

# 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 | OCTOBER 2019 • VOL 47 • NO. 10

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#### TRUNK O' TREAT

The Chamber is proud to be a part of this family friendly event being hosted by Downey Nissan.

Downey Nissan is such a great example of a corporate partner working with the community and has been an excellent teammate supporting many of our annual event like the Golf Tournament, Christmas Parade and Street Faire. Please come enjoy the first of what we hope will be an annual event at Downey Nissan. Thank you Brittany Hutcherson and staff for coming up with this great idea!!

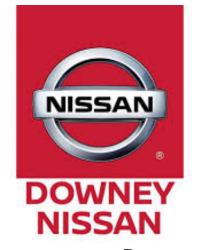


Photo by Claudia Gomez





Photos by Claudia Gomez





**Downey Nissan and the Downey Chamber of Commerce Presents** 

The 1st Annual

# Trunk o' Treat Extravaganza

**Date**: October 29<sup>th</sup>, 2019 **Time**: 5-8 PM

Location: Downey Nissan 7321 Firestone Blvd, Downey, Ca 90241

# A Spooktacular evening of Trick or Treating, Costumes, Tasty Food, Robots and Raffles!





## Downey Business

#### -STAFE--

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

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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, October 8 @ 6:30 pm City Council Meeting

City Hall Council Chamber

Wednesday, October 9 @ 12:00 pm State of the City -Mayor Rick Rodriguez Rio Hondo Event Center 10627 Old River School Rd. Downey Program: \$45

#### Thursday, October 10 @ 4:30 pm – 7:00 pm Ribbon Cutting Ceremony & Open House

Azar Event Center 12215 Slauson Ave. Santa Fe Springs, CA 90670

#### Wednesday, October 16 @ 5:00 pm Ambassador Halloween Mixer

@ Downey Chamber of Commerce 11131 Brookshire Ave. Downey

#### Thursday, October 17 @ 4:30 pm Ribbon Cutting Ceremony

The Balloon Maven 12832 Paramount Blvd Downey

#### Monday, October 21 @ 12:00 pm Board of Directors Meeting

@ Downey Chamber of Commerce 11131 Brookshire Ave. Downey

Tuesday, October 22 @ 6:30 pm City Council Meeting City Hall Council Chamber

#### Wednesday, October 30 @ 12:00 pm City Affairs

@ Downey Chamber of Commerce 11131 Brookshire Ave. Downey Speaker: Ronald Long-SunRun

# Message from the President



Greetings to all Downey Residents and Downey Business Owners,

Wishing you a very Happy Fall. I know we are all probably looking forward to the weather cooling down, the high humidity going away and the wonderful fall crisp, & cool weather arriving!

During the month of September the Downey Chamber of Commerce had 4 Ribbon Cutting Ceremonies.

On September 4th, 2019 Kentucky Fried Chicken (KFC) had a Ribbon Cutting Ceremony to celebrate the Remodeling of their Restaurant. KFC has been in Downey for over 40 years, and the new fresh look was certainly welcomed by all those in attendance. Wishing Manager Amparo and her staff much success.

On September 9, 2019 Cesar Salas of TFL Fitness had a Ribbon Cutting Ceremony to celebrate his new addition/expansion to his gym. He

encourages all Downey residents to join his Gym and take advantage of his 8 week challenge to lose weight and get fit.

On September 12, 2019, Crystal Cave Car Wash had a Ribbon Cutting Ceremony to celebrate the grand opening of their new Car Wash. A new type of Eco Friendly car wash with prices ranging from \$5 to \$12 per wash.

On September 17, 2019 Downey Foundation for Educational Opportunities had a ribbon cutting ceremony. This organization is dedicated to giving children of Downey equal opportunity and access to education.

We wish all of these companies much success.

I would like to welcome new members who joined our chamber in the month of September. A warm welcome our newest members:

Medella Pharmacy and Boba

XFL Elegance

The Medicine Shoppe and Pharmacy

The Balloon Maven

Thank you to our Police Lieutenant Alex Irizabal for being our Speaker at City Affairs meeting on September 25, 2019. Lt. Irizabal provided some great information about our Police Department and how they provide police services to those who visit, live or work in the city of Downey. Thanks Lieutenant Irizabal for a terrific presentation.

