



Downey Business

OFFICIAL PUBLICATION OF THE DOWNEY CHAMBER OF COMMERCE

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

www.DOWNEYCHAMBER.org • info@downtownchamber.com | MARCH 2020 • VOL 48 • NO. 3

MARCH 2020 • VOL 48 • NO. 3

Marriott Groundbreaking


It is always a great day when the City of Downey, along with the Downey Chamber of Commerce can welcome a dynamic and exciting project to our City. The long-awaited start of the new Springfield by Marriot, a Downey Hospitality LLC property began construction with a turn of the shovel, some welcoming words and great pastries from Porto's. Mayor Blanca Pacheco, with Mayor Pro Tem Claudia Frometa detailed how important this project is for Downey and detailed the overall excitement that is building with this construction. Councilmen Rick Rodriguez and Alex Saab were on hand to welcome Dev and Sharid Patel and thanked them for the hard work and perseverance with the project. The hotel will have over 80 rooms, a banquet center, retail space, along with a rooftop pool. The Chamber is already planning a rooftop mixer!!



THE DOWNEY CHAMBER OF COMMERCE PRESENTS

GROUND BREAKING CEREMONY SPRINGHILL SUITES BY MARRIOTT

Join us as we welcome Kamla Hotels to the City of Downey



FEBRUARY 26 AT 2 PM
9066 FIRESTONE BLVD, DOWNEY, CA 90241

Location is next to Dunkin Donuts. For more information about this event please contact the Downey Chamber of Commerce at (562) 923-2191



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
www.downeychamber.com

--OFFICERS--

President
CARRIE UVA, 24 Hour Real Estate
President Elect
MARIA FERNANDEZ, Sunrise Realty
Vice President
LARRY GARCES – Security Land Escrow Co.
Treasurer
DAVID R. GAFIN, CPA
Co-Treasurer
JESSE GALLARDO, J.E. + Associates
Immediate Past President
JOHN CASILLAS – Farmers & Merchants Bank

--DIRECTORS--

• SHEILA TETANGCO-BARTOLONE, Financial Partners Credit Union • MICHAEL CHIRCO, Chirco Heating & Air • MARIANA PACHECO, Pacheco Realty and Associates • CARMEN GONZALEZ, Kaiser Permanente • JOANNA PETERSON, Gallatin Dental Group • JOE CERVANTES, Rise Again Printing • NEELAM "RAIN" NEG, EIPROS • RONALD LONG, Sun Run • GREG WELCH, Risher Mortuary & Cremation Service •

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

Events & Meetings

Tuesday, March 10 @ 6:30 pm
City Council Meeting
City Hall Council Chamber

Monday, March 16 @ 12:00 pm
Board of Directors Meeting
Downey Chamber of Commerce
11131 Brookshire Ave. Downey

Tuesday, March 17
5:00 pm – 7:00 pm Multi Mixer @
Embassy Suites by Hilton Downey
8425 Firestone Blvd, Downey

Wednesday, March 18 @ 12:00 pm
Ambassador Lunch
Location: TBD

Tuesday, March 24 @ 6:30 pm
City Council Meeting
City Hall Council Chamber

Celebrating 117 Years
Anniversary Luncheon
Wednesday, March 25 @ 12:00 pm
(check in 11:30 am)
Embassy Suites by Hilton Downey
8425 Firestone Blvd, Downey
Cost: \$46

City Affairs – Dark for March

Thursday, March 26 @ 5:00 pm
Ribbon Cutting Ceremony
Shop Pretty Chloe
12832 Paramount Blvd, Downey

Message from the President



Greetings to all Downey Residents and Downey Business Owners,

As your Chamber of Commerce President I am happy to report that this year's Street Faire will be held on May 17, 2020 and will be in conjunction with Metro's Ride & Stride. It will be a huge event with over 60,000 people in attendance. We encourage all business owners to participate in this event by being a sponsor and in return your business will get some great exposure at this event. Secondly, anyone who wishes to purchase a 10x10 booth at the Street Faire applications are now available on our website @ downeychamber.org

Let me congratulate and welcome our new member Cipriani Performance and Productivity Consulting who held their ribbon cutting ceremony on February 27, 2020 at the Chamber office.

