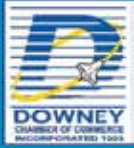


Downey Business



November 2017 • Volume 45, No. 9

www.downeychamber.org

email: info@downeychamber.com

Official Publication of the Downey Chamber of Commerce

Christmas comes early to the Downey Chamber of Commerce



That's Awesome!! Celebrating 80 years of service to their members and the Downey community, Financial Partners Credit Union has donated monies to assist the Chamber in staging the 66th Annual Christmas Parade! Much like Santa Claus, holly, and family gifts under the tree, FPCU stepping up and being our lead sponsor is fast becoming a welcomed holiday tradition! Flanked by two of his team members wearing their 80 days of Awesome t-shirts and Chamber representatives, Nader Moghaddam, President and CEO of Financial Partners CU, presented a check to the very grateful Chamber Parade Committee. Pictured here are Laurie Tyler, VP of Sales and Member Services, Joanna Peterson, President of the Chamber, Nader Moghaddam, CEO of FPCU, Michael Calvert Chamber Executive Director, and Sheila Tetangco-Bartolone, Senior Director of Marketing. Thank you once again Financial Partners Credit Union we look forward to Parade Day on December 3rd.

Fun on the Fairway Sponsors

The Downey Chamber of Commerce would like to thank the companies the contributed so generously to our annual Fun on the Fairway!! It's always great to see Downey Businesses come together and support the programs and the networking opportunities supported by the Chamber. Thank you:

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Financial Partners Credit Union

Downey Nissan

PIH Medical

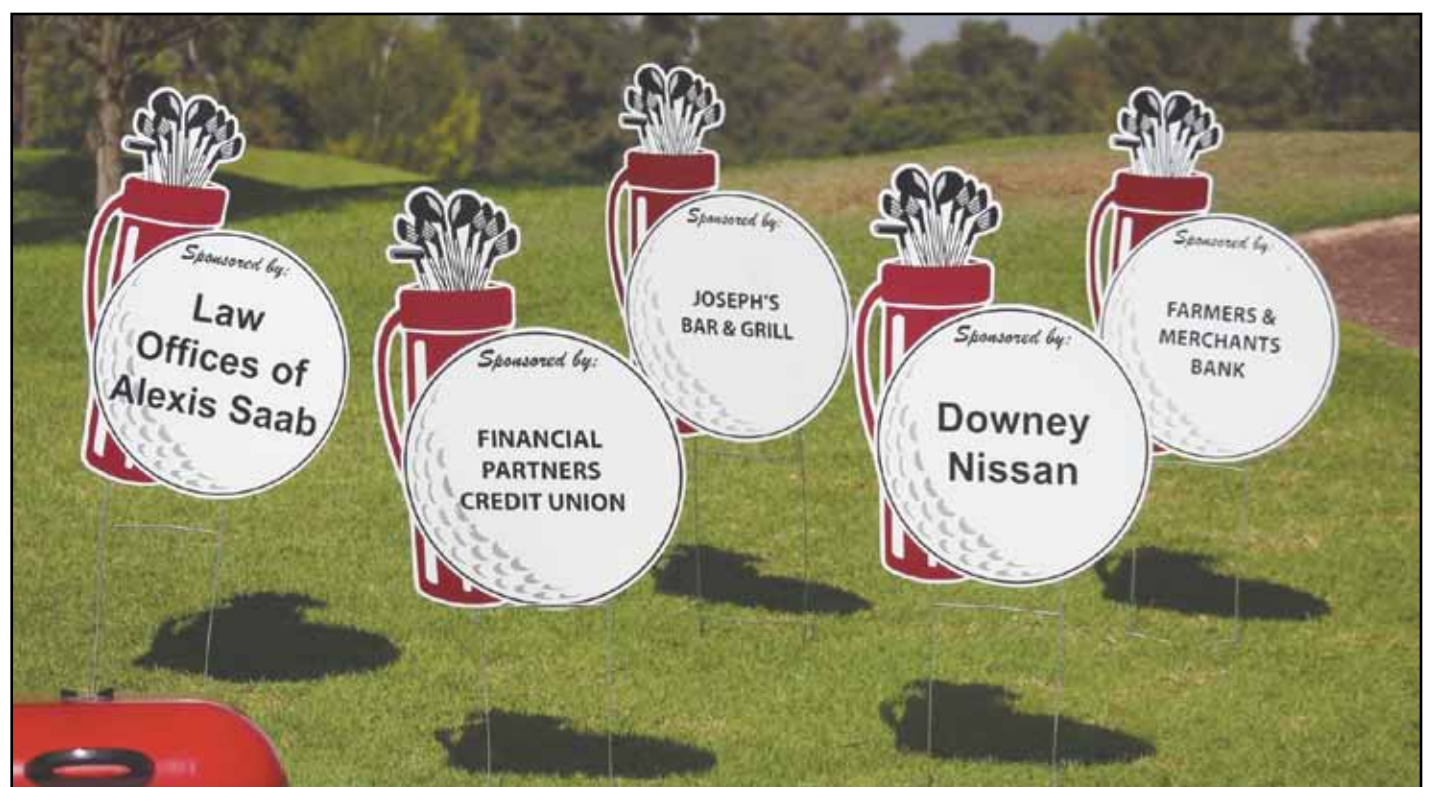
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Downey Business