Chamber Ambassadors thanks for attending the Ambassador meeting on September 18, 2019. Another great meeting planned and organized by our Co-Chairs Rain Neg and Paula Mejia.

Thank you for all the businesses that attended our monthly "Let's Do Lunch" on September 5, 2019 at Rock & Brews Restaurant. Happy to see some faces attend the event, Rudy Sandoval, Moises Rios-Hernandez, and Ron Mgrublian. Definitely a great networking event for all those in attendance.

If anyone is interested in serving on the Christmas Parade & 5 K Elf Run Committee, please contact Sarah at the Chamber office to find out the dates of the meetings. Although the Parade & Elf Run isn't until December 1, 2019, we have already started to planning for these events. All are welcome to be on the committee.

October Events:

Oct. 3—Downey Chamber of Commerce "Let's Do Lunch" 12 noon Location TBD

Oct. 4-- State of the Schools 7 am @Office of Education, 9300 Imperial Hwy

Oct. 10—Havana Nights, 6-9:30 pm Downtown Parking Structure

Oct 16—Downey Chamber of Commerce Ambassador Meeting 12 noon Location TBD

Oct. 18—Downey Symphony Concert 8pm Downey Theatre

Oct. 30- Downey Chamber of Commerce "City Affairs" 12 noon at Chamber office Speaker Sun Run Solar and Chamber Director Ronald Long.

If you have any questions or concerns, please feel free to reach out to me at 562-382-1252 or email me directly at cuva17@aol.com

-- Carrie Uva, Downey Chamber President

# Message from the Executive Director



It's official, Fall has arrived. The days are getting shorter, the mornings are cooler, and the College Football Games are getting more and more important!! My favorite part of Fall is the beginning of Holiday Planning. The first order of business, at least at the Calvert Household, is what are the grandkids going to be for Halloween. It's always a work in process and the kids change their minds from witches to princesses, football players to ninja warriors it's a mystery until the pictures come in on Trick or Treat Night. The planning for Thanksgiving, where to eat, what to bring and what type of dressing will be served. Then Christmas lists and gifts...enough said and then the big finish of New Year's Eve. But the biggest holiday "event" USC playing in a major bowl!!! (That may have to be on my Santa's wish list)

At the Chamber, much like your family, our "family" is planning events that

we hope will be a part of your holiday memories. (The Chamber was planning on having Downey's State of the City in October, but due to an injury we have postponed the event until January 8th. All other details are the same so we will be informed in early January.) Next our office will be setting up for the Fourth Annual Elf Run. This year along with the many students that run, the Chamber is developing a Corporate Challenge where rival companies will compete to see "who's the fastest of them all!!" Of course, it would not be the Holidays without the 68th Annual Christmas Parade. This year the theme is "A Christmas of Serving". Our hope is to honor those individuals, organizations, and businesses that serve the City of Downey every single day. We live in a wonderful Community and helping others by serving is something that I experience every day. So many examples of people and businesses going the extra mile and making sure we are all taken care of. I love Downey, I love doing business in Downey, and I love spending my holidays in Downey!! (But don't tell my kids, they think I want to go to Denver!)

Please let us know if there is anything that the Chamber can do to help with your Holiday Planning and please come out and run with the Elves and enjoy the Parade on December 1st.

-- Michael Calvert, Executive Director Downey Chamber of Commerce

#### Lifetime Members

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

#### New Member

#### Medella Pharmacy & Boba

Joseph Girgis, Owner 8610 Firestone Blvd. Downey, CA 90241

#### XFL Elegance

Beya Felix, CEO 8860 Apollo Way #324 Downey, CA 90240 (562)381-2329

#### The Medicine Shoppe Pharmacy

Margaret Wanis 11003 Lakewood Blvd. #101 Downey, CA 90241 (562)869-9200

#### The Balloon Mayen

Carmen Orozco 12832 Paramount Blvd. Downey, CA 90242 (562)285-7012

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#### **5** Years

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#### 5 Years

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# Celebrating Ribbon Cuttings

#### **KFC**



Joining Manager Rudy Gonzalez (center holding the Chamber Scissors) are the KFC Marketing Team, Megan and Megan, Attaley Hernandez of Wells Fargo Bank, Joanna Peterson of Gallatin Dental, the KFC Staff, Mayor Rick Rodriquez, City Councilman Alex Saab, Chamber President Carrie Uva of 24 Hour Real Estate, and Pam Powers of Pacific Western Bank.

