and Merchants Bank
Blake Calvert, Intern Events Coordinator	President Elect
	CARRIE UVA, 24 Hour Real Estate
DOWNEY CHAMBER OF COMMERCE	Vice President
11131 Brookshire Avenue	MARIA FERNANDEZ, Sunrise Realty
Downey, CA 90241	Treasurer
(562) 923-2191	DAVID R. GAFIN, CPA
email: info@downeychamber.com	Immediate Past President
www.downeychamber.com	JOANNA PETERSON, Gallatin Dental
--DIRECTORS--	
KARINA MADARIAGA, Downey Adult School • TATIANA PATON, Embassy Suites	
SHEILA TETANGCO-BARTOLONE, Financial Partners Credit Union	
MICHAEL CHIRCO, Chirco Heating & Air • MARIANA PACHECO, Pacheco Realty and Associates	
CINDY KOVACH, US Bank • CARMEN GONZALEZ, Kaiser Permanente	
JOE CERVANTES, Mustard Seed Printing • LARRY GARCES, Security Land Escrow • RAIN NEG, EPROS •	

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

MAYOR'S Corner



Happy Spring Downey! April is a busy month for the City. There are numerous meetings and events scheduled for you and your family to attend. One of my favorites times of the year is when we get to celebrate STEM Education at the of City of STEM Big Science Fest at the Columbia Memorial Science Center. STEM stands for Science, Technology, Engineering and Mathematics and is the driving force in schools to prepare our children for the future. The whole month is packed with activities at the Space Center. Please check out their website for their calendar of events.

April also serves as Volunteer Month. This year the City will be hosting its first Downey One Day of Service. This will be a community service day in which volunteers will give back by participating in various projects throughout the city. Event will take place on Saturday, April 27 at the new location, the Rancho Los Amigos Rehabilitation Center. Volunteering is multi-faceted in its importance to our society. It enriches our society, brings us together as a community, and helps keep businesses and other

organizations afloat. Volunteers are an integral part of our society. I hope you can join me and be part of this great event.

Downey as well as surrounding communities have seen a rise of urban coyote population. The City of Downey has a Coyote Management Plan in place that explains in detail coyote behavior and strategies that the community can employ to mitigate the frequency of coyotes within City neighborhoods. Join us on April 2nd at 6:30 pm in the Council Chambers for a Coyote Townhall meeting. Speakers will include members of the Police Department, California Department of Fish & Wildlife, members of the City Council and City staff.

The second meeting for the Downey Business Watch Program is scheduled for April 11th at 9 am inside the City Council Chambers. This program is a joint effort between the Downey Police Department and the Downey Chamber of Commerce to help prevent and reduce crimes. Through this collaboration, quarterly business watch seminars will be held at City Hall. Seminars are scheduled for April 11th, July 11th and October 10th. I invite you to complete the Crime Prevention Survey available on the city's website where you may share your input on which future topics you would like to see discussed at meetings.

Our series of "Walk with your Council Member" has gone great so far. We have had a great turn out and have been given the opportunity to speak with our residents one on one while working on improving our health. The walks are held on Wednesdays at the Downey High School track at 7 pm.

This year the Bunny is back in town and the Brunch with the Bunny event is scheduled for April 13th at 9:30 am at Golden Park. Boy Scouts will be on hand serve delicious pancakes and breakfast staples and games and rides will be available for the little ones.

Now that spring is here, it is time to do some spring cleaning and gardening in your home. The City will be hosting a Mulch and Shredding event on April 20th from 8 am till Noon at the City Hall parking lot. Please bring your own bags to collect mulch. Also, a Keep Downey Beautiful Clean Up is scheduled for that same day at 9 am. Meeting location will be at the Del Taco parking lot. Please arrive 15 minutes prior so that you may receive a vest and tools that may be needed.

The following week the City will be having their annual Drug Take-Back event at the Downey Police parking lot. The Police Department and community volunteers will be collecting unused, unwanted or out-of-date prescription medications. This event offers community members an opportunity to rid their homes of potentially dangerous drugs and minimize the potential for misuse and abuse. The event will be held rain or shine. Event attendees will have the opportunity to drop their prescription medications off into collection boxes provided by the Federal Drug Enforcement Agency (D.E.A). Over-the-counter medications can also be discarded. Liquids will only be accepted in fully sealed, unopened plastic containers. Needles, sharps and glass containers will not be accepted. The event is co-sponsored by the Los Angeles Division of the D.E.A.