Another new member Cadiz Boutique located at 7948 Florence Ave, Downey joined the Chamber in February. This boutique stocks amazing children's clothes and accessories. Stop by and check out the beautiful clothes, headbands, ribbons, bows, etc this store has to offer. They even have 1st Communion Dresses, Baptism outfits and so much more.

On February 26, 2020 the long awaited Springhill Suites by Marriot held their ground breaking ceremony. The new hotel will be located next door to Dunkin Donuts on Firestone Blvd. It is going to be a great new addition to Downey with banquet facilities, restaurant and plenty of rooms!

Our monthly City Affairs meeting in February was organized by Aldo Schindler the Director of Community Development for the City of Downey who arranged for the 2020 Census to do a presentation at the Chamber's City Affairs meeting. Thank you Aldo for arranging this great and informative presentation. We all learned the reasons why it is so important for everyone to complete the census package. By April 1, 2020 we will all be receiving an invitation to participate in the 2020 Census. You will have three options for responding:

- Online
- By phone
- By Mail

Why is this important to complete? The Census determines California's federal funding for important community services that help support our families and fair share of representation in California and Washington DC. The Census will determine the number of representatives California has in the US House of Representatives and the number of votes we have in the Electoral College. The 2020 Census will help decide how many billions of dollars will reach our families/communities. Census data also determines funding allocations for our schools, child care programs, road maintenance, social assistance programs, determines where new hospitals are built, improves our health programs and increase jobs and business opportunities. As you can see the data obtained from the Census helps in many aspects of our daily lives..... so please take time to complete the Census questionnaire when you receive it in the mail.

Rest assured, information collected during the 2020 census cannot be shared or used against you in any way. Your privacy is kept confidential.

If you have any questions you can call 213-328-6660 or email at info@census.ca.gov.

Upcoming Events:

- March 19--Downey Chamber Ambassador Lunch
 - March 17--Downey Chamber & Multi Chamber "Lots O'Luck Mixer" @ Embassy Suites
 - March 25--117th Anniversary Lunch @ Embassy Suites
 - March 25--Downey Chamber City Affairs
 - March 26—Ribbon Cutting for Shop Pretty & Chloe located at 12882 Paramount Blvd
 - May 17--Downey Street Faire in conjunction with Ride & Stride
- Check Downey Chamber Website for times and locations @ downeychamber.org

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



Good News!! The Downey Chamber is bringing back the Chamber Mixer. On March 17th, join us at the Embassy Suites Hotel (a Hilton Property) on Firestone Blvd. Our plan is to go all out and bring many of our neighboring Chambers to Downey!! This will be such a great chance to get together with so many business leaders and share the story of your business and what makes YOU the best at what you do!! So, plan on joining us on March 17th, wear your green, bring your business cards and get ready to meet your next important customer.

But just before the Mixer, on March 8th, I will be running (really, mostly shuffling) the LA Marathon! I ran my first LA Marathon in 1985 after being inspired by attending the Women's Olympic Marathon in 1984. Sitting in the Coliseum and seeing those strong women finish a 26.2-mile race was incredible and made me think that was something I could do. So, I did

some reading, some training, and thought with a little luck I could do this. After 35 years, I have now run each and every LA Marathon. In the first few years, the race was sponsored by Mercedes Benz and a car was awarded to the first male and female winner. I would always leave the house and tell the attractive Mrs. Calvert that I would be home with a new Mercedes! That never quite happen, but I am happy to have participated in the race every year. I remember all the different courses from running into the Coliseum at the finish, running around downtown and the skyscraper finish line to the current Stadium to the Sea course that runs through LA, Hollywood, West Hollywood, Beverly Hills, Century City, Westwood, Brentwood and with an amazing coast line finish in Santa Monica. It sounds exhausting!! It's been fun and honestly a lot of work, but I've been lucky to have great support from my family, friends, coaches, and not to mention some great shoe salesmen!! Thank you for all your help it's been a great 35 years and let's see how long these old legs will keep carrying this body to a finish line.

Just another reason to go to our St Patrick Mixer and see if I'm still walking!! I will be happy to see you all there!