--STAFF--

Michael Calvert, Executive Director
Sarah Sellers, Administrative Assistant
Leticia Arriaga, Events Coordinator

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

Message from the President



I hope that everyone's autumn has been going well as we start the holiday season. Things are going great at the Chamber, and I wanted to use this letter to recap the biggest event of last month, our annual golf tournament.

I would first and foremost like to thank all members of the Downey community. Whether you participated in the tournament or were one of our sponsors, we would not have been able to pull it off without you. Every year, the golf tournament brings us all together, and I know our members cherish that experience.

Our sponsors help us make sure we have an incredible event year in and year out. A special thank you to our two major sponsors L'Abri Management and Financial Partners Credit Union for helping us out! We would like to express the Chamber's gratitude to other sponsors like PIH Health, Velasco Law Group, Calmet, Farmers and Merchant Bank, Rose Hills and NOVA Storage. Your support made this a very successful day for the Chamber!!

At the golf tournament there was loads of fun to be had. We had a putting contest, which was won by Nick Garrett of U.S. Waters. At dinner, The City Council was gracious enough to allow us to hold a silent auction for a "Lunch With Your Councilman" prize. This year, the member with the highest bid was Blanca Pacheco of District 1. Thank you to the entire Council for supporting is in what we do. We had a marshmallow contest as well, which was won by James Nagahiro. And, even though our Hole in One contest didn't get a winner this year, we'd still like to thank Downey Nissan for the support in offering a car to anyone that might win.

I would like to close my remarks by extending a special thank you to the members that worked closest on this event: Executive Director Michael Calvert, the Golf Tournament Committee, and our Ambassadors and friends. You all were essential to the success of our event, and are all integral to the success to the Chamber. Thank you for being incredible people that make my job easier – and a lot more fun!

We have a busy schedule throughout the holiday season, so I hope to see all members of the Downey community at events like the Christmas Parade! I wish you all a Happy Thanksgiving full of family, friends and loved ones, and a great start to the hoidays!

