



# 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 | JANUARY 2020 • VOL 48 • NO. 1

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## The Chamber Looks Back at 2019

2019 will go down as a great year for the Downey Chamber of Commerce!! Thank you for attending our monthly networking events, ribbon cuttings and of course, our big fund raisers, The Downey Christmas Parade, Street Faire and Golf Tournament. Please enjoy some memories from last year. It's always fun to look back, but we are really looking forward to 2020 and sharing Downey Businesses with all our citizen!!





Downey Business

-STAFF--

Michael Calvert, Executive Director  
Sarah Sellers, Administrative Assistant  
Blake Calvert, Interm Events Coordinator

DOWNEY CHAMBER OF COMMERCE

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Downey, CA 90241  
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email: info@downeychamber.com  
www.downeychamber.com

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

Events & Meetings

Wednesday, January 8

@ 12:00 PM State of the City

Rio Hondo Event Center 10627 Old River School Rd, Downey  
Check in: 11:30 am  
Cost: \$45

Tuesday, January 14 @ 6:30 pm

City Council Meeting

City Hall Council Chamber

Wednesday, January 15

@ 12:00 pm Ambassador Meeting

Location: TBD

Monday, January 20, 2020

Office Closed

Observance of

Martin Luther King Jr. Day

Tuesday, January 21

@ 5:00 pm to 7:00 pm

Grand Re-Opening

Gallatin Dental Group

10805 Paramount Blvd., Downey

Monday, January 27 @ 12:00 pm

Board of Directors Meeting

Downey Chamber of Commerce

11131 Brookshire Ave. Downey

Tuesday, January 28 @ 6:30 pm

City Council Meeting

City Hall Council Chamber

City Affairs

Wednesday, January 29 @ 12:00 pm

City Affairs

Downey Chamber of Commerce 11131

Brookshire Ave Downey

Speaker: TBD

Message from the President



Happy New Year to all Downey Residents and Downey Business Owners, May 2020 bring you good health, happiness and much success in the New Year! We all set goals/resolutions for the New Year, but do we actually reach those goals? We all have the typical personal goals, to lose weight, exercise more, take a trip to Hawaii, spend more time with friends/family, etc. However, Business Owners rarely set yearly goals for their business and just continue to do the same thing they have been doing for years. Every business should sit down at the beginning of the year and re-evaluate their business and set goals that will make the new year more successful than the previous year. Setting business goals will help align and focus your business and improve your bottom line tremendously.

I find it really helpful when I set a new goal for myself and my business if I find a co-worker and we share our individual goals, put them in writing and post them on a wall so that we have to look at it daily. This helps to keep me accountable and adds a little edge of competition between us. Not only are we keeping each other accountable but we stay motivated and focused to keep going and reach our goal.

How many of us work 12 hour days 7 days a week? How many of us would love work 9 to 5 and only 5 days a week? Burning the candle at both ends leads to burn out. So it is important that we take the time to recharge and by doing so we can improve our mental and physical health. How can we do this you may ask? Getting plenty of rest, take time off when you can, exercise, take a walk/stroll, spend time with people you like, go see a movie, treat yourself to a spa/massage, or just take a drive and get away from it all.

Have you thought about hiring an assistant or someone to answer your phones? Are you someone that does everything yourself and has a hard time delegating jobs, duties and tasks? Well...let 2020 be the year that you hire someone to help you with your business. Perhaps consider hiring someone to do those tasks that you hate doing, or data entry tasks that anyone can do so that you free up time for yourself.

I hope that as part of your 2020 goals you include being more active in your community and in the Downey Chamber of Commerce. Being more active in the Chamber will expose you and your business to new people, make new friends, learn about other fellow businesses in the city and eventually help grow your business. I am a strong believer in giving back to my community, and hopefully you will consider doing the same in 2020.

Upcoming Events:

Jan 08 - State of City-Councilman Rick Rodriguez presents Downey's State of the City Address

Jan 15 - Downey Sister Cities Winter Party & Fundraiser at Pina Pizza 6-9 pm

Jan 18 - Keep Downey Beautiful Clean Up 9 am

Jan 18 - Downey Symphony Concert 8 pm "Happy 250th Beethoven"

Jan 21 - Gallatin Dental Grand Re-opening & Ribbon Cutting 5-7 pm

Jan 29 - Downey Chamber City Affairs

If you have any questions, concerns, suggestions or wish to reach out to me directly, please don't hesitate to either call me at 562-382-1252 or email me at cuva17@aol.com. I would love to hear from you!