Lastly, I wanted to let you know that I have decided to move the State of the City address to October 9th. This will give me an opportunity to not only speak about future developments in our city, but also highlight the accomplishments made though out the year. The luncheon is still scheduled for 11:30 am and is open to the public. For more information please contact the Downey Chamber of Commerce at 562-923-2191.

-- Rick Rodriguez, Mayor

562-904-7274 | rrodriguez@downeyca.org  
facebook.com/MayorRickRodriguez | instagram.com/mayorrickrodriguez | twitter.com/MayorRRodriguez  
#AlwaysForward

A BETTER WAY TO TAKE CARE OF BUSINESS

# Innovative care at an unparalleled scale

At Kaiser Permanente, innovation isn't about one single initiative. It's about building a spirit of continuous improvement into everything we do. And it's a core value that unites us around our mission – to improve the health of our members and the communities we serve.



Choose better. Choose Kaiser Permanente.

kp.org/choosebetter





Lets Do Lunch

On March 7th, Hacker’s Bar and Grill hosted The Chamber of Commerce’s monthly “Let’s Do Lunch” event. Located in the Rio Hondo Event Center, Hacker’s served sandwiches and salads to over twenty- five current and prospective Chamber members. After brief introductions of members and discussion of upcoming events. A couple of upcoming events like our Golf Tournament and State of the City is taking place at the Rio Hondo Event Center! After all “official business” our group networked and took in the amazing view of the golf course.

We’d like to thank Hacker’s for hosting this months meeting and the Rio Hondo Event center for hosting our upcoming events, with another mention of our Golf Tournament taking place on June 19th.



Enjoying their lunch and catching up on details for the Chamber’s upcoming Golf Tournament are Alex Lopez of Danmar Insurance Service, Monica Miranda and Ana Fuentes, both of Financial Partners Credit Union Gateway Office, City Council Member Alex Saab and Greg Welch of Risher Mortuary.



The Monte Cristo Sandwich

Only one of the delicious entries served by Hackers. The sandwich was amazing and enjoyed by many of our diners. Hacker’s is a great place to go after golf or even after work. They have a wonderful menu and a great full bar!



“It’s really a great chance to network and promote your business”, says Janet Lee Rios a consultant with Mary Kay, Donald Marshall of the Downey Symphony, Angel Martinez, Jr. of Beezy Bee Registration Service, our Chamber Ambassadors, starting with Ron Long of Sunrun, Jeannie Woods of Albertson’s Market, and Maria Robideau of Risher Mortuary.



Joining former Chamber President Cindy Kovach of US Bank and Chamber President Elect Carrie Uva of 24-Hour Real Estate (back row) are Chamber Ambassadors, Linda Joco of Home Instead Senior Care and Pam Powers of Pacific Western Bank (front row).

# SELF-STORAGE



- Great Rates
- Free Move-in Truck
- Up to 1 Month Free
- Chamber Specials
- Clean, Safe, Affordable
- Friendly, Experienced Staff
- Locally Owned and Operated
- RV, Boat, and Truck Parking
- Residential and Commercial Units

### 3 CONVENIENT LOCATIONS

**DOWNEY**  
7349 Suva St.  
**(562) 239-4776**

**SOUTH GATE**  
5951 E. Firestone Blvd.  
**(562) 239-4785**

**LYNWOOD**  
11230 Wright Rd.  
**(310) 956-1999**

**Monday through Friday 8-6 pm**  
**Saturday and Sunday 9:30-5 pm**

**NovaStorage.com**

## We make property ownership stress-free

**PROPERTY MANAGEMENT AND REAL ESTATE SERVICES**  
A Full Service Property Management and Real Estate Brokerage



Making a difference since 1951

Reliable, experienced Property Managers for apartments, home, duplexes, condominiums, office buildings, HOAs, retail strip centers and industrial properties