Labor Day is sometime considered the end of Summer, but luckily, the Chamber had one more shot at a fun Seasonal Picnic at the Ribbon Cutting and Grand Reopening of the KFC on Florence. The Chamber, City Officials and the wonderful team from KFC got together on September 3rd to celebrate this Downey tradition. Though the restaurant has been at 7865 E. Florence Ave. for over 40 years, the location has gone through a great renovation so it's time to celebrate!!

Thank you to Megan and Megan who work the marketing effort for KFC for the day. They provide games, face painting, and a full day of activities to show off this beautiful KFC. Please be sure and check out what they have done, it looks amazing!!



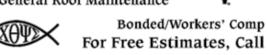
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Rudy Gonzalez, KFC Manager along with It's a Wheel of Good Chicken Fortune!! his staff, accepts their City Certificate from Mayor Rick Rodriquez ( a BIG KFC fan by the way,) along side City Councilman Alex next order, or KFC promotional merchandise. Saab.



Everyone who attended the event spun the wheel and won free food, discounts on your All the attendees loved the "Wheel"!

## **TFL - Fitness Center**

It was a healthy afternoon on September 9th when Chamber welcomed new member, TFL Fitness. The Facility is located on the corner of Firestone Blvd and Old River School and is run by Caesar Salas and Dorain Bravo who pledge to make TFL the last gym you will ever need. The workout rooms are very organized and gives you plenty of space to work out. The staff is very helpful and truly makes the focus about you and achieving your fitness goals.

Looking at the number of members who came out to support TFL show the type of "family" commitment that Caesar and Dorain have made to their clients. I suggest going to sign up BEFORE the Holidays! Let's make a promise to keep those annual 15 pounds of holiday cheer at bay with a little extra exercise!



It's always a great time when the City Officials, Chamber Directors and the Chamber Ambassadors come together to wish a new member a big welcome!!



Presenting the City Certificate is former Mayor and current City Councilman, Alex Saab (right). Accepting for TFL are owners/managers/trainers Dorian Bravo and Caesar Salas.

# Celebrating Ribbon Cuttings

### **Crystal Cave**



Stevenson Family making sure your car is buffed and polished to perfection!! Showing off Crystal Cove's microfiber towels are, Grandson Henry, Daughter in Law Laura Stevenson, Son Greg Stevenson holding Grandson Arlo, Daughter Erica Peacock and Father, Detlef Stevenson.

On September 12th we welcomed Crystal Cave Car Wash, located at 8845 Imperial Highway, to the Downey Chamber. Detlef Stevenson and his family were very welcoming to the Chamber staff, directors and ambassadors and even offered us a free wash. Crystal Cave is a self-service, drive through facility. However, the results are like a full-service car wash, at a more reasonable price and in much less time. Crystal Cave has single wash pricing, and you can purchase membership with unlimited washes during for the entire month. One of the more interesting things at the Ribbon Cutting was that one of Crystal Cave's famous customers is Tom Lister Jr, (he played the role of Deebo in the movie "Friday"). Mr. Lister offered his bicycle, featured in the film, as a raffle prize. We hope to see more from Detlef, his son Greg, and daughter Erica at Chamber functions in the future.



The Chamber Motto is NOW, "nothing is better than a clean car!!" Helping with the ribbon cutting is Chamber Director Rain Neg of Eipros, Mayor Pro Tem Blanca Pacheco, Laura Stevenson, Greg Stevenson, Erica Peacock, Detlef Stevenson, Marisela Vasquez of Bellflower Dental, Chamber Director Joanna Peterson of Gallatin Dental, Chamber Immediate Past President John Casillas, and Chamber Ambassador Maria Rubidoux of Risher Mortuary.



