



# 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 | JUNE 2019 • VOL 47 • NO. 6

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## The 26th Annual Street Faire was better than ever!!

The first Saturday in May is traditionally the day that the Downey Chamber of Commerce sponsors the annual Street Faire! For 26 years, the Chamber has closed Brookshire Ave. and created an afternoon of fun, food and fellowship. Nearly 12,000 people walked the boulevard and meet with over 125 businesses, crafters, and attractions. A big shout out to the popular Veteran's Group, Courage Forward for their manning of the Beer Garden. The Chamber wants to thank all the major sponsors that made the day so very special: Downey Nissan, Southern California Edison, Kaiser Permanente, Nova Storage, Downey Retirement Center, PIH Health, Rose Hills Mortuary, Luis Butcher Shoppe, Homestreet Bank, Risher Mortuary, and RMI Security! Without your help and support, this event could not take place!



Happy to be visiting our four-legged friends at the Faire Petting Zoo, is Eli Gonzalez who gets an assist from his Mother. Eli's Grandmother is Sarah Sellers who is the Office Manager for the Chamber.



We were lucky to have the popular band "Searching North" playing for the Street Faire crowd.



The Kid's Zone was very popular with our Downey Families.



The weather was wonderful, and the crowds were enjoying all the food and Chamber Member Booths



Brookshire Ave was crowded with active Faire goers all having fun!! The Chamber had over 130 booths of information and crafts! Not to mention two stages of entertainment and 12 spots for food and drink.

Downey Business

-STAFF-

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

DOWNEY CHAMBER OF COMMERCE

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

Tuesday, June 11 @ 6:30 pm  
City Council Meeting  
City Hall Council Chamber

Monday, June 17 @ 12:00 pm  
Board of Directors Meeting  
Downey Chamber of Commerce  
11131 Brookshire Ave. Downey

Wednesday, June 19 @ 10:30 am  
Fun on the Fairway Golf Tournament @  
Rio Hondo Event Center  
10627 Old River School Rd, Downey

Wednesday, June 20 @ 12:00 pm  
Ambassador Meeting - DARK

Tuesday, June 25 @ Noon  
Annual Installation Gala  
Embassy Suites by Hilton-Downey  
8425 Firestone Blvd. Downey, CA 9021  
\$45 per person

Tuesday, June 25 @ 6:30 pm  
City Council Meeting  
City Hall Council Chamber

Wednesday, June 26 @ 12:00 pm  
City Affairs @  
Downey Chamber of Commerce  
11131 Brookshire Ave. Downey  
Speaker: TBD

Message from the President



Hello Everyone,

As my year as Chamber President comes to the end, I would like to thank the Directors and everyone that assisted me during the year. It's amazing that only 11 months ago I wrote my first President's message telling myself that I have a lot on my plate, only to be here a year later writing my final message! This now gives me a bigger perspective how life evolves from youth to parenthood to the golden years. I have been associated with the Chamber for over 13-years. I've served under several presidents and was recently reminded by one of them, (who is the currently

the Mayor of Downey, Rick Rodriguez), that time flies in a blink of an eye. Be ready to put your seatbelt on and be ready to be warped into present life. That is so true in my personal life. My boys have now grown up since I started the Chamber. My first is now a 19 yr. old working and going to school, my 17 year old will be a senior next year and trying to pick the right college for 2020, my 3rd will be graduating from 8th grade this year and will be an incoming freshman where my 17 year goes to school and finally my 4th child just turned 11 years old last month. Our last baby. I miss each of my baby boys but as a father you try to direct them in the right path and hopefully it all works.

As the President, I only have a year to put things in motion that will benefit our business members in the Community. As my year comes to and end, I would like to remind everyone of Our Mission Statement: We are committed to promoting and meeting the needs of our members to create the best Community in which to live, work and do business, while providing leadership for the advancement of economic vitality by building relationship with city representative to benefit all business within Downey. I believe that everyone associated with the Chamber has worked very hard to achieve that goal.

We have started to mold the Chamber for a new generation!! Not only in the look, feel, and function but also on how we as a chamber can help businesses grow, along with how to interact and create a solid relationship with the City and business leaders in the Community.

-- John F Casillas,  
Former Downey Chamber President

Message from the Executive Director



Welcome to June! Always a very busy time with our Golf Tournament on the 19th and our Annual Installation Gala being held on the 25th. The Golf Event is always a lot of fun and the Committee Chairs, Larry Garces and Ron Long are promising a great day of fun and activity. We will be installing Carrie Uva as our next President along with our Executive Board for 2019/2020.

