



# Downey Business

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www.DOWNEYCHAMBER.org • info@downeychamber.com | AUGUST 2020 • VOL 48 • NO. 6

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## ***Downey Chamber of Commerce Announces New Executive Board 2020-2021***

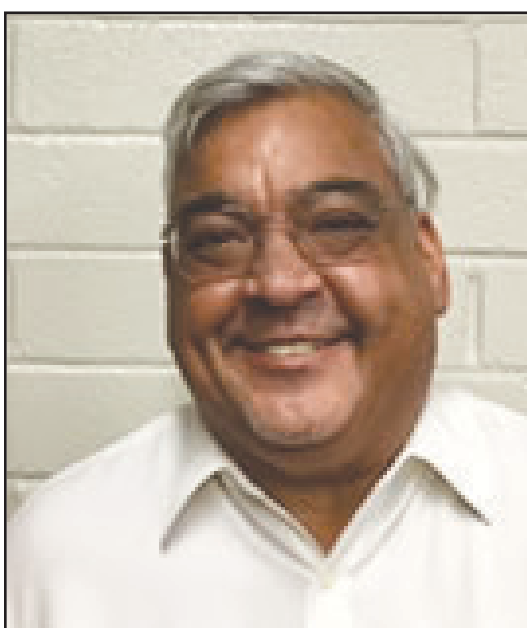
The Downey Chamber of Commerce announced their new Board Officers for the upcoming year. This great group of volunteers, who will be leading the Chamber for the upcoming year, include President Maria Fernandez of Sunrise Realty, President Elect, Sheila Tetangco-Bartolone of Financial Partners Credit Union, Vice President Larry Garces of Security Land Escrow, Treasurer Jesse Gallardo of J.E. & Associates and Immediate Past President Carrie Uva of 24 Hour Real Estate. New President Fernandez is very excited about the many challenges facing the Chamber. "After last year, the Chamber will be doing business in a new and exciting way and I cannot wait to enact all the new ideas coming out of our Board."



**President  
Maria Fernandez  
Sunrise Realty**



**President Elect  
Sheila Tetangco-Bartolone  
Financial Partners Credit Union**



**Vice President  
Larry Garces  
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J.E. & Associates**



**Immediate Past President  
Carrie Uva  
24 Hour Real Estate**

## Downey Business

--STAFF--

Michael Calvert, Executive Director  
Sarah Sellers, Administrative Assistant

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MARIA FERNANDEZ, Sunrise Realty  
President Elect

SHEILA TETANGCO-BARTOLONE,  
Financial Partners Credit Union

Vice President

LARRY GARCES – Security Land Escrow Co.  
Treasurer

JESSE GALLARDO, J.E. & Associates  
Immediate Past President

CARRIE UVA, 24 Hour Real Estate

--DIRECTORS--

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• JOE CERVANTES, Rise Again Printing • CARMEN GONZALEZ, Kaiser Permanente • RONALD LONG, Sun Run • PAULA MEJIA, C & E Finance  
• NEELAM "RAIN" NEG, EIPROS • MARIANA PACHECO, Pacheco Realty and Associates • GREG WELCH, Risher Mortuary & Cremation Service  
• JEANNIE WOOD, Albertson's Market •

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

## Message from the President



### Up in the Air?

Hello everyone, I don't know about you, but I'm feeling a little dazed and confused these days. Life as we knew it has changed dramatically this year. Our routines have been up-ended, and lots of things stopped - shopping, going to the movies, concerts, and sporting events, even getting a haircut became challenging.

Now more than ever it's important we stay connected and help each other. By sharing and helping each other we can move out of our own anxiety and inward focus, and feel a stronger sense of connection, value, appreciation, and gratitude.

The Board of Directors and I will be calling you to say hello, how are you doing, and more importantly to ask 'What can we do to help you?' It our goal to help you thrive through connections. Connecting through your business chamber has never been more important or needed!

We tend to assume that everyone has the time to seek out and absorb the same information we do, but that's not always the case. So listed below are some organizations and links for information to help you keep your business afloat, or your sanity intact!

We can all create meaningful moments. Small gestures can make a big impact in how we cultivate moments that matter. By listening fully, offering genuine support, and being present for the people with whom we are interacting we can create moments that make a difference.

Something to look 'Fore'-ward to is that the Chamber is moving 'fore'ward with plans to host a Fall golf tournament complete with all the necessary restrictions, and as always, putting safety first. We are positive this will be a fun event, and we are excited to share this with you. Stay tuned for more details to come, and dust off those clubs - Fore!

Stay well, and please stay in touch!

Sincerely,

*Maria Fernandez,*  
*Downey Chamber President*

### SBA Paycheck Protection Program

<https://www.sba.gov/funding-programs/loans/coronavirus-relief-options/paycheck-protection-program>

### Employee Assistance Grant Funds

<https://workforce.lacounty.gov/wp-content/uploads/2020/07/Business-Grant-List-COVID-Resource.pdf>

### Employee retention Credit under the CARES Act

<https://www.irs.gov/newsroom/faqs-employee-retention-credit-under-the-cares-act>

### California State Treasurer Covid-19 Resources

<https://www.treasurer.ca.gov/covid-19.asp>

### Downey City Operations and Services

<https://www.downeyca.org/residents/coronavirusinfo>

### CA.Gov latest updates on Covid-19

<https://covid19.ca.gov/industry-guidance/>

### CA Dept of Public Health

<https://www.cdph.ca.gov/>

## Message from the Executive Director



Last month, it looked like we were enjoying the lifting of mitigation and being able to at least enjoy some of the benefits of dining out, shopping, and social

interaction even at a respected distance. Talk that Schools could maybe open their classrooms and haircuts, manicures and massages were even being allowed. But that all changed, and we stepped back into a more restrictive business environment.