**562-869-1556**  
Fax 562-862-1723  
10551 Paramount Blvd. • Downey, CA 90241  
[www.hoagpropertymgt.com](http://www.hoagpropertymgt.com)

# DON DIXON & ASSOCIATES INSURANCE

• BUSINESS • LIFE • HOME • AUTO



**INSURANCE BROKERS FOR OVER 50 YEARS**

**869-5351**  
**8141 E. 2nd St., Ste. 630**  
**DOWNEY, CA 90241**

## DOWNEY Plumbing Heating & Air Conditioning

- Drains and Sewers Cleaned
- Copper Repiping
- Air Conditioning
- Water Softeners

- Furnaces
- Water Piping
- Disposals

- Water Heaters
- Hydrojetting
- Leak Detections
- Bath Remodeling

**11829 Downey Ave., Downey**



**24 HOUR SERVICE**  
**562 861-1234**

State Contractor License # 731172

**SENIOR CITIZEN DISCOUNT**



Ambassadors of the Month | JEANNIE WOOD



The Chamber's Ambassador Profile for the month of April is Jeannie Wood. Jeannie has lived in Downey for 34 years and attended St. Paul High School in Santa Fe Springs. She graduated in 1978 and was an Honor Student all four years.

Ms. Woods is a long-time employee of Albertson's market

and is celebrating her 41st year of service with that company. Jeannie is married to her husband Bill going on 32 years. They have four children, William, Allison, Anna-Marie, and Daneeka.

Besides her full-time job at Albertson's, Jeannie volunteers for the Downey Chamber of Commerce. She has been a member of the Christmas Parade Committee, Street Faire Committee, a Member of the Board of Directors, and she is currently an Ambassador. Jeannie also serves in many capacities outside of the Chamber. She also volunteers with the Downey Theater, The Downey Police Department, the Downey's Elks Lodge, the Sister Cities Organization, and was recently appointed as a Member of the Parks and Recreation Commission.

Jeannie lives by a very simple motto: "God gave me the gift of volunteering and helping others. I feel if there is another door that needs help getting opened....Jeannie is there!"

Ambassador Lunch

It wouldn't be the third Wednesday of the Month without a wonderful lunch an update with our hard- working Ambassadors. For March, our group met at Brickstone's Restaurant in the lobby of Downey's Embassy Suites, a Hilton Property. These volunteers attended 5 ribbon cuttings, our Anniversary Luncheon along with countless committee meetings for Street Faire and Golf Tournament. Thank you for all you do! Looks like you all had a great time at lunch!!

CHAMBER on the town



Enjoying the annual GOOD (Gangs Out of Downey) Luncheon recently held at the Rio Hondo Event Center are Ambassador Chair Monica Dien of Financial Partners Credit Union, Chamber Executive Director Michael Calvert, Chamber Immediate Past President, Joanna Peterson of Gallatin Dental, Chamber Director, Sheila Tetangco-Bartolone of Financial Partners Credit Union, former Chamber President Cindy Kovach of US Bank, and Chamber Director Rain Neg of Eipros.



Photo by Claudia Gomez

Who better, to jump into a full day of City Wide Volunteering than Chamber Ambassador Daniel Andrade of Beautiful Homes Realty and Chamber Board Member Joanna Peterson of Gallatin Dental.

Congratulations and Thank You!

<b>34 Years</b> Soroptimist International of Downey	<b>19 Years</b> Elite Concrete Restoration, Inc	<b>15 Years</b> Brian M. Brown, M.D., Inc.
<b>29 Years</b> Downey Federal Credit Union	<b>19 Years</b> Risher Mortuary & Cremation Services	<b>10 Years</b> LACOE -GAIN/ Career Development
<b>22 Years</b> Days InN	<b>19 Years</b> Pin Roofing	<b>2 Years</b> Giant RV
<b>10 Years</b> LACOE -GAIN/ Career Development	<b>17 Years</b> Tax Solution Center	

New Members

<b>Evolution Hair Salon</b> Beatriz Regalado, Manager <a href="https://ehsdowney.com">https://ehsdowney.com</a> 8276 Firestone Blvd. Downey, CA 90241 (562)862-5495	<b>Southern California Resource Services for Independent Living</b> Hector Ochoa, Program Director <a href="https://www.scrs-ilc.org/">https://www.scrs-ilc.org/</a> 7830 Quill Drive Suite D Downey, CA 90242 (562)862-6531
--	---

  
  

Proudly serving the community in partnership with the Downey Chamber of Commerce Since 1967

  

No artificial flavors, no added preservatives. Since 1955. 100% Recycled.