-- Joanna Peterson, President
Downey Chamber of Commerce

Calendar of Events

Wednesday, November 8 @
11:30am - 1pm

Women in Business

Speaker: Hans K. Fritz

Location: Frantones Restaurant
10808 Alondra Blvd., Cerritos
\$20 at the door

Tuesday, November 14 @ 6:30pm
City Council Meeting

City Hall Council Chamber

Wednesday, November 15 @ Noon
Ambassador Committee Meeting

Location: Pieloon Restaurant
10822 Lakewood Blvd., Downey

Monday, November 20 @ Noon
Board of Directors Meeting

Chamber Board Room

Office Closed November 23 &
November 24
"Thanksgiving"

Tuesday, November 28 @ 6:30pm
City Council Meeting

City Hall Council Chamber

Wednesday, November 29 @ Noon
City Affairs

Speaker: TBD

Farmers & Merchants Bank

Ambassador Lunch

Once again, our enthusiastic group of Ambassadors met and planned their activities for the upcoming Fall months. Now that the Annual Golf Tournament is over this hard-working group is looking forward to planning the upcoming Christmas Parade. The site of our luncheon was Bob's Big Boy!! Located at 7447 Firestone Blvd., this historic chain is still as good as ever. The Big Boy Classic burger is not only good, but comes with a side order of memories reminding all of us childhoods meals.

Our Chairperson Sheila and Monica completed our agenda which included greeting new members, volunteering for Chamber events and taking on new assignments for upcoming Winter events.



Enjoying the classic cuisine are (left side back to front) Monica Dien, Walter Escobar both of Financial Partners Credit Union, Joanna Peterson of Gallatin Dental, Troy Busher of PIH Medical, Leti Arriaga the new Event Coordinator for the Chamber, sitting on the Right Side (back to front) Sheila Tetangco-Bartolone, with Monica Miranda, both of Financial Partners Credit Union, Joana Deres of Farmers and Merchants Bank, and Carmen Gonzalez of Kaiser Permanente Hospital.

Executive Director's Message



October 11th...what a great day for the Chamber! We held our annual Fun on the Fairways Golf Tournament at the beautiful Rio Hondo Golf Course and Event Center! First off, I want to thank the staff at Rio Hondo. Scott, Greg and Rob (of the Pro Shop) all worked to ensure that our golfers, volunteers, and staff were completely taking care of. The catering staff did a wonderful job on lunch and dinner, with great food, wonderful service and with an amazing deposition for making everything work out! So once again, a BIG THANKS, you guys are great!!!

One of the great things about Downey is how the community comes together to support so many amazing organizations. At our Tournament we had nearly 50 local businesses step up and sponsor, thus helping the Chamber. This is so rewarding for us because it proves how much the Downey Business Community appreciates what the Chamber does! Please look for our flyer in this paper thanking all of the fine companies that participated.

Speaking of what the Chamber does, we have added a special feature with our new Legal Corner. Last month, on the 24th, the Chamber also sponsored a webinar discussing pending state legislation that could impact local businesses. I hope you had an opportunity to log on and get this valuable information. If you missed it, go on to our website and follow the link for the replay.

Let me end this column with wishing everyone a Happy Thanksgiving and may you and yours celebrate safely, together and with love!

-- Michael Calvert, Executive Director
Downey Chamber of Commerce

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* "Poor Nutrition Increases Sickness Absence 50%," Workplace Savings and Benefits, accessed October 22, 2012.

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Ambassador Profile

Walter Escobar

Walter is one of our newer Ambassadors and he brings a great spirit and enthusiasm to all our Ambassador activities. Mr. Escobar has worked for Financial Partners Credit Union for over 7 years. His title is PBO III and he is responsible for representing all consumer products to the members of FPCU. The favorite part of Walter's job is working with his members, especially on their real estate and consumer loan requests. "It's very gratifying", Walter says, when you're working with valued members and you can help them achieve their dreams!

Walter was born in Torrance and is an avid runner. He runs 3 to 5 miles daily. His goal is to someday settle in the City of Downey. He enjoys working with the Chamber members and feels it falls under his goal to give back to the City that he works and lives in. Escobar's favorite movie is Hidden Figures and his favorite book is "Leaders Eat Last".

