

Downey Business



October 2017 • Volume 45, No. 8

www.downeychamber.org

email: info@downeychamber.com

Official Publication of the Downey Chamber of Commerce

“One on One” Lunch with the Downey City Council

The Mayor, Mayor Pro Tem, and the rest of the Downey City Council has generously offered to auction off an opportunity to join each of them on a “one on one” lunch in conjunction with raising funds for our annual Golf Tournament! This is always a popular part of our silent auction, which is held the evening of October 11th at the Rio Hondo Country Club. Of course, we at the Chamber are always looking for new ways to bring something exciting to this event. Last year we auctioned lunch with either, then Mayor Alex Saab and at that time Mayor Pro Tem, Fernando Vasquez. We created a contest between the two hard working gentlemen to see which one would bring the largest bid!! Now, it's not important to say who received the “big bid”, but this year, all the Council People will be available. I know that each one of them want to reign as the “Big Winner” for the coming year!

To increase the intensity of the competition, the bidding will be streamed “LIVE” on the Chamber of Commerce Facebook page so citizens will be able to bid from their phone, tablet, or home computer. Watch for further details on our web page and Facebook!!! It should be FUN!

Who will reign as “Best Lunch” of 2017???



Mayor Vasquez? Our current Mayor and he represents District 4. He knows a little about food and good service.



Councilman Alexis Saab? He is the man from District 5 and is the Councilman at Large. He is very fond of anything Cuban, so be prepared for spicy.



Rick Rodriguez, a first term Councilman, will no doubt have an impressive plan for a first-rate meal! Don't be surprised if your lunch will end with an informative stroll and a possible cigar!!



Mayor Pro Tem Sean Ashton? Representing District 2, he knows how to throw a wonderful “Coffee with” events!! So, a lunch with him should be great!!



Councilperson Blanca Pacheco? Representing District 1 she is new to the competition and is looking forward to showing the men just who is the best in throwing a lunch!!

Jazz Nights @ VAZZA CAFE

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Downey Business

--STAFF--

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

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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.

Message from the President



Happy fall everyone! I hope the school year has kicked off well for parents and students alike, and that you all start to feel the spirit of the holidays coming up!

It may be October, but the Downey Chamber of Commerce is hard at work putting on the Downey Christmas Parade. Every year, we all come together to celebrate family and friends. Be sure to join us in one of our city's greatest traditions! Cindy Kovach from US Bank and Carrie Uma from 24 Hour Real Estate are the Co-Chairs for the event, and I know that they will put on a parade for the ages! Dr. Mary Stauffer will be our Grand Marshall. Dr. Stauffer has been a huge influence on the lives of countless Downey students in her life, granting over \$5 million in scholarships and grants through the Mary R. Stauffer Foundation. Besides her incredible community service, Dr. Stauffer practiced medicine in the Downey community for decades, treating generations of patients. Her most recent accomplishment is turning 100 years old, and we are excited to celebrate her in our Christmas Parade this year!

If you are interested in volunteering or getting more information about the Downey Christmas Parade, please contact our Executive Director at (562) 923-2191!

In addition to the parade, the Chamber of Commerce is excited to announce the 2nd Annual Elf Run to be hosted before the parade! Last year's event was a huge success, and we hope to build on that success this year!

Lastly, don't forget to join us on October 11th for our annual Golf Tournament at Rio Hondo Golf Club at 10:30am. Unwind with a round of golf, dinner, and a raffle with great prizes! It's a great opportunity for businesses to get to know the Downey community better, and for Downey residents to learn more about the Chamber – all while having a fun day on the links!

For more information on the golf tournament, please contact Michael Calvert at (562) 923-2191.

I wish you all a great month!

-- Joanna Peterson, President
Downey Chamber of Commerce

Calendar of Events

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

Wednesday, October 11 @
10:30am
check in
21st Annual Golf Tournament
Rio Hondo Golf Course
10627 Old River School Road,
Downey

Monday, October 16 @ Noon
Board of Directors Meeting
Chamber Board Room

Wednesday, October 18 @ Noon
Ambassador Committee
Meeting
Location: Rock & Brews
467 Stonewood St., Downey

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

Wednesday, October 25 @ Noon
City Affairs
Speaker: TBD
Location: Farmers & Merchants
Bank

Ambassador Lunch

September 20th was the date and Acapulco was the place....well not THAT Acapulco. Stonewood Center's anchor restaurant Acapulco served a wonderful buffet, with tasty chips and refreshing drinks. It was just like being on the Mexican River thanks to the gracious staff and amazing atmosphere.