I know we all feel sorry for the regular consumer and how they have to adjust about purchasing goods and services. But I know we can truly feel some empathy for the restaurant owners, the grocery store managers, and really anyone in retail. In less than a week, restaurants have built small cities that surround their business with lights, umbrellas, plants, and heaters just so they can have any hope of diners enjoying their cuisine. We are now becoming European and learning how to eat "manger

a l'exterieur!" They said I would not use my high school French!!

The point of all this is our businesses have gone to a lot of work to comply and keep us safe. The clear partitions, the masks, gloves, even the lack of coins is all about reducing the spread of this disease and to keep our community healthy. The least that we can do is support them!! Make a purchase, go out to eat, and if you can buy a little more than you need, or over tip your service staff that's even better. It is a very scary time for them, and they need to know we care. For those of us who are not as affected economically as some, well, it is up to us to help our neighbors and that includes our Downey Businesses. Please recognize how our City services have rallied to help business prepare for the changes of mitigation allowing permits and licenses in very quick time.

The reason we had to take this U-turn on the road to recovery was because the Covid19 numbers were NOT improving. So, we all

need to do our part by wearing our face mask, keeping our social distance, and avoiding crowds and large gatherings! If we do all the things we are supposed to do, we can have a real chance of beating this pandemic and maybe hug someone at a Holiday Party come December. What a concept!!

The Chamber is looking into having their annual Golf Tournament in October and we are developing a new way of having the Annual Christmas Parade...details to follow. Please be safe everyone and I look forward to seeing you all soon!!

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



Legal Corner

The Importance Of An Injury and Illness Prevention Plan In California During The COVID-19 Health Crisis And Beyond  
BY SARAH BENNETT, COLIN CALVERT

As recently announced, Cal/OSHA is now scrutinizing employers' adherence to state guidance regarding worker protections during the COVID-19 health crisis. The administration is urging all employers in California to carefully review and follow the state's guidance on workplace safety and health and to understand their obligations regarding protecting their employees from the virus.

One of the main obligations that employers have in this area is the implementation and regular maintenance of an Injury and Illness Prevention Plan or "IIPP." Failure to implement and maintain a compliant IIPP could subject your business to penalties and jeopardize the health of your employees. In this uncertain time, implementing or updating your IIPP and training your employees accordingly can provide peace of mind and protection for your business.

What Is An IIPP?

An IIPP is simply a basic written workplace safety program. Though simple in concept, it is one of the most effective ways to improve the safety and health in your workplace and to potentially reduce costs related to employee illnesses and injuries and exposure to regulatory fines.

It is a common misconception that only high-risk industries require IIPPs. In California, all employers – regardless of size – must maintain some form of an IIPP. Title 8 of the California Code of Regulations, section 3203, requires every employer to develop and implement an effective IIPP. Each IIPP must address eight elements related to employee safety including (1) Responsibility, (2) Compliance, (3) Communication, (4) Hazard Assessment, (5) Accident/Exposure Investigation, (6) Hazard Correction, (7) Training and Instruction, and (8) Recordkeeping. It is important to note that even if you maintain general employee health documents, if they do not include the eight elements above, you may still be subject to a Cal/OSHA citation. In addition, the IIPP must be geared toward industry and workplace specific threats unique to each workplace.

The Importance Of Training

Implementing an IIPP alone is insufficient to meet Cal-OSHA's expectations of employers. Once in place, employers are obligated to train their employees regarding the safe work practices reflected therein and educate managers on their obligations under the IIPP.

Generally, all trainings should include detailed instruction on what is included in the plan, measures for reporting any unsafe conditions or work practices, and provisions for medical services and first aid. In light of COVID-19, we recommend that all IIPP's be expanded to include topics such as maintaining a sanitized workspace, using personal protective equipment, and following social distancing protocols. We also recommend that businesses train employees on COVID-19 symptoms, transmission, and appropriate measures to mitigate spread. These policies and trainings should be regularly updated based on evolving health and industry guidance from state and local authorities.

Final Thoughts

An up-to-date IIPP will educate your employees regarding how to properly handle a health or safety hazard in the workplace. Further, in the event of a random or planned inspection from Cal/OSHA, maintaining an IIPP can save your business from the most commonly issued regulatory penalty. Every year citations for failure to comply with IIPP requirements are some of the most frequently issued by the agency with collective penalties reaching into the millions.

The COVID-19 pandemic has created potential health hazards in every workplace and every workplace must have an IIPP. Due to the rapid spread of the novel virus, office workplaces can now pose dangers similar to those of manufacturing or construction sites. Do not risk the health of your employees and potential fines by failing to adhere to this requirement.

Our team of OSHA regulation attorneys regularly develops and tailors IIPPs to the needs of our clients. We can assist in the drafting and implementation of a compliant IIPP as well as effective employee training. Contact your Fisher Phillips attorney, or any attorney in our California offices, for more information.

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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