Walter is very heavily influence by his career at Financial Partners. His most positive influences have been his mentor Kelly Worley and his current Leader Monica Miranda. If he could be one person for a day, Walter selected his fearless CEO Nader Maghaddam. Let's not forget "Mom" who is very responsible for the type of person Walter is! These influences have taught Walter, that "Yesterday is history, tomorrow is a mystery, today is a gift!"

Other "Walterisms" include, if he had one million dollars, he would "do a lot"! Even with one million dollars, Walter would stay in Downey which could be his "definition of happiness", which he lists as his most recent accomplishment.

Walter is a wonderful addition to our Ambassador Team. His positive attitude and his ability to reach out to just about everyone is very admirable! Finally, to know Walter is to believe that he does not live to work but he feels that people should work to live.



2017 Calendar of Events

2nd Wednesday of every month

January 11	Solidifying Your Vision for 2017
February 8	Social Media: Using it to Your Advantage
March 8	The Importance of a Will & Trust
April 12	Spring Cleaning: Time Management & Organization
May 10	Networking Strategies That Will Up Your Game
June 14	Women in Leadership Panel
July 12	Shake Yourself Healthy
August 9	HR for Small and Large Business
September 13	Communication is Key
October 11	Becoming a Better Version of Yourself
November 8	Holiday Boutique
December 13	Mix, Merry, & Jingle

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Congratulations and Thank You!

The following businesses have celebrated another year as members of the Downey Chamber of Commerce. Businesses listed are those that renewed last month and are marking another year with us. This is a monthly feature of *Downey Business*. All members will be recognized during the course of a year. The Downey Chamber thanks you for your support.

71 Years Southern California Gas Company	20 Years Our Lady of Perpetual Help School
56 Years Downey Escrow Company	19 Years Stater Bros. Market
55 Years Golden West Pipe & Supply	18 Years Albertsons RMI International, Inc.
36 Years Olson & DeTilla Associates	11 Years Association of Los Angeles County School Administrators
27 Years Park Regency Club Apartments	3 Years Atlantic West Publishers, Inc. Downey Promenade Dental Group
24 Years Fox Chiropractic Crystal Properties	

Welcome New Members!

You have just joined the most prestigious business organization in the Mid-Cities area. We are happy with your decision to do so and welcome you! There are many benefits to being a member of the Downey Chamber of Commerce, chief among them networking, advertising opportunities, seminars, legislative advocacy, and community recognition. Attention, established members! Send a note or stop by and say hello to these new members. You both will be glad you did.

Clothes the Deal www.clothesthedeal.org Patrice Springer, President 9525 Imperial Hwy Downey, CA 90242 (562)922-8635	Floor & Décor www.flooranddecor.com Deborah Allison, Pro Service Manager 8925 Apollo Way Downey, CA 90242 (562)674-2584
--	--

Lifetime Members

Steve Allen	Doris Patterson
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Dominick DiMario	Jim Reynolds
Maria Larkin	Dr. Mary Stauffer
Susan Nordin	David R. Gafin, CPA

Ambassador Profile

Diana Carbajal

This month one of our Ambassador Profiles is Diana Carbajal. Diana works for Keller Williams Realty and is a certified Short Sale/Foreclosure Specialist. She is also a Landmark Education Graduate and a Notary Public. Diana belongs to the California Association of Realtors and the National Association of Realtors. She has been in business for over 11 years and her professional goals include being a KW Capper and recognized as a 2017 Cultural Ambassador for her region of Keller Williams.

Diana has a wonderful family consisting of her husband and three sons. She has been a resident of Downey for 21 years, having been born in East Los Angeles.

Carbajal has been an Ambassador for over three years. She considers her involvement with important civic events, participating in welcoming new member and staying connected with her Chamber brethren the rewards of being an Ambassador! She enjoys contributing to her Community.