-- Carrie Uva,  
Downey Chamber President

Message from the Executive Director



This month marks the beginning of my fifth year as Executive Director!! It seems like such a short time ago that I interviewed and some how managed to get this job. If someone had told be that I would be organizing an annual Christmas Parade as a career goal, I would have questioned their sanity. After all, I'm a history major and my plan is to teach, or so I thought.

Luckily, I do get a chance to teach and the subject is "Downey Business 1.01!" The Downey Chamber prides itself on being an action organization that brings members together. Not only do our members provide improved services but also to promote each other within the City of Downey.

When I accepted my job here, one of the best bonuses has been to organize the annual Christmas Parade. Each year, along with my office staff and a phenomenal group of volunteers, we get to stage a tradition that becomes more and more important to the many families that line the parade route. While I was setting up many of the "parade necessities" early on Sunday Morning, it is always so heart warming to see the hundreds of chairs reserving "premium spots" for their friends and families. I'm talking 6 o'clock in the morning and the parade starts at 1!! I wanted you all to know that we see your effort, and we agree, that seeing the Parade entries moving along Downey Ave. is a very important and is something to look forward to every year! Parade management gives us all the great luck to work with our City Officials. The Mayor and his Court (now the Mayor and HER Court), the many organizations who create what's exciting here in Downey; the Parks and Recreations Department, the team at Public Works, Downey Police and Fire...what could be more fun and rewarding?!

I love this job! I love this Chamber and I love this City that we all work and live in. Thank you for letting me work as the Chamber's Executive Director and if you could do me a favor, don't let my Directors know how happy I am at my work. I like to make them think that it's SO MUCH work when it comes to salary negotiations!!

Happy New Year and the Downey Chamber wishes all of you much happiness and success!

-- Michael Calvert, Executive Director  
Downey Chamber of Commerce



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Celebrating Ribbon Cuttings

Medella

On December 11th the Chamber held a Ribbon Cutting for Medella Pharmacy and Boba. If you find this combination confusing, so did several members of the Chamber. But According to owners Joe and Peter Girgis it's a callback to old fashioned drugstores where soda fountains were a big part of the store. You can have a shake, a smoothie, coffee or tea (with or without boba) while you wait for your prescription to be filled out. They extend their commitment to service and look forward to becoming the "go to" place for prescriptions. Thank you, Peter and Joe for bringing back this great tradition. If you need to pick up some medication or just want a delicious drink, be sure to go to 8610 Firestone Blvd.



City Councilmember Alex Saab, Julie Ledsma of the Downey Patriot, Paula Mejia of C & E Capital, Chamber President Carrie Uva, of 24 Hour Real Estate, Chad Eberly of Assembly Member Cristina Garcia's office, Joanna Peterson of Gallatin Dental, Maria Robideau of Risher Mortuary, welcome Joe Girgis, Peter Girgis, Ally Mariscal and their family and friends to The Downey Chamber of Commerce.

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Primerica

On Thursday December 5th the Downey Chamber of Commerce held a Ribbon Cutting for Primerica's new Santa Fe Springs office. Primerica offers professional assistance with insurance, investment, credit monitoring and department management. The office goal is to provide long term guidance in these important financial areas. Even though they're located in Santa Fe Springs, longtime Downey residents, Diana and Jesse Padilla are happy to be part of the Downey business community. We wish the Padilla Family and their team all the luck in the world at their new location at 12614 Leffingwell Road in Santa Fe Springs.



Chamber President Carrie Uva of 24 Hour Real Estate, Daniel Andrade of Beautiful Homes Real Estate, Maria Robideau of Risher Mortuary, Alex Hanks of Ocean Breeze Spa and members of the Miss Downey Court join: Diana & Jesse Padilla, Edgar & Valerie Polanco, Mariela Figueroa, Stephanie Segoviano, Alan Medrano, Christine Stanley, Kim Long, Yolanda & Ray Serna and their family and friends for the ceremonial cutting of the Ribbon.

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Thank You

Thank you to all our many members who supported our Christmas Parade and Elf Run for 2019!! Without your generous donations, the Chamber would be unable to put on these major civic events. The Chamber would like to recognize our title sponsors Financial Partners Credit Union, Kaiser Permanente, and L'Abri Management. The Chamber is grateful to all the members who contributed.

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A Big Thank You to Downey Adult School!!