Our Ambassador Committee Chairs, Sheila Tetangco-Bartalone and Monica Dien, both of Financial Partners Credit Union set an aggressive agenda and multiple opportunities for the group to network and Volunteer. With two of our largest fund raisers coming up during the next few months being the Golf Tournament and Christmas Parade, our Ambassadors better enjoy their "vacation" now.



Our wonderful Ambassadors are set to end the year strong!! Enjoying their lunch are: (Front Row), Diana Carbajal of Keller Williams, Walter Escobar of Financial Partners, Christilily Chiv of Soul Precision, Alyson Roepke of Rock & Brews, Alex Hanks of Ocean Breeze, Paula Mejia of C & E Capital, Troy Busher of PIH Health, Pam Powers of Pacific Western Bank, Sue Robison of Security Land Escrow, Michael Calvert Executive Director, Chamber President, Joanna Peterson of Gallatin Dental, Monica Miranda with Monica Dien, both of Financial Partners Credit Union, Daniel Barillas of Soul Precision, and Sheila Tetangco-Bartelone of Financial Partners Credit Union.

Executive Director’s Message



It’s Fall and to tell the truth, I’m not a big fan of Autumn. With, the exception of College Football, there is no reason to have Fall exist at all. Shorter days, cooler weather, and awful graphic sweaters, again, why even have this season. My personal plan is to just extend summer a month or two, and then it’s right into Christmas!! But this column is not about me, it’s about Downey Business! The local companies here in our city are full of hard working people! What better way to reward yourself than with a round of GOLF!! The Chamber’s Annual Golf Tournament is coming up on October 11th!! It’s a great way to network with other Downey Business people while enjoying a great day of sun, exercise and of course a wonderful lunch and dinner provided by the Rio Hondo Catering Staff. If you would like to join us on the 11th, please email me at michael@downeychamber.com or call the Chamber Office at (562) 923-2191. Please check our website for other exciting events surrounding the Golf Tournament and other Chamber Happenings.

-- 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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October Exercises of the month!

- Dead Bug Breathing exercise - 3 x 30 seconds
- Wall Glute ISO March - 3 x 10-12 repetitions
- Wall press abs - 3 x 10-12 repetitions
- Squat to Stand - 3 x 8-10 repetitions
- Step ups with quick feet - 3 x 20 repetitions

If you want this ten minute video for instruction on how to do them visit Youtube and search for "Soul Precision". Or email support@soulprecision.com so our team can send you the video demonstration.



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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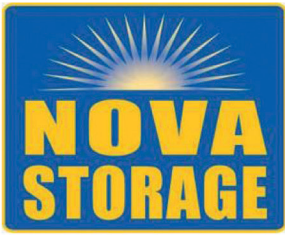


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Congratulations and Thank You!

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.

- 48 Years**
Automobile Club of Southern California

43 Years
State Farm - Taormina

42 Years
Reynolds Carpet & Upholstery Cleaning

35 Years
Century 21 Home & Investment
Keep Downey Beautiful

34 Years
Downey Adult School
- 33 Years**
24 Hour Real Estate
Friends of the Downey Library

29 Years
St. Pius X-St. Matthias High School

26 Years
Penske Toyota

24 Years
Larry McGrew Construction
Woman's Club of Downey
California Well Being Insurance Agency

23 Years
CALCOM Federal Credit Union

Lifetime Members

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Diane Boggs

Dominick DiMario

Maria Larkin

Susan Nordin
- Doris Patterson

Meredith Perkins

Jim Reynolds

Dr. Mary Stauffer

David R. Gafin, CPA
- 19 Years**
Temple Ner Tamid

11 Years
Light & Life Downey

10 Years
Parc @ 5 Apartments
L.A. Campers & Truck Accessories

9 Years
Sunrise Realty
- 8 Years**
Stevens Steak & Seafood House Restaurant

6 Years
St. George Greek Orthodox Church
Robert J. Wielenga M.D.

3 Years
Desert Reign Church

2 Years
Marcar Real Estate Brokers

Creamistry Ribbon Cutting

It was a hot August day and it was the perfect time to have a ribbon cutting at a premium ice cream establishment!!! Creamistry opened its doors at 11146 Downey Ave. (on the corner of Firestone) to great reviews and great crowds as well. Seeing the excitement of the staff, the stores owners, Joseph and Stephanie Ontiveros, as well as the people standing in a line going around the block, well after tasting the product, you can understand why everyone was “over the moon”! The ice cream is made to order so it’s fresh, delicious, and “hardly any calories!!”