Her grandmother taught Diana about compassion, setting realistic expectations while being supportive and ultimately, Diana's most influential person. Diana has three elements that bring her happiness: 1. Take care of your personal obligations. 2. Invest and 3. Be Charitable. You make it look easy Diana, we are happy to have you working on the Ambassador Team!!

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Let’s Do Lunch

October’s Let’s Do Lunch became a great chance to enjoy wonderful Fall weather while dining outdoors at Lazy Dog Restaurant. Lazy Dog has become the “go to” place in the Promenade for special occasions, to watch the “Big Game” or for just a casual professional lunch. The service was amazing as Patrick and staff took care of our usual enthusiastic group!

The event featured a very special guest speaker, Assemblywoman Christina Garcia of our local district. She discussed pending legislation along with areas of concern that she is personally championing. After all our attendees got a chance to discuss the “tricks and treats” of their businesses, Patrick of Lazy Dog treated the entire group to dessert!! That Sir, is a “treat” well done!!



Thank you Lazy Dog for the spectacular desserts you presented our Let’s Do Lunch Group! Patrick and Staff set the bar really high for our future events!!



Sure, they are competitors in the outside business world, it’s nice to see two of our Ambassador’s getting along. Sharing a great time are Walter Escobar of Financial Partners Credit Union and Joana Deres of Farmers & Merchant Bank.



Saying “it’s fun eating out doors,” are Chamber Board Member, Jeannie Wood of Albertson’s Market and LeAnn Alanis the Director of Development for the RTH Stroke Foundation.

Fun on the Fairways

October 11th was a great day to celebrate Fall in the City of Downey. The Chamber held their annual Golf Tournament at the beautiful Rio Hondo Golf Course. Not only was the course perfect for great golf, but the Pro Shop Staff and Banquet Personnel did their best to put on a wonderful event!! Thank you to our sponsors and all the volunteers that made this event such a seamless success!



President Elect John Casillas of Farmers and Merchant Bank, Immediate Past President Laurie Tyler, of Financial Partners Credit Union, along with Chamber President Joanna Peterson of Gallatin Dental (far right) say “Thank You” to Mayor Sean Ashton for participating in our auction.



It takes a village to put on this successful fund raiser! It was great to get the City Council, our generous sponsors, the hard-working Golf Committee and our incredible Ambassadors all together for one picture. Thank you everyone from a grateful Chamber!!



City Councilman Alexis Saab is presented a great raffle prize by Joanna Peterson as former Mayor and Chamber Treasurer, Dave Gafin “can’t believe Alex’s luck!!”



Sam of Raising Cane’s will be watching his beloved USC Trojans on his new T.V. He was presented his raffle prize by Joanna and John.



Auction emcee and Chamber Ambassador Daniel Barillas of Sole Precision held a live stream during the after-golf dinner!!

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Gateway Area Chambers “Mix it Up”

September 28th , John Casillas Vice President and Manager of the Downey Branch of Farmers and Merchants Bank hosted a gala mixer. Members of the Santa Fe Springs, Cerritos, Norwalk and Downey Chambers were in attendance. Everyone had a great time networking and enjoying the cuisine of local eateries including Rock n Brew, a cheese station prepared by San Clemente Cellar, and a coffee bar provided by Café Affair. A big “thank you” to our neighboring Chamber leaders, Scott Smith, Cerritos, Kathie Fink, Santa Fe Springs, and Caren Spilsbury of Norwalk.



John Casillas, Downey Chamber President Elect and VP and Manager of Farmers and Merchants Bank, (fourth from the left) along with his staff welcomes everyone to enjoy this annual event.

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Flag on the Play?: Free Speech Concerns in the Private Workplace



Current political tides have heightened sensitivities to speech presenting viewpoints we do not necessarily agree with. Case and point, just look at the feud between President Trump and the NFL and between fans personally boycotting the NFL’s slate of weekly football entertainment over disagreement over players kneeling during the National Anthem. This brief article provides employers with a simple and straightforward playbook for understanding what the law actually says about speech in the workplace and changes to expect moving forward.