Downey Distribution Center  
8729 Cleto Street Downey, CA 90241  
(562) 803-8100

  

**562.861.1616**  
10900 Paramount Blvd.  
Downey CA 90241

Since 1967

Hours:  
Mon-Fri 8:30-5  
Thurs 8:30-7  
Sat: 8:30-2  
Sun 8-11

**RICHARD "MR. PIN"**  
Lic. No. 758000

**PIN ROOFING**

  

- New Roofs
- Repairs
- Tear-Offs
- General Roof Maintenance

  

Bonded/Workers' Comp  
For Free Estimates, Call  
**(562) 923-9242**  
[pinroofing@verizon.net](mailto:pinroofing@verizon.net)

Lifetime Members

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



Celebrating Ribbon Cuttings

The Downey Mustangs Football and Cheer

March 7th was a great day for a ribbon cutting to welcome The Downey Mustangs Football and Cheer to the Downey Chamber. The Mustangs are a youth organization for boys and girls ages 4 to 14. They are an All Division Tackle with no weight limit. The event was held at the Chamber Office and gave us a great opportunity show off the new outdoor landscaping. The ribbon cutting was made special with the attendance of Miss Downey and her Court along with many Chamber Ambassadors and Directors. The Mustangs are a very enthusiastic group of parent volunteers and very fun and active young people please contact Ms. Grande at (562) 334-5807 for all the information regarding the program.



The ribbon flies as Angela Grande of the Mustangs puts the scissors to best use! Congratulating the Mustangs are Miss Downey and her Princesses, Chamber Directors, Ambassadors and Chamber Members. Thank you to Boyd Simpson III, Suzanna Sanchez, Giovany Gomez, Ursela Monterroso and Boyd Simpson IV for representing the Mustangs at the event.



It was such a warm group including Miss Downey, Her Court, Representatives from the Mustangs and Chamber Members. Presenting Angela Grande from the Mustangs recognition from the City and the popular Chamber plaque are Chamber President Elect, Carrie Uva of 24 Hour Real Estate, David Carvajal and Liz Caamal both of Homestreet Bank, Immediate Past President Joanna Peterson, of Gallatin Dental, David Gafin, Chamber Treasurer, Javier “the Unofficial Mayor of Downtown Downey, and Ambassador Jeannie Woods of Albertson’s.

Suhay’s Soaps

March 14th was a great afternoon for the opening of another wonderful Downey Business. The beauty of the product line and the fragrance of all the soaps make for an incredible shopping experience. Based on the large crowd lining up to purchase items. The owner and designer, Wendy Contreras, has developed a wide range of skin care products that are all handmade and natural. She has taken her home-based business and has now expanding into a store front located at 7814 Florence Ave. near Florence and Rives. Thank you to all the Ambassadors and Chamber Directors that came out and supported our newest member. It was great to see all of the Chamber support.



Helping Wendy Contreras with the ribbon and scissors are Joanna Peterson of Gallatin Dental, Carrie Uva of 24 Hour Real Estate, Carmen Gonzalez of Kaiser Hospital, Jeannie Woods, of Albertson’s, Linda Gonzalez of M.R. and Associates, the Representative of Assemblywomen Cristine Garcia, and Ronald Long of Sunrun.



Suhay’s Soaps is filled with colorful all natural and handmade product. Check out the line of skin care products [www.suhayssoaps.com](http://www.suhayssoaps.com). Purchases over \$25 earn free shipping within the Downey City Limits.