The Elf Run was a big success due in part to the many volunteers from the Downey Adult School. Chamber Board Member, Mariana Pacheco organized a group of students to help our event with First Aid, Registration, handing out Medals and T Shirts along with being a big part of the support for our runners. Thank you for being such a great part of our event and we look forward to seeing you next year. Below are pictures of the many volunteers that came out to help!









Step By Step Compliance With The CCPA



Introduction

The California Consumer Privacy Act (the “CCPA”) goes into effect on January 1, 2020. The CCPA is a data privacy law that provides consumers with substantial rights in relation to the collection, storage, and sale of their personal information. Under the law, employees constitute consumers. There are many new requirements under the CCPA that deals with consumers, and thus employees as well. Fortunately, an amendment was

recently passed that postpones the majority of the requirements, as they apply to employees and job applicants, until January 1, 2021. However, a few requirements remain for employees and job applicants. What this means is that by January 1, 2020, employers must do the following:

Step One: Determine if you are a Covered Employer

First and foremost, the only employers that need to comply with the CCPA are those that meet a certain threshold.

The CCPA will apply to any business in the State of California that satisfies any of the following:

- Annual gross revenue over \$25 million;
- Alone or in combination, annually buys, receives, sells or shares for commercial purposes the personal information of 50,000 or more consumers, households, or devices; or
- Derives 50 percent or more of its annual revenues from selling consumers’ personal information.

Step Two: Ensure you Implement Reasonable Security Measures

Once you determine that the CCPA applies to you, the first step you should take is to run a complete security check of your business. Since the CCPA requires that covered employers maintain reasonable security measures, this requirement should not be taken lightly.

Reasonable security measures must be taken to protect employee data, whether that data is kept in physical or electronic form. The term “reasonable security measures” is not defined under the law. However, practically this means that a covered employer should complete a number of tasks to ensure compliance. Specifically, an employer should ensure they have in place employee policies, such as a “clean desk policy,” to ensure employees know the importance of keeping data private. Additionally, employers should limit the number of employees who have ready access to this data. For example, if only the head of HR and a few key managers have access to personnel files, this helps maintain data security.

In addition to these policies, employers should also make sure they communicate with and thoroughly vet their vendors and service providers to ensure employee personal information remains secure. This could include amending your contracts with those vendors and reaching out to them requesting they complete a thorough security check of their business.

Step Three: Complete a Comprehensive Data Mapping

While a security check is being completed, an employer should also complete a comprehensive data mapping. This process helps a business learn, locate, and identify all personal information that company maintains on their employees so that they can develop appropriate disclosures, notices, and policies.

When completing your data mapping, you should (1) identify all personal information you collect; (2) categorize that personal information; (3) determine how that information is/was collected (usually from the employee themselves); (4) identify any and all business purposes for why each category of personal information is collected; and (5) determine which third-parties you disclose the personal information of your employees (for example, your payroll company).

A comprehensive data mapping is critical to appropriately drafting the below described disclosures in addition to implementing the above outlined company policies.

Step Four: Create and Disperse Disclosures to Employees and Applicants

After completing the above two steps, the most tangible and final step is creating comprehensive disclosures. By January 1, 2020, employees must be provided with disclosures compliant with the CCPA. The disclosure is intended to give notice to the employee that the company collects and stores personal information about them. The disclosure must list all business purposes for collecting this information and all categories of personal information collected. The disclosure must also connect each category of personal information to the specific business purpose(s) it is collected for. This disclosure must be provided at or before the time the personal information is collected. This means that for current employees, the disclosure must be provided before January 1, 2020. In addition, don’t forget to include this disclosure in your new-hire packets moving forward for any incoming employees as well.

An employer also needs to disclose to job applicants that their personal information is being collected as well. Ordinarily, this includes information found in the applicant’s resume, such as name, address, email address, phone number, educational history, and job history. While the disclosure for applicants is by nature shorter than a disclosure to employees, it still must be provided at or before the point of collection. This means that if someone walks into your office to drop off their resume, this disclosure must be provided to them at that time.

Conclusion

Implementing practices and procedures compliant with the CCPA can be a daunting task, not to mention rolling out these practices and procedures and training your employees to comply with the new law. Our office is at the forefront of the CCPA and we are closely watching Sacramento and the Attorneys’ General Office as this new law goes into effect in the new year.

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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City Affairs

Please join us at our next City Affairs meeting being held at the Chamber Board Room at noon on January 29th. John Casillas, Chairman of City Affairs invite you to attend and get the latest information from City Hall!!!



*The end of the year brings no greater joy than the opportunity to express to you season's greetings and good wishes. May your holidays and New Year be filled with joy.*

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