-- Michael Calvert, Executive Director
Downey Chamber of Commerce

Celebrating Ribbon Cuttings

Cipriana

February 27th was the day for a Chamber ribbon cutting here at our office. Gina Cipriana, founder of Cipriani Consulting chose our office to celebrate officially joining the Downey Chamber of Commerce. Ms. Cipriani is trained to assist in developing a more productive workplace. She focuses on keeping employees engaged, reducing absenteeism, improve employee resilience while helping your work staff deal with stress. Gina has a program for a complimentary consultation (\$125 value) and help get your company moving in a more productive and profitable manner. She can be reached at (310) 989-2541 or by email at gina@cipriani.consulting.



Chamber President, Carrie Uva of 24-Hour Real Estate, presents Gina Cipriani with her Chamber membership plaque.



Chamber Director and Past President, Joanna Peterson, of Gallatin Dental represents the City of Downey and presents Ms. Cipriani with a Certificate of Recognition.

Since 1967

DOWNEY PARTY RENTALS


562.861.1616

10900 Paramount Blvd.
Downey CA 90241

Hours:

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

Coca-Cola Refreshments



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



No artificial flavors, no added preservatives.
Since 1955

open to all

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

A group photograph of Chamber members and Miss Downey Courts standing in front of the Downey Chamber of Commerce building. They are all smiling and holding a red ribbon.

A group photograph of Chamber members and Miss Downey Courts standing in front of the Downey Chamber of Commerce building. They are all smiling and holding a red ribbon.

The before and after when the ribbon is cut. Thank you to our Chamber Directors, Carrie Uva, Joanna Peterson, Maria Fernandez of Sunrise Realty, Greg Welch of Risher Mortuary, Carmen Gonzalez of Kaiser Permanente, Ron Long of Sunrise Energy, and Rain Neg of Eipros, for supporting our new member. A special thank you to the Miss Downey Courts, it is always great to have your fun and spirit at our events.

Chamber on the Town



Falcons Fly High!!

It was a great chance to mix and mingle with the Alumni Association of Cerritos College at their recent mixer held at Bar Louie at the Downey Promenade. It's a fun group of people who take the task of spreading the word of success as a result of their education at Cerritos College very seriously. The goal of the organization is to promote the quality of education and the wide range of opportunities that available to students at Cerritos. The majority of Cerritos students come from Downey, so it makes sense that we should meet at our local restaurant. If you went to Cerritos College and would love to connect with many former students, please check the Cerritos website and come join us.



Received a wonderful invitation from Shannon Wing and Annette Norwood of Macerich Management, to join them for lunch at BJ's Restaurant in Stonewood. Shannon and Annette manage the Stonewood Mall along with the Mall at Lakewood. Stonewood is planning a large art project to coincide with Earth Day. The project will be completed outdoors and will involved local artists along with students and just about anyone who would like to volunteer. The project will be permanently displayed in the mall sometime after May. Please follow the Stonewood Facebook page and the Chamber will also post information as the event draws closer. Thank you Shannon, Annette and BJ's for a great lunch.

Ambassador Lunch

Bar Louie (located in the Downey Promenade) was host to our monthly Ambassador Meeting and what a great job they did by providing our group with wonderful food and service! It was also a pleasure to welcome new members to this hard-working band of volunteers. A big "shout out" to Annette Norwood and Shannon Wing of Stonewood Center, along with Victor Chavez of Inbanet Real Estate Lending, and Adrian Gonzalez of CPG Event Rentals. Great to have you on board and we look forward to your contributions to our events. Speaking of events, the Ambassadors noted the many upcoming ribbon cuttings, the annual Anniversary Luncheon, and the many plans being made for the Street Faire on May 17th.

Rain Neg and Paula Mejia, co-chairs of the Ambassadors set the expectations for these future functions and we had a great time recapping all the events that were held in February. A big "thank you" to Dr. Steve and Joanna Peterson of Gallatin Dental for their outstanding "Re-Grand Opening", it truly was the highlight for February!!



Receiving his Chamber welcome bag is Victor Chavez who is a new member and is already wanting to become more involved with the Chamber. Presenting his gift is Chamber Director Joanna Peterson of Gallatin Dental.



Enjoying their fine lunch at Bar Louie is our Ambassador Team. A special welcome to Shannon Wing and Annette Norwood (far left) of Stonewood Center, and Adrian Gonzalez of CPG Rental along with Victor Chavez of Inbanet Real Estate (both center) who were all first-time attendees.