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#### Member Spotlight



This month the Chamber would like to spotlight one of our newest members, The Warren High School Music Parent Association. This organization consists of over 200 parent members whose emphasis is to improve daily skill development, character growth, and meaningful performance. Their Non-Profit program supports the Marching Band, Color Guard, Concert Band, Wind Ensemble, and two Jazz Bands. The support the expert

instruction for each section and ensemble.

WHS MPA is 100% supported by fundraisers that are organized by the member parents. They conduct six major fundraisers each year and rely solely on these funds and the support of the Community. In order to keep costs down there are no employees, but an elected Board oversees all the activities of their volunteers.

The Music Program has won many competitions and are the reigning Gold Medal Champions in the 5A SCSBOA Division. The organization attributes much of the program's success to their Bank Director, David Niemeyer. He selflessly gives of his time to ensure the success of the program. Mr. Niemeyer, in 2017, was named Downey Unified School District's Teacher of the Year. When asked about why they joined the Chamber of Commerce, Natalie Medina (the Vice President of the Executive Board), responded that the aroup is excited to join and be a part of this amazing community organization. They look forward to joining with other groups and connecting with fellow members.

#### Downey Symphony Will Light Your Fire!



Sometimes I like a little fireworks with my music! The brilliant young violinist Strauss Shi will bring the razzle-dazzle to Tchaikovsky's "Valse Scherzo" at the Downey Symphony's opening concert on October 19. But there's more than one way to turn up the heat, and in the great movie composer Franz Waxman's "Carmen Fantasie," based on themes from the popular opera Carmen, Shi's violin will mingle the fiery and the sweet, like Carmen herself.

That would be enough to light up the night, but the Symphony starts the evening with Brahm's "Academic Festival Overture"—equal parts academic procession and

frat party. And the concert closes with Tchaikovsky's 4th symphony, a whole arsenal of emotions in itself.

It adds up to an evening aptly named "Passport to Passion." So get off the couch and catch the fever!

Tickets are on sale at the Downey Theatre in person or by phone (562.861.8211; Tu-F 11-5). The cost is only \$35 or \$30, depending on seating area, so you can take your significant other for a dinner and a show and have a great evening together (students are only \$10). Doors open at 6:30 pm to give time to see a great art show in the Theatre lobby on the theme "Retro." There's a free talk at 7:15 pm, and the concert begins at 8:00 pm. There's some construction around the Theatre (it'll be fabulous when it's done!), so leave a little extra time for free parking at the Downey High School across Brookshire Avenue at Firestone from the Theatre.

#### MAYOR'S Corner



Happy Fall Downey!

There are various boards, commissions and subcommittees that address issues in our city. They are important in that they enable residents to participate in Downey's government processes. Below is a list of the active boards, commissions and subcommittees with their description, meeting information and contact information. All meetings are open to the public.

#### **GREEN TASK FORCE**

The Green task force reviews and make recommendations regarding energy, waste reduction, environmental items and water health. Meets: fourth Monday of the month at 5 pm, City Hall, 3rd floor

Contact: jmontenegro@downeyca.org or 562-904-7284

#### PLANNING COMMISSION

The Planning Commission is an advisory group to the City Council on issues and policies related to planning and land use regulation and community development in the city.

Meets: first and third Wednesdays of the month at 6:30 pm, City Hall Council Chambers Contact: mcavanagh@downeyca.org or 562-904-7154

#### PUBLIC WORKS COMMITTEE

The Public Works Committee reviews and makes recommendations regarding transportation and mobility, solid and hazardous waste, water supply, air quality, public utilities, energy consumption, recycling, conservation and infrastructure. Meets: third Thursday of the month at 4 pm, City Hall 2nd floor

Contact: grodriguez@downeyca.org or 562-904-7110

#### RECREATION AND COMMUNITY SERVICES **COMMISSION**

The Recreation and Community Services Commission recommends plans and programs for the improvement, maintenance and expansion of parks and playgrounds.