First Amendment and the NLRA

The sense of entitlement that the First Amendment allows, or even entitles, employees to say whatever they like is widespread in the mainstream of consciousness. However, the First Amendment’s protection of speech and expression does not extend to the private workplace. This is in contrast to the free speech protections long enjoyed by certain non-political public employees like police officers, firefighters, and teachers. However, employees in the private workplace do receive some protection from another source: the National Labor Relations Act (NLRA). Under that law, private employees in both unionized and non-unionized workplaces have the right to engage in “concerted activities” for their “mutual aid or protection.” A simple example of this would be workplace campaigning to support a political candidate’s promise to raise the minimum wage or increase the extent of job-protected leave for medical issues. The important feature is the direct connection between the speech and the “terms and conditions of employment” (where hourly pay and the extent of job-protected leave are terms and conditions of employment). This likely makes you feel uncertain as to what speech is protected in the workplace and what speech employers can put a stop to. The boundary between the two is often blurry. Employers will do well to know that the distinction exists so each instance encountered can be carefully handled after thoughtful consideration of what is best for the employer’s business while adhering to existing legal confines.

Federal and California Law

The legal landscape does not end there. Employers must also be aware of federal antidiscrimination laws. These laws do not directly protect speech, but an employee’s speech or activity can trigger these laws because speech or activity and the classes of people protected under these federal laws can easily overlap. Those protected classes are: race, color, sex, national origin, religion, age, disability, and genetic information. One can imagine a scenario in which an employer disciplines, suspends, or even terminates an employee for discussing religion in the workplace which bothers other employees. This action may open the employer up to a lawsuit for discriminating against that employee on the basis of his/her religion.

Finally, employers must stay on top of any restrictions placed upon them by the laws of their state. On Friday, October 20, 2017, a California State Senator issued a press release in which he vowed to introduce a bill in the 2018 legislative session to expand free speech protection to employees in the private workplace. The Senator expressly stated that his efforts were spurred on by the turbulent political scene regarding free speech, especially in the context of the NFL. As of now, this is just a press release. However, because the statement was made publicly, employers can expect this particular Senator to follow through on his promise. It remains unclear exactly what the Senator has in mind, or what restrictions an eventual law would impose, but the Senator did share that his proposed legislation is intended to deter retaliation against employees who exercise their right to free speech.

Conclusion

The workplace will inevitably be a venue for discussion of important social and political issues. As the tensions surrounding these issues ebb and flow, employers would do well to keep themselves apprised of the legal restrictions placed on them with regard to what speech can and cannot be snuffed out. Employers should also keep an ear to the ground to stay alert of any developments in the California Legislature’s attempts to expand free speech protections to the private workplace.

Colin P. Calvert is an associate 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.



The Mission of The Downey Chamber of Commerce is to advocate and support a healthy and profitable business environment which improves the quality of life!

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Networking
Business Lunch

Guest speaker
Hans Fritz on Social Media and
Business Marketing

Date: Wednesday, November 8th, 2017
Time: 12:00 Noon
Where: Frantone's in Cerritos
10808 Alondra Blvd., Cerritos, CA 90703
Food ordered individually.

RSVP to Downey Chamber at (562)923-2191
For info contact info@downeychamber.com



Join the Downey Chamber of Commerce!