But may I "talk" about Street Faire? Saturday the 4th the Chamber of Commerce put on the 26th Annual Street Faire! Once again nearly 12,000 people filled Brookshire Ave. checking out over 130 booths of crafts, information and of course, some great

food! The kids enjoyed some very creative bouncy buildings and we had some incredible entertainment on our two stages. Oh, and don't forget our friends at Courage Forward who provided the Beer Garden which is quickly turning into one of the most popular venues. Street Faire has become a great opportunity for family, friends and neighbors to get together and just hang out. Thank you to the City of Downey who allowed the Chamber to closed-down Brookshire for the afternoon. Also, the City's Public Works Department, City Fire and Police, volunteers from Downey Adult School, CERT, Downey's Emergency Preparedness Group, Abner and Connie from Downey High, the Chamber's Directors and Ambassador's and of course, the Chamber Team of Sarah and Blake. Everyone worked so well together to create a wonderful day. It was the BEST!

One quick personal note, after nearly 25 years, the attractive Mrs. Calvert is retiring from her position at Warren High School. For most of that time, she has worked in the classroom with special needs students ranging in age from Elementary up to High School. I just want to thank her for working in sometimes challenging situations, and for providing such a positive role model for our family and for the decades of students that you have taught. Get some rest, I'll see you after work!

-- Michael Calvert, Executive Director  
Downey Chamber of Commerce

MAYOR'S Corner



Summer is here and with that comes the opportunity to enjoy our city! Every year our Parks & Recreation Department works hard to put together a wide variety of programs and events for our students and residents to enjoy during the summer months.

The first Twilight Summer Concert of the year will be on June 12. Concerts are held at Furman Park every Wednesday at 7 pm through July 17. Come and enjoy our beautiful Southern California weather as you dance to Country, Salsa and Swing. Bring your picnic blankets, lawn chairs and dancing shoes. Food, beverages and snacks will be available for sale. Pets are welcome as long as they are kept on a leash.

Another great event happening at our City's park is the Golden Music & More event. Enjoy family fun under the stars at Golden Park on August 3 at 5 pm. The Tease Band will be playing the best in Latin, R&B, Top-40, Old School, 80's, 90's and more. For the little ones Sing, the movie, will play at dusk on a large inflatable outdoor screen.

With school out for summer the city has several options for kids to play, learn and be safe. "Wilderness Camp" is open to 6 to 14 year olds and will be held at Furman Park. The "Performing Arts Camp" is open to 8 to 15 year olds and will be at Golden Park. "Playground Adventures" will be held at various city parks and is open to 6 to 12 year olds. The "Girls on Fire Summer" workshop is for 6th to 12th grade girl students of the Downey Unified School District. The Columbia Memorial Space Center is will be offering robotics and engineering camp for children ages 9 to 14 year olds. For more information and to register for these camps please visit [downeyca.org](http://downeyca.org) and [columbiaspacescience.org](http://columbiaspacescience.org).

Summer is also a great time for older kids to volunteer. Join the City of Downey Volunteer Program and become a part of something great. A list of city opportunities as well as local organizations can be found on the city's website. For information on volunteer opportunities, follow us on our Facebook page or contact the City's Volunteer Coordinator Juddy Montenegro at [jmontenegro@downeyca.org](mailto:jmontenegro@downeyca.org) or 562-904-7284.

The Downey Youth Commission application process is open. We are seeking eager student leaders interested in becoming involved and learning more about our municipal government system. Deadline to submit application to City Clerk's office is July 10.

Stay Healthy Downey is a community collaborative that focuses on health and nutrition. They have been working with local organizations and health providers such as the Whole Child, Alta Med and the LA County Department of Health to bring health and wellness classes to our community. Classes are free of charge and are held at the Barbara J. Riley Community & Senior Center and are available for ages 12 and up.

To get to all of these events make sure to take the DowneyLINK, the City's public transit system. All routes begin and end at the Downey Depot Transpiration Center located at 8150 Nance Street and fare is only 50¢ a ride.

The Neighborhood Beautification Awards Program is going on now until June 21st. This program was established to recognize and reward residents, property owners and businesses for improvements and maintenance of their properties. Through their efforts, they strive to make our community a more inviting and beautiful place to live and work. Visit [downeyca.org](http://downeyca.org) for an application.