Meets: first Tuesday of the month at 4 pm, City Hall Council Chambers Contact: parksandrec@downeyca.org or

562-904-7238

There are various subcommittees that meet as necessary including:

- Budget Subcommittee
- •Civic Theatre Review
- Downtown Subcommittee
- Eco Rapid Subcommittee
- Firefighters Memorial Project Subcommittee • Rancho Los Amigos Property Subcommittee
- Revitalization of the City/School District Task Force
- Rio Hondo Golf Club Subcommittee
- Stay Gallery Subcommittee
- •Subcommittee on Homelessness
- Urban Forest Management Plan Workgroup

- Veterans Subcommittee • Website Subcommittee

For more information on these subcommittees please contact the council office at mldelgadillo@ downeyca.org or 562-904-7274.

This month is a very busy month with many events planned for you and your family to attend. The Keep Downey Beautiful Program will be having a Used Oil Filter Exchange event on Saturday, October 5 from 9 am-1 pm at the Auto Zone on 9920 Paramount Blvd. Residents will receive up to two new filters in exchange for two used filters.

In support of the Pink Patch Project, the Downey Police Department will be working as servers at the Lazy Dog Cafe at the Promenade on Thursday, October 17 from 5pm-9pm. Tips made will be donated to a local cancer research organization. Please join us in our efforts and stop by Lazy Dog for a good cause.

Downey Police Department, in partnership with the Downey Unified School District, is excited to seek out the help of our local students to design this year's Downey Police Department holiday greeting cards. One winner will be selected from each grade category. Winners from each category will receive a \$50 gift card and will be recognized at the City's Annual Tree Lighting Ceremony on Monday, December 9. Each winner's artwork will be featured on this year's Downey Police Department greeting cards. We can't wait to see and display the artwork of our amazing Downey students!

On Saturday, October 19 from 8 am-12 Noon there will be a Mulch & Shredding Event at the Downey City Hall west parking lot. Also on that day at 9 am Keep Downey Beautiful will be having a cleanup at the Grocery Outlet parking lot. Please arrive 15 minutes prior to the event. Gloves, safety vests, trash grabbers and bags will be provided. For more information please call 562-904-7102.

On Wednesday, October 9 is the Measure S Community Open House. City representatives and project team members will be available to answer your questions about all the Measure S improvement facilities and park projects. The Open House will be from 6 pm-7:30 pm at the Barbara J. Riley Community & Senior Center. For more information please call 888-600-7590 or email info@ downeymeasure-s.com.

Our local faith providers continue to meet and do great things to help those in need in our community. Please join us for the Clergy Council meeting on Monday, October 14 at 6 pm at the Barbara J. Riley Community & Senior Center. At our next meeting we will have guest speakers from the Southeast Los Angeles County Workforce Development Board (SELACO WDB).

The last meeting of the year for the Downey Business Watch Program is scheduled for Thursday, October 10 at 12 Noon at the Columbia Memorial Space Center. This program is a joint effort between the Downey Police Department and the Downey Chamber of Commerce. Join us for lunch as we discuss holiday crimes and how to protect yourself and your family against them.

Also on Thursday, October 10 is the highly anticipated Havana Nights. This free event

celebrates live music and art in Downtown Downey. The event will be located on the top level of the public parking structure on the corner of New Street and 2nd Street and will be from 6 pm-9:30 pm. This event is a great way to enjoy a night overlooking the Downey skyline with your friends and neighbors.

The Annual Drug Take-Back event is scheduled for Saturday, October 26 from 10 am-2 pm at the Downey Police parking lot. The Police Department will be collecting unused, unwanted or out-of-date prescription and over the counter medications. This event offers residents an opportunity to rid their homes of potentially dangerous drugs and minimize the potential for misuse and abuse. Event attendees will have the opportunity to drop off their medications into collection boxes provided by the Federal Drug Enforcement Agency (D.E.A). This event is co-sponsored by the Los Angeles Division of the Drug Enforcement Administration. For more information please call 562-904-2374 or email jaguirre@downeyca.org.

The city has two events planned for Halloween for families to enjoy. The Columbia Memorial Space Center invites you to wear your costume to Spooky Science Night on Saturday, October 19 from 5 pm. This is a frightful event that the whole family can enjoy with a variety of activities and demonstrations throughout the evening such as a make your own slime station, spooky robotics lab and a costume parade. Spooky Science Night will be from 5 pm-9 pm.