Kaiser Permanente Downey Medical Center Joins National Network of Children’s Hospitals

DOWNEY, Calif. —March 20, 2019 – Kaiser Permanente Downey Medical Center was accepted for membership into the Children’s Hospital Association—the voice for more than 220 children’s hospitals nationwide. As champions for children’s health, the association advances public policy enabling hospitals to better serve children and builds awareness of child health issues. As a children’s hospital, Kaiser Permanente Downey’s Pediatric Care Center is setting the standard for the highest quality pediatric care to Kaiser Permanente members in the Southeast Los Angeles County area.

In 2017, Kaiser Permanente Downey Medical Center became a Kaiser Permanente Pediatric Care Center, meaning it is a center of expertise (tertiary center), centrally located and designed to allow doctors, specialists, and nurses to work more effectively as a coordinated and specialized pediatric care team, providing the right care in the right setting for hospitalized children. The Kaiser Permanente Pediatric Care Center at Downey is also equipped with the most advanced technology related to pediatric care. Combining these specialized professionals with technologically advanced resources enriches the care pediatric inpatients receive and allows for even healthier medical outcomes.

“Participation in the Children’s Hospital Association offers us access to a network of institutions and people who understand the unique health care needs of children,” said Jim Branchick, senior vice president and area manager, Kaiser Permanente Downey Medical Center. “We look forward to collaborating with our peers and the children’s hospital industry and adding our voice to advocate on behalf of all children.” The Children’s Hospital Association advances public policy enabling hospitals to better serve children and builds awareness of child health issues. It is the premier resource for pediatric data and analytics driving improved clinical and operational performance among its member hospitals.

“We are pleased to welcome Kaiser Permanente Downey Medical Center and look forward to its active involvement,” said Mark Wietecha, Children’s Hospital Association president and CEO. “Our hospital members are the backbone of the nation’s pediatric health care infrastructure. With them, we are committed to providing the highest quality care and developing innovative solutions to impact the future of children’s health and health care.”

Children’s hospitals represent five percent of all hospitals and provide a disproportionately large share of the nation’s pediatric acute clinical care. Children’s hospitals are also vital centers of primary and specialty pediatric medical education and are leaders in pediatric research.

Kaiser Permanente Downey Medical Center also received a Women’s Choice Award® for “Best Children’s Hospital” in 2018.

About the Children’s Hospital Association  
The Children’s Hospital Association is the national voice of more than 220 children’s hospitals, advancing child health through innovation in the quality, cost and delivery of care.

About Kaiser Permanente  
Kaiser Permanente is committed to helping shape the future of health care. We are recognized as one of America’s leading health care providers and not-for-profit health plans. Founded in 1945, Kaiser Permanente has a mission to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve. We currently serve more than 12.2 million members in eight states and the District of Columbia. Care for members and patients is focused on their total health and guided by their personal Permanente Medical Group physicians, specialists and team of caregivers. Our expert and caring medical teams are empowered and supported by industry-leading technology advances and tools for health promotion, disease prevention, state-of-the-art care delivery and world-class chronic disease management. Kaiser Permanente is dedicated to care innovations, clinical research, health education and the support of community health. For more information, go to: [kp.org/share](http://kp.org/share).



Transgender Rights in the Workplace: What Employers Need to Know



**Introduction**

Employers can often be confused about the law governing transgender employees in the workplace. It is critical that employers know what is, and what is not, allowed concerning their transgender employees. Failure to abide by the rules can lead to costly discrimination lawsuits and result in valuable employees leaving the company due to an employer’s mistakes. Fortunately, employers who know and follow the law will reduce their legal exposure and will be much better positioned to retain their workforce.

**Transgender defined**

According to the Department of Fair Employment and Housing (“DFEH”), transgender “is a term used to describe people whose gender identities differs from the sex they were assigned at birth.” Gender expression is defined by law to mean “a person’s gender-related appearance and behavior whether or not stereotypically associated with the person’s assigned sex at birth.” A social transition “involves a process of socially aligning one’s gender with the internal sense of self” and a physical transition “refers to medical treatments an individual may undergo to physically align their body with their internal sense of self.”

**The Law**

Just like race or national origin, gender identity and gender expression are protected classes under California law. Employers cannot discriminate against transgender employees or applicants on the basis of that person’s gender expression or identity. Furthermore, employers cannot require an employee to complete a particular step in the gender transition process before treating that employee as a protected class. Transgender employees who are socially transitioning are entitled to the same protections as employees who are physically transitioning.