DOWNEY
CHAMBER OF COMMERCE



**in association with
Ride and Stride**

**Sunday May 17th,
2020**

10:00AM - 4:00PM

**Downey Ave.
between Firestone and Stewart
and Grey**

**FOOD, FUN, LIVE
ENTERTAINMENT,
CRAFTERS, VENDORS,
KIDS FUN ZONE, AND
SO MUCH MORE.**

**Applications and Sponsorship information will be available on our
website. Booth Spaces will be available on a first come first serve basis.
For more information please email Blake@downeychamber.com or call
the chamber office at 562.923.2191**

Wage Statements and Personnel File Requests



Introduction

A consistent and telling first sign of possible litigation can appear casually, and under the guise of a simple request. Current and former employees have the right to make a request for their wage statements and personnel file. However, as is now often occurring, that request comes not from the employee, but from that employee's legal counsel. This can be a tell-tale sign that a legal claim is coming, making it important that employers know how to properly and promptly comply with such requests.

Wage Statement Requests

California Labor Code § 226 requires, upon written request from a current or former employee, an employer furnish or make available itemized wage statements within twenty-one (21) days of receiving the request. This request can require furnishing up to the prior three years of the employee's wage statement history. The Labor Code provides for a \$750 fine for an employer's failure to timely comply with such a request.

However, the real monetary penalties can stem from violative wage statements. Each and every wage statement must include: gross wages earned, total hours worked for the pay period, the number of piece-rate pay earned (if any), all deductions made to the wages, the net wages earned, the dates of the pay period, the hourly rate of the employee, the name and address of the employer, and either the name and last four digits of the employee's social security number, or the employee's unique employee identification number.

It is imperative employers comply with the Labor Code requirements for wage statements, as failure to comply can lead to costly and lengthy litigation. Once you ensure your wage statements are lawfully maintained, complying with a wage statement request becomes less stressful and significantly easier.

Personnel File Requests

Labor Code § 1198.5 provides current and former employees with the right to either inspect or receive a copy of their personnel records upon written request. An employer only has thirty (30) calendar days to comply with this request. Unfortunately for employers, personnel records are not defined by the Labor Code, making it often difficult to comply with such a request.

The Division of Labor Standards Enforcement (DLSE) has provided some guidance on what categories of documents make up a personnel file but does not provide an exhaustive list. Documents which likely constitute personnel records include: employment applications, payroll authorization forms, disciplinary action (write-ups, warnings, etc.), termination documents, leaves of absence requests, training records, performance reviews, and attendance records.

While neither the law, nor the DLSE, specify all of the documents that are included under the umbrella of a personnel file, the Labor Code does specify that the following do not need to be included: records relating to the investigation of a possible criminal offense, letters of reference, and ratings, reports, or records that were (a) obtained prior to the employment of the employee, (b) prepared by identifiable examination committee members, or (c) obtained in connection with a promotional examination.

Determining what to include and what to exclude in a personnel file request can be a daunting task for employers unfamiliar with such requests, especially doing so within 30-days' time. Despite these challenges, it is important to ensure you timely provide a copy of (or an opportunity to inspect) a personnel file to ensure you do not face the \$750 penalty for failure to comply with the request.

Labor Code § 432 Requests

It is also becoming more common to see a Labor Code § 432 request in addition to the standard wage statement and personnel file request. Labor Code § 432 provides that an employee or job applicant is entitled to a copy of any document they signed relating to their employment upon request. One reason this is starting to be thrown into wage statement and personnel file requests in an attempt to capture some documents that may not ordinarily be required to be provided in a standard personnel file request.

For example, some employers require employees to initial or sign their time entries per workweek or pay period. While time records are not included in the DLSE guidance as constituting personnel records, a request under Labor Code § 432 could arguably now include these records. This only adds the confusion of employers on how to appropriately comply with wage statement and personnel file requests. As such, if you receive a Labor Code § 432, contacting your legal representative may be necessary to ensure you do not over-include, or under-include, documents you intend to provide in response to a request.

Conclusion

Ensuring compliance with the California Labor Code can be a daunting task. As wage statement and personnel file requests continue to increase in number, it is imperative employers review and update their employment practices accordingly.

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.

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