The Annual Pumpkin Patch will be held this year at the Downey Adult School from 5 pm-9 pm on Thursday, October 31 on Halloween night. Bring the family for a fun safe gathering of activities, games, pumpkins and all around fun family atmosphere.

Please don't forget to sign up for the Downey One Day of Service volunteer event. Join us on Saturday, October 26 from 9 am-12 Noon at the Rancho Los Amigos Rehabilitation Center. Volunteers will take part in a day of community service and give back by participating in various projects throughout the city. For more information on how you can participate please email jmontenegro@downeyca.org or call the City Manager's office at 562-904-7284.

Lastly, I wanted to send huge congratulations to the Columbia Memorial Space Center as they celebrate their 10th Anniversary on October 23. Ten years ago the idea of having a place where children can go to learn and get excited about science, technology, engineering and math was just a dream. Now every day the staff at the Space Center help motivate our kids to continue their spirit of exploration and imagination. Through programs and events offered at the Space Center we are able to give our children the opportunity to be college ready and to thrive in a modern STEM economy. Happy Anniversary Columbia Memorial Space Center!

God Bless,

Rick Rodriguez, Mayor 562-904-7274 | #AlwaysForward rrodriguez@downeyca.org facebook.com/mayorrickrodriguez instagram.com/mayorrickrodriguez twitter.com/mayorrrodriguez

#### Alternative Workweek Schedules: The Pros & Cons



Upon proposal by an employer, and the adoption by its employees, a company can adopt an alternative workweek schedule. An alternative workweek schedule, or AWS, is a work schedule that allows employees to create a schedule more conducive to their needs and desires rather than the traditional eight-hour per day, 40-hour per week schedule. With some parameters, a company can adopt shorter workweeks and have employees work greater hours on some days and less hours on others.

For example, employees could adopt a schedule where they work 8.5 hours Mondays through Thursdays, and only 6 hours on Fridays, or employees could also choose to work 10 hours four days a week, and then have a three-day weekend with no work on Fridays or Mondays. There are many AWS possibilities for employers to consider.

Why would employers want their employees to adopt an AWS? Because under California law, employers will not be required to pay overtime wages when an AWS has lawfully been enacted. Why would employees want to adopt an AWS? Because they can have greater flexibility and longer weekends.

#### The Law

California Labor Code § 511 provides the legal authority to establish an AWS. An AWS is available for nonexempt employees falling under most wage orders. An AWS is deemed adopted only if is approved by two-thirds of the affected employees by a secret ballot election. An AWS in California cannot consist of shifts greater than 10 hours per day, and generally must still fit within the confines of a 40-hour workweek. To enact an AWS, there are certain strict procedures that must be followed. However, provided all enactment requirements are met, a company can adopt an AWS.

#### Pros & Cons

Before adopting an AWS, it is important to understand the pros and cons, so that a company can make an informed decision about the needs and desires of their workforce.

The Pros: In general, employees will have greater flexibility with an AWS. Since employees must vote to approve an AWS, employees have a voice in their schedule. This can often lead to greater worker productivity.

There is also the possibility of a company extending their hours of service. For example, if a company employs an AWS that requires ten hours of work Monday through Thursday, some employees would prefer to come in at 7am to hit those two extra hours of work, while others would prefer to stay until 7pm to hit those two extra hours of work. This allows a company to have service hours from 7am-7pm, rather than 9am-5pm. Additionally, commuting workers will have the benefit of avoiding peak travel time, lessening their commute to work.

Finally, having shorter schedules on a Friday, or complete Fridays off, can help employees establish a more successful work-life balance. This additional time off could be spent on personal errands, such as doctor appointments. Where employees under traditional 9-5 work may find it difficult to schedule such appointments (given that such errands are often unavailable on the weekends), employees under an AWS often have time off during week-days to successfully complete personal errands. Further, there is also an opportunity for additional mini vacations, and even extra time to relax or spend time on hobbies/ with loved-ones.