Employers must be particularly careful in interview settings. An interviewer cannot ask an applicant about gender identity. Examples of problematic questions would include asking a person about whether or not they intend to receive gender reassignment surgery, whether they take hormones, and other such questions. Like with any applicant, the questions should be related to job qualifications, professional experience, education, and other relevant non-discriminatory topics.

Transgender employees are entitled to use the bathroom or locker room that corresponds to the employee’s gender identity. This requirement can potentially create problems with other employees. Employers should meet these conflicts directly by clearly supporting a transgender employee’s rights. Employers can also consider installing a single stall unisex bathroom for all of their employees to use. However, it is critical that no employee is required to use the single stall unisex bathroom. Forcing an employee to do so is discriminatory under California law and can result in a lawsuit. Having a single stall unisex bathroom as an option for all employees is simply one tool to help promote workplace tranquility.

Employers who have a dress code must also ensure that a transgender employee is held to the same standard as other employees. For example, if an employee identifies as male he must be judged according to any male specific requirements in the dress code. Failure to allow a transgender employee to dress according to their gender identity is not allowed and is another possible way an employer can face a discrimination lawsuit.

Finally, employers with five or more employees are required to prominently display a “Transgender Rights in the Workplace” poster created by the DFEH. This poster can be found on the DFEH’s website.

**Conclusion**

Employers must understand and protect transgender rights in the workplace. Following the rules is the best way to avoid a lawsuit and ensure that talented and qualified employees remain with the company. Following the guidelines above, employers will be in a good position to comply with the law.

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.

Swing into Spring

Swing into SPRING with the Chambers Annual Fun on the Fairways Golf Tournament! The event will be held on June 19th at the Rio Hondo Golf Course. There will be great golf, food, beverages, games, and a wonderful chance to network with the best golfers in all of Downey!! If you don’t want to golf come down and enjoy the “after tournament” Gala. Dinner, Drinks and Golf Stories, what a great way to spend an evening. Call the Office for all the detail or check our website for all the details.





# Amapola

DELI & MARKET

**Stock up on your favorite  
cuts of meat, groceries  
and prepared foods!**

*Visit our bakery  
section for specially-  
made cakes, pies,  
cookies, traditional  
Mexican breads,  
and pastries.*

**Enjoy our fresh  
produce section  
featuring all types of  
fruits and vegetables.**



**For special orders, call:**

<b>(562) 776-0246</b>	<b>(323) 587-7118</b>
<b>7420 Florence Ave. Downey, CA 90240</b>	<b>7223 S. Compton Ave. Los Angeles, CA 90001</b>

**Open 7 a.m. to 9 p.m. ~ 7 days a week**



**Risher**  
**Mortuary**  
 & Cremation Service  
 family owned since 1959

1316 W. Whittier Blvd.  
 Montebello, CA 90640  
 FD 869

10927 Downey Ave. #A  
 Downey, CA 90241  
 FD1947

**WE ARE OFFERING ALL FAMILIES A DISCOUNT**  
**\$125 ON CREMATION**  
**\$250 ON TRADITIONAL BURIAL**

**PLAN AHEAD BY LOCKING IN TODAY'S COST OFFER ENDS 06/2019**

Request a "Personal Planning Guide" so you can organize your Burial / Cremation Plans.  
 Mail in this coupon today for your complete details.

Name: \_\_\_\_\_ Age \_\_\_\_\_  
 Spouse's Name: \_\_\_\_\_ Age \_\_\_\_\_  
 Phone: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/State \_\_\_\_\_ Zip \_\_\_\_\_

\_\_\_\_ Interested in Traditional Funeral Service  
 \_\_\_\_ Interested in Cremation  
 \_\_\_\_ Interested in Veteran Burial Benefits

Mail to: Risher Montebello Mortuary  
 1316 Whittier Blvd.  
 Montebello, CA 90640  
 P: (323) 728-1261 F: (323) 723-5082 [www.RisherMortuary.com](http://www.RisherMortuary.com)

**SE HABLA ESPAÑOL**