Councilman Rick Rodriquez, Director of Community Development for the City, Aldo Schindler, and Troy Busher of PIH Medical are the first in line at the Creamistry Ribbon Cutting



Miss Downey, Julie Ledesma, along with her Princess Jessica Manteca and Miss Teen Downey Princess Marisa Tijerina are enjoying this delicious ribbon cutting



Once word got out that Creamistry was about to open, the crowd began to gather!! It was very exciting!!



Greeting Creamistry and the Ontiveros Family are Kim Tachiki Chen of Congresswoman Lucille Roybal-Allard’s Office, Councilman Rick Rodriquez, Chamber President, Joanna Peterson of Gallatin Dental, the Ontiveros Family, and City Councilman Alexis Saab.

INCREASE YOUR EXPOSURE!

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City Affairs

Once again John Casillas, of Farmers and Merchants Bank put together a wonderful program for the month of August. The Chamber was very excited to have as our speaker, Mayor Fernando Vasquez!! He spoke of many issues facing the city and was available to answer all the questions of the concerned citizens in attendance. Thank you Mayor Vasquez for making City Affairs a great occasion this month!



Mayor Fernando Vasquez candidly talks about Downey with our City Affairs audience.



Welcome to our Mayor! We are very honored to have him address our City Affairs attendees.



Councilwomen, Blanca Pacheco also was on hand to answer questions regarding District 1.

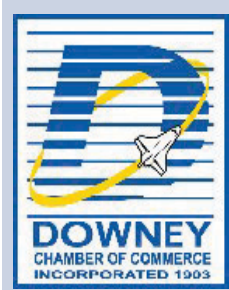
Downey Symphony's New Season



The Downey Symphony is the crown jewel in Downey's cultural heritage. The Symphony launches its 59th season at the Downey Theatre on October 21. The concert features the catchy rhythms and beautiful melodies of Antonin Dvořák's *Slavonic Dances*, *Romance for Violin and Orchestra*, and *Symphony no. 8*. The Orchestra's celebrated concertmaster and first violinist Carolyn Osborn will solo. The January 20 concert presents the world premiere of a new piece by Downey resident and professional composer Lars Clutterham. His *Downey Suite*, premiered at a concert celebrating Downey's 60th anniversary last year, was a huge hit with the audience. Rounding out the concert is Felix Mendelssohn's energetic and appealing *Italian Symphony*. The season ends April 7 with two Russian favorites, Tchaikovsky's *Symphony No. 5* and Sergei Rachmaninoff's haunting *Piano Concerto No. 2*, performed by the renowned virtuoso Kevin Fitz-Gerald. All concerts will be under the baton of nationally respected Sharon Lavery, who has just completed her 10th season as Music Director. She presents an entertaining and informative talk on the evening's music before each concert.

An evening at the Symphony is always an enjoyable experience. At each concert, in partnership with the Downey Arts Coalition, the Symphony presents a themed exhibit of work by local artists. Doors open early so patrons can enjoy the art. The comfortable size of the Theatre keeps the audience close to the musicians and music. Refreshments are available before each concert and at intermission. Everyone is warmly welcomed by Symphony Board members, and the conductor and musicians enjoy meeting the audience after the show. Ticket prices are affordable with reduced prices for students, and free parking is available adjacent to the Theatre.

Tickets for the season and for the October 21 concert are on sale at the Theatre Box Office (562-861-8211, T-F 11-5).



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Colin Calvert is an associate in the firm's Irvine office. His practice includes all areas of labor and employment law, with a focus on claims of discrimination and harassment under the California Fair Employment and Housing Act (FEHA), as well as class action wage and hour and ADA access lawsuits.

In addition to his litigation practice, Colin is committed to providing his clients with responsive and sound advice and counsel regarding the many day to day issues that arise in the workplace. As part of his advice and counsel practice, Colin routinely works with clients to prepare and implement workplace policies to ensure best practice.

Although Colin has worked with employers in a variety of industries, he has developed extensive experience with employers and owners in the automobile, transportation, property management, manufacturing, and hospitality industries.

As part of his litigation practice, Colin works closely with business owners throughout California facing ADA compliance and access lawsuits. Defendants in such cases frequently face aggressive tactics in pursuit of frivolous claims. Leveraging the resources of Fisher & Phillips with his experience with such claims, Colin is frequently able to bring such claims to a speedy resolution.

Colin's practice also includes traditional labor relations work, including collective bargaining, labor grievances, and arbitrations. Colin regularly appears before the National Labor Relations Board (NLRB) to resolve issues relating to union elections and unfair labor practice charges and assists clients with respect to potential work stoppages and strikes.

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Fair Housing Law
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11.18.15
IE SHRM April Mixer
4.17.14
IE SHRM April Mixer - Riverside, CA
4.11.13

Articles

ADA Litigation: Website Accessibility Claims on the Rise
6.16.16

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Legal Corner

Hanging in the Balance: California's Pending Legislation that May Affect Employers

The California Legislature concluded its working year on September 15, 2017. That meant that hundreds of bills relating to labor and employment issues made their way to Governor Brown's desk. The Governor has to decide whether to sign these bills into law by October 15 or issue a veto. While the array of proposed legislation has the potential to dramatically impact California's rules surrounding the workplace, this article provides a brief overview of some of the bills certain to turn employers' heads should they become law.

SB 63 – New Parent Leave

Currently, California employers with 50 or more employees are forbidden under the California Family Rights Act ("CFRA") from refusing to grant an eligible employees' requests to take up to 12 weeks of unpaid protected leave to bond with children born to, adopted by, or placed for foster care with, the employee. This bill would increase the number of employees eligible for such leave by providing 12 weeks of unpaid protected leave for bonding to employees working for employers with as few as 20 employees. Of note, the bill has language incorporating the regulations interpreting CFRA so that those regulations would apply here as well.

AB 106 – Salary History Information and Inquiries

This bill has both offensive and defensive components that would create a playing ground slanted in favor of job applicants. First, the offensive component provides applicants with the ability to obtain pay scale information from the employer for the position of interest upon reasonable request by the applicant. On the other hand, the defensive component of the bill prohibits what employers can do and consider with respect to an applicant's salary history information. Specifically, employers would be prohibited from seeking information about an applicant's salary history. Employers would also be prohibited from relying upon an applicant's salary history information in determining whether to extend an offer of employment to the applicant. Of course, under the bill, an applicant can voluntarily provide an employer with their salary history information. In that situation, an employer may lawfully consider and rely upon this information.

SB 306 – Retaliation Claim Procedures

Retaliation claims can arise in an instant, especially due to the simple fact that people are behind the decision-making process to fire, demote, or otherwise take an adverse action against an employee engaged in or who has engaged in protected conduct. It is no surprise then, that this bill requires employers' full attention. If signed into law, this bill would no longer require the complainant employee to file a claim of retaliation with the Division of Labor Standards Enforcement ("DLSE") before the Labor Commissioner could investigate an employer for unlawful retaliation. Rather, the Commissioner would be authorized to investigate an employer on its own initiative during the course of another matter under the DLSE's purview. What is even more dramatic is the bill's provision allowing for injunctive relief (likely reinstatement of the employee) before it is determined whether the employer even retaliated in violation of the law.

AB 1008 – "Ban the Box"

This bill would make it unlawful for employers with just five (5) or more employees to consider an applicant's conviction history before making a conditional offer of employment. Once the conditional offer of employment has been extended, employers are permitted to conduct a conviction history background check. An employer ultimately choosing to deny employment to an applicant based on his/her conviction history would be required to make an individualized assessment on whether the applicant's conviction history is a justifiable basis to disqualify the applicant from employment. An employer's obligations do not end there. An employer would then be required to provide the applicant with written notice of the decision, the conviction(s) serving as the basis for the decision, and a copy of the conviction history report, if any. Employers would then have to give the applicant five (5) business days to respond before a final decision could be made.

Failure to comply can result in liability in accordance with any applicable law or local ordinance.

AB 1209 – Gender Wage Differentials

This bill would create two new obligations for employers – data collection and data reporting with respect to gender wage differentials. Notably, this bill only applies to employers with 500 or more employees. Beginning on July 1, 2019, and every two years after, covered employers would be required to collect data on the average and median wage differences between male and female exempt employees in California. The following year, on July 1, 2020, employers would be required to report this information to the Secretary of State. The reporting requirement is also on a biennial basis. The Secretary would publish this information on a publicly available website.

While a reported gender wage differential would not be a violation of the Labor Code in itself, employers should be prepared for the ripples that this bill may cause. To avoid public scrutiny over seeming gender inequality, employers may find themselves raising the salaries of many of their exempt employees. This is especially so in light of the recent class action lawsuit filed against one California employer, Google, Inc., for alleged violations of the California Equal Pay Act.

Employers should take notice of not only these bills, but all those awaiting Governor Brown's signature. Avoiding exposure to employment related issues is an endeavor that can often be accomplished by staying informed of new developments and being proactive with respect to one's legal obligations.

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Join the Downey Chamber of Commerce!



The 5th annual Downey (CA) Dia de Los Muertos Art Festival, scheduled for Sunday, Oct. 29th, 2017, in and around the Downey Theatre, 8435 Firestone Blvd., downtown Downey, is again presenting "Urban Art Alley," a favorite with the 20,000 expected attendees who savor the abundant art, dance, film, music, food, shopping, and crafts, most of it themed to Day of the Dead. Festival attendance and parking are free; hours are 11 am -8 pm.

This year, "Urban Art Alley" features two works by Martin Sanchez, who has exhibited at the Festival for the past four years; his whimsical, oversized sculptures are event highlights. On display will be a 22' high "Skeleton on a Bicycle" which has been exhibited at the Riverside Art Museum, and a new work he's crafting for the Downey event.

Originally from Michoacán, Mexico, Sanchez has integrated Southern California culture into his work, creating art out of the castaways of urban life, repurposing items that range from bottle caps to rusted bicycle wheels to seashells. Despite the rough raw materials, Sanchez's work is light and charming.

New to Urban Art Alley this year is the "Parade of Catrinas." Catrinas are familiar icons of Day of the Dead: lady skeletons in fancy dresses and elaborate hats. Designed by Ricardo Soltero, the "Parade" of larger than life, 10' tall, one-of-a-kind catrinas dazzle with colorful dresses and wild hats.

Soltero, a native of Nayarit, Mexico, began his artistic life at five-years old, helping his grandmother make paper flower wreaths to sell and decorate for their local Day of the Dead celebration.

While still in his teens, Solteros's family relocated to Baja Mexico where Roberto enrolled at the Casa de la Cultura, broadening his studies to include, dance, singing, painting, and theater, where he acted, and created sets and scenery.

Using paper mache, recyclable materials, wood and Styrofoam, Soltero's works have been displayed at Hollywood Forever Day of Dead, The Autry Museum, Denver Botanical Gardens and more. His work has also been shown in NY, Chicago and Mexico City.

Additional "Urban Art" exhibits include "car altars" -- traditional altars displayed in the trunk or roof or inside an automobile. "Trunk altars," have been displayed in San Antonio, San Diego, and Los Angeles, where the altar is often combined with a classic or vintage auto.

Other Festival attractions include continuous performances in the 738-seat Theater by the region's top ballet folklorico troupes. Films include a free showing of "Book of Life"; traditional altars and luminarias will be on display in the patio and foyer of the main Downey Library, which included in the Festival footprint.

Outside, the garden-like zocalo offers live romantica and bolero music, and in the patio, hands- on arts and crafts with master artisan demonstrations and guidance.

The Theatre back lot houses food trucks with a variety of cuisines; almost 50 vendors sell quality Day of the Dead related art and merchandise.

The annual Festival is a production of the City of Downey and the Downey Theatre, and is a reflection of their commitment to the traditions and art that reflect the Southland's Mexican/Latin roots.

Festival sponsors include Amapola Markets, AppleCare Medical Group, Avenue Press, Downey Federal Credit Union, Downey Nissan, Modelo beer, and Rose Hills Memorial Park.



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