The Cons: On the other hand, an AWS is unlikely to work for businesses that have strict operating hours or those that must work set schedules, because having Fridays (or Mondays) off could disrupt necessary operating hours. Additionally, an AWS could be an ineffective work schedule if a company's clients are unavailable during those extra working hours, causing employees to be unproductive. If workers are unproductive, then the AWS will not provide added value to the company. Further, if a company provides a customer service, an AWS could unrealistically restrict access to the company from their customers on off-days or restricted hour days.

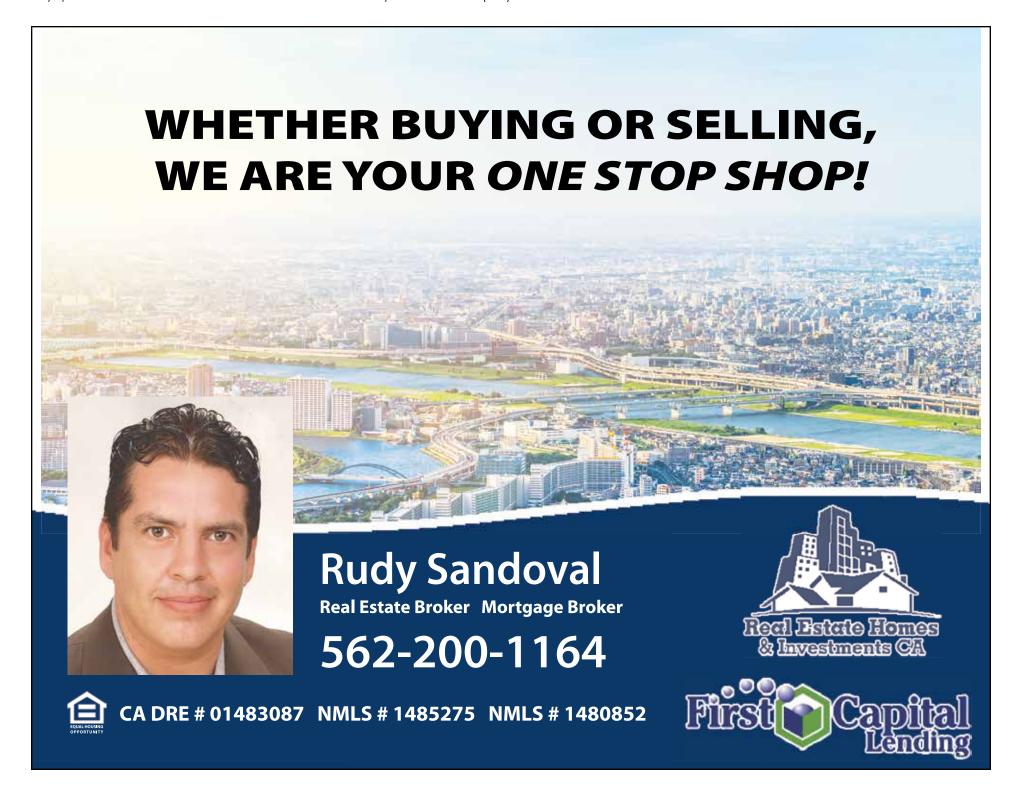
An AWS could also hurt employees by providing them with shorter evenings. A three-day weekend may not be incentive-enough for employees to give-up time at home with their families during the week. Also, if an AWS is implemented for only a portion of a company's workforce, overall employee morale may be harmed. For example, if half the workforce does not work on Fridays, those employees who do work on Fridays may feel unhappy about the added work, or if half of the employees leave each day at 5, while the remaining half stay on the job until 7, those later-hour workers may feel that the arrangement is unfair.

Finally, it is important for employers to understand that some workers may not be willing or capable of productively working longer than eight hours in a single day.

#### Conclusion

Having an alternative workweek schedule can lead to increased productivity, profits, and employee morale. However, there are clearly many things to consider prior to adopting an AWS. Before doing so, an employer should conduct a review of their workforce to determine if and what type of AWS is the best fit for the company. If you have questions about whether an AWS can or should be enacted at your company, and if you have questions regarding the proper enactment procedures, don't hesitate to contact an attorney.

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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