Thank you all our Downey residents who continue to make our city great. I am always available for any questions or ideas you may have. Happy Summer!

Rick Rodriguez, Mayor  
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Downey City Library

The City of Downey and the Downey Library Staff welcomed all Downey readers along with the Chamber Members to the ground-breaking of the extensive Library Renovation. The Library will be closed during the construction which will result in a complete overhaul of the interior along with a new, more current looking exterior.

The current Library Building was built in 1958 at a current cost of \$186,200. Now those were the days!! The Library officially opened in December 1959 so this will be the first major renovation in 60 years. Even though the Library will be closed for nearly 14 months, their website refers patrons to the Cloud Library, tutor.com and The New York Times website where your Downey Library Card allows you free-access. So be patient, and in no time, we will have a fantastic, state of the art facility that will enlighten and educate for decades to come!



Photo by Claudia Gomez

Many fans of the Library gathered to celebrate the groundbreaking ceremony. It was great seeing Mayor Rick Rodriguez, Mayor Pro Tem Blanca Pacheco, Council Members Alex Saab and Sean Ashton, so eager to see this project started.



Photo by Claudia Gomez

Looking to support "our neighbor" the Library and a chance to have a celebrity picture with Bob the Builder are Chamber Executive Director Michael Calvert, Ambassador Paula Mejia of C and E Capital, Ambassador Jeannie Woods of Albertson's Market, Chamber President Elect, Carrie Uva of 24 Hour Real Estate, "Bob", Director Rain Ng of Eipros, Ambassador Alex Hanks of Ocean Breeze Spa, and Former Mayor, David Gafin, Chamber Treasurer.

### Lets Do Lunch

The monthly gathering for May's Let's Do Lunch took place on May 2nd at Lazy Dog Restaurant located at 8800 Apollo Way. Patrick and his staff did an amazing job of serving us lunch along with featuring their new "Healthy Choice" entrees for lunch. A menu stressing farm fresh ingredients and with calorie counts under 750. Thank you to the Downey Symphony Guild that provided prizes which were raffled off to our grateful attendees. Watch the Chamber's website for the next events and locations.

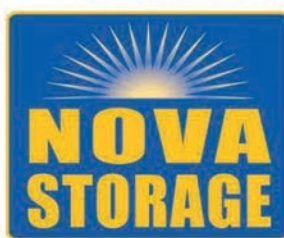


Getting some great skin care and make up tips from the Chamber's Mary Kay representative are Ron Long of Sunrun and Jeannie Woods of Albertson's Market.



Are we enjoying a lovely "park like" setting for lunch? Not quite, it was wonderful to network and dine on Lazy Dog's patio! Enjoying the "outdoors" are Ambassadors and Chamber Directors Rain Neg of Eipros, Alex Hanks of Ocean Breeze, Maria Robideau, of Risher Mortuary, Paula Mejia of C and E Capital, and Jazmin Gomez of the Downey Patriot.

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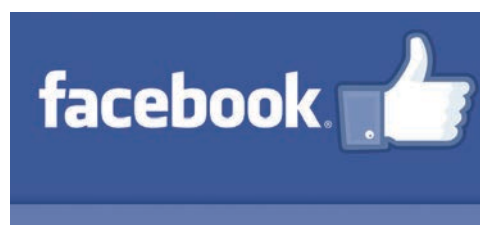
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Ambassadors of the Month | MONICA DIEN



This month's Ambassador Profile is Monica Dien, of Financial Partners Credit Union (FPCU). FPCU has been serving Downey and its surrounding cities for over 80 years, offering better banking through great rates and lower fees.

Monica's background is in graphic design and marketing. She has been serving the chamber for 3 years and currently co-chairs

the ambassador committee, where she recruits prospective members and assists in planning upcoming chamber events. She has been a member of the Christmas Parade, Street Fair, and Golf Tournament Committees, where she provides creative marketing solutions to enhance the effectiveness of these events.

Recently, Monica became a first-time mom to Jane, her 7-month old baby girl.

"Motherhood is such a privilege. It's scary and exciting all at once but thanks to everything I've learned at Financial Partners Credit Union regarding money management, I feel prepared in ensuring my family is financially sound and stable," said Dien. "One of the most satisfying parts of my job is speaking with parents and students about how to be financially fit. My daughter is too young, but I will make sure she is financially fit when she is a little older!"