5k ELF
RUN

Sunday, December 3, 2017

Start time: 9am

Start / Finish @ City Hall Plaza

(Near Vazza Cafe)

(11111 Brookshire Ave. Downey 90241)

(Parking Downey High School Parking Lot)

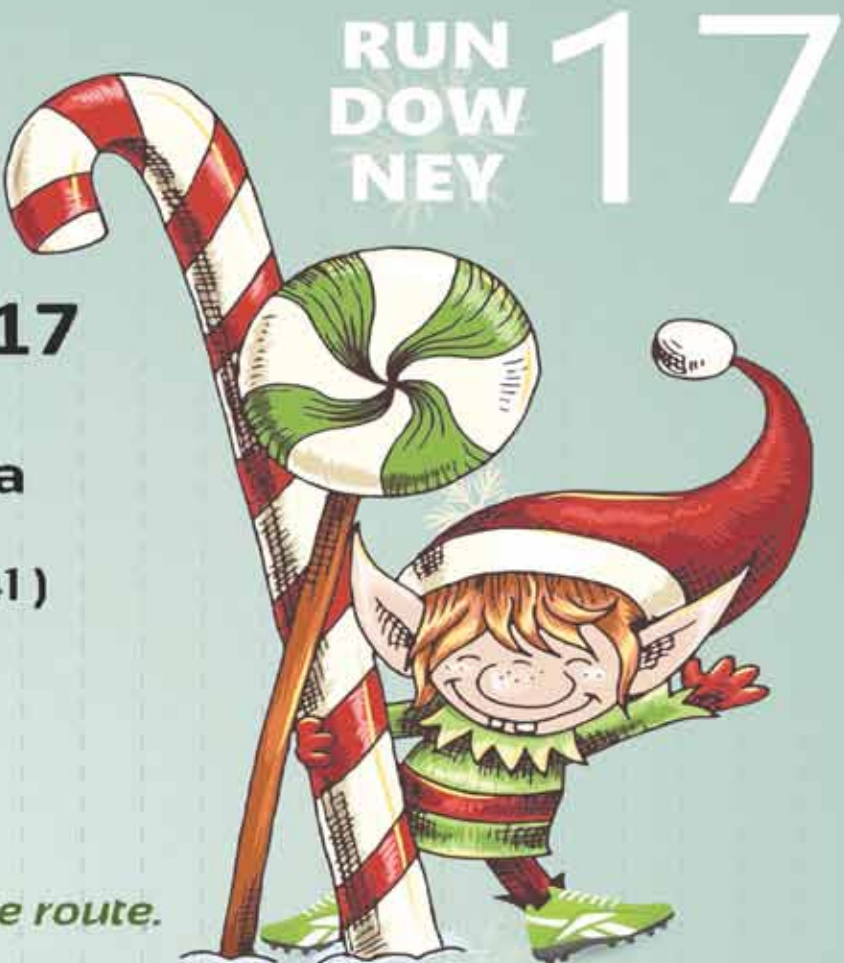
Entry Fee: General race fee: \$40

Students - Downey: \$15


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66th Annual Downey Christmas Parade

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Where: Downey Avenue
Time: 1:00 PM Don't be late!
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To Your Health

The Quality of Training improves Success www.SOULPRECISION.com

SOUL PRECISION

Training | Improves | Success

Training

Studies have proven that exercise 10 minutes daily decreases anxiety, and training will boost your confidence at work.

Improvement

If you train for the betterment of you mind, body, and spirit it will improve mental clarity.


Success

Many cases have shown in the workforce that success is inevitable when taking care of your health, and fitness as part of your daily routine.

Find a physical activity that will push you to your limit and stick with it for one month. Do you need to find a place to dance, weight-lift, and maybe box for cardio?

Everyone needs the three main exercises for efficient results. Cardio, weightlifting, and flexibility/mobility.

We offer all three come join us!



Stability Ball Exercises

This exercises are great for the office because you should try sitting on the stability ball for improving posture at work.

- Reverse Hip Raise - 3 sets x 12 repetitions
- Prone Cobra - 3 sets x 12 repetitions
- Hip raises - 3 sets x 12 repetitions
- Leg Curl eccentric - 3 sets x 12 repetitions
- Plank Saw - 3 sets x 12 repetitions

For more questions to receive a 1 Day Guest pass visit www.SOULPRECISION.com

1 Day Guest Pass

For questions email: support@soulprecision.com

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