

POWER OF "PINK"

October is National Breast Cancer Awareness Month and we here in Norwalk are doing our part to promote, educate and support those that are battling this disease and all other cancers. And we invite you all to participate! We have City Leaders who are participating in "Making Strides Against Breast Cancer" while businesses and residents support the campaign by donating or purchasing from one of the restaurants who are participating with a fundraising night! Each of you can do your part to help by lighting the sky up with pink porch lights, pink ribbons on your trees or wearing your best pink clothes this month. Stay tuned for news from our leaders as they challenge others around the county to. Look for canisters to put your change into as you shop local, because every penny helps! We work together to bring awareness of not only resources for fighting breast cancer, but fighting all cancers! Visit www.cancer.org if you need support as a fighter, survivor, or supporter.

As we head into Power of Pink, it is time again to bring awareness of the importance of getting your cancer screenings. When you follow the suggested screening timelines you can catch this disease in its early stages and that gives you a potentially better outcome from a cancer diagnosis. If you visit www.cancer.org the American Cancer Society has a timeline of when you should be screened for different cancers. Below you will find information about screenings for breast cancer.

Breast cancer

- **Women ages 40 to 