CHAMBER on the town



Presenting awards to Joanna Peterson of Gallatin Dental, is Downey Kiwanis, the Noon Club, President Rose Schneeberger. Ms. Schneeberger was also honored by her Kiwanis Club as their Volunteer of the Year!!

It was a special day for the Chamber's Immediate Past President, Joanna Peterson. Joanna was recognized by Downey's Coordinating Council as the Chamber's

VOLUNTEER OF THE YEAR!!

The dinner was held at the Rio Hondo Country Club where numerous city organizations submitted a deserving member for recognition. Thank you, Coordinating Council, for this wonderful event and Congratulations Joanna for an honor well deserved.

Ambassador Lunch

May 15th was date for our Ambassador Luncheon, and what a special occasion it was!! Between the Heavy Metal Music and the Pink Flamingo center pieces Ambassador Chair, Joanna Peterson had all the bases covered. This was Joanna's last meeting as Chairperson as she is stepping away to become the President of the Kiwanis Noon Club here in Downey. Thank you, Joanna, for all your hard work and the great day of recognition you put together for your group. Thank you also to Rock and Brew! Once again, we had a wonderful lunch, a great venue on the patio and, of course, amazing service and food! Rock & Brew is located at 251 Stonewood St between the Macy's and Sears stores and they create a perfect venue for your special events.



Ana Fuentes of Financial Partners Credit Union, Daniel Andrade of Beautiful Homes Real Estate, Monica Dien of Financial Partners Credit Union, Jeannie Wood of Albertson's Market received a Certificates of Recognition from Council Member Frometa and Joanna Peterson



Also enjoying their Certificates of Appreciation are Ron Wood of Sunrun, Cindy Kovach of US Bank, Rain Neg of Eipros, presenter Council Member Claudia Frometa, Sheila Tetango Bartolone of Financial Partners Credit Union, and Joanna Peterson.



One of the great things about the Ambassador Group is how they like to recognize those people that are always there to help our group. We were honored to have City Council Member Claudia Frometa (left), who along with Joanna Peterson, of Gallatin Dental (right) presented Jessica Flores of the City's Community Development Department, a Certificate of Appreciation from the Chamber.

Congratulations and Thank You!

- |   |   |
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- Meredith Perkins
- Jim Reynolds
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- David R. Gafin

*Celebrating Ribbon Cuttings*

**Black Bear Diner**

May 8th was a busy morning for The Black Bear Diner as they hosted their much-anticipated Ribbon Cutting Ceremony. After some coffee and bear claws, representatives of the city, the Miss Downey Court, the Chamber of Commerce, and a packed restaurant welcomed Operating Director Bil Gadbow as a Chamber Member. As a thank you Mr. Gadbow and the amazing wait staff, treated their guess to a complimentary lunch, and after that lunch I think it's safe to say we'll be coming back very soon. The Black Bear Diner is located at 7900 Florence Ave.



Mayor Rick Rodriguez presents Black Bear's General Manager Daniel Bowers Downey's Certificate of Recognition. Also enjoying the event are Bill Gadbow, Black Bear's Operating Director and Downey City Councilman, Alex Saab.



Presenting Black Bear's Operating Manager, Bill Gadbow with the Chamber of Commerce plaque is John Casillas, Chamber President. Helping John is Mayor Rick Rodriguez and Councilman Alex Saab. Also lending support are Chamber Board Members Carrie Uva, Cindy Kovach along with Chamber Ambassadors Jeannie Wood, Linda Gomez, the Unofficial Mayor of Downey Ave. Javier, and Paula Mejia.



It's Official!! The ribbon is cut and Black Bear Diner is open and ready to go!! A big "thank you" goes out to Black Bear Manager, Daniel bowers and Operating Director, Bill Gadbow who hosted a great Brunch for all of our attendees. Great food, wonderful service and we are all looking to get back there as soon as possible.

**Southern California Resources Services for Independent Living**

On May 14th the Chamber of Commerce was honored to welcome Southern California Resources Services for Independent Living as members. COO, Mario Galdamez and Director of Public Policy, Hector Ochoa gave the Chamber Board and Ambassadors a tour of their facilities. Mr. Ochoa shared some the organizations 40-year history of helping people with disabilities live full and independent lives. The community is lucky to have them, and we look forward to working with them in the future.



Chamber President Elect, Carrie Uva of Century 21 Real Estate delivers the Chamber Plaque to COO Mario Galdamez and Director of Public Policy, Hector Ochoa of SCRS-IL



The love and support given to this organization by its clients and staff is so very evident. Everyone wanted to come out and support SCRS-IL as they become our newest Chamber Members. It was difficult to get everyone into the ribbon cutting picture! The Chamber looks forward to having this very valuable organization at upcoming events.

Unlimited PTO: an Unlimited Nightmare for Employers or Cutting Edge Solution?



Recently, some employers have ditched traditional vacation and paid sick leave policies and begun offering employees unlimited paid time off ("PTO"). Historically, an employee's time off has been separated into vacation time and paid sick leave. An employee accrued both types of leave and could use the number of paid sick leave or vacation days earned up to that point. The status quo began changing when some employers combined vacation and paid sick leave into one collection to be used at the employee's discretion. Employers commonly tempered this new freedom by placing restrictions on their PTO policies, such as capping the maximum amount of time off allowed.

Unlimited PTO policies have further revolutionized leave by eliminating the maximum amount of time employees can take off work. However, only a relatively small number of companies have committed to a truly unlimited PTO policy. Consequently, it is an open question whether unlimited PTO policies are an unlimited nightmare to employers or a harbinger of beneficial things to come.

Potential Benefits of Unlimited PTO Policies

Unlimited PTO policies appear very employee friendly. An unlimited PTO policy promotes autonomy and can improve work/life balance. Flexible policies foster trust, avoid burnout, and focus employees on meeting objectives rather than worrying about accruing hours. Employees can feel more in control of their lives and morale can skyrocket as a result.

Along with the benefits of a potentially happier and healthier workforce, unlimited PTO policies could advantage employers as well. Critically, unlimited PTO policies offer cost-savings. Employers no longer need to track constantly accruing vacation and paid sick leave hours thereby reducing administrative costs. Human Resource professionals will also be able to use their newly liberated time to focus on other important matters. Moreover, companies with unlimited PTO policies can use such policies to recruit higher caliber employees by touting the company's superior work/life balance. Better employees lead to better results and ultimately a more profitable enterprise for all concerned. Finally, employers can still protect themselves from an employee abusing the system by maintaining rigorous work product standards. Employees who take too much time away from the office can be reprimanded when their work inevitably suffers.

Potential Pitfalls of Unlimited PTO Policies

Unfortunately, there are downsides to unlimited PTO policies. Problems can arise from inconsistent enforcement and animosity arising between employees taking varying amounts of time off. Unequal administration and approval of PTO may lead to discrimination or retaliation claims with the State or Federal government. Further unrest can stem from some employees, who take little time off, observing their colleagues going on what some employees could consider lavish vacations. Meanwhile, the employees staying at the office can be left to pick up the slack when others leave.

Employers must also remain cautious when combining paid sick leave and vacation days into one unlimited PTO policy. California law requires employers to provide a certain amount of paid sick leave to employees per year. Local jurisdictions, such as the cities of Oakland, San Francisco, Los Angeles, Santa Monica, and San Diego, add further complications by having additional requirements. Employers can inadvertently violate the law by denying time off when the employee is actually exercising rights protected by law. Such violations can invite lawsuits and intrusive investigations from regulatory agencies, as well as foster discontent in the office.

Conclusion

While the law imposes many restrictions, employers can be very creative in how they structure vacation time and paid sick leave. Unlimited PTO policies are only the most extreme version of this innovation. However, like any cutting edge solution, new advantages can be offset by unexpected problems. Employers must be very careful when administering an unlimited PTO policy. The Policy must be enforced evenly over all employees or the employer risks a discrimination lawsuit. Employers must also ensure that employees are able to take paid sick leave in accordance with State, and potentially local, law.

Despite these potential problems, an unlimited PTO plan offers significant benefits employers should consider when structuring their benefits package.

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.

It's Never too Early to Plan for the Holidays

The Holidays will be here before you know it and what better way to get in shape for all the travel, shopping and of course eating, than to start your training for the 4th Annual Elf Run!! The morning of Dec. 1st will be the time to hit the streets and run 3.1 miles in your very best Elf Outfit!! Start your training now, dream of receiving your finisher's medal and how proud you'll be in your official Elf Run T-Shirt! See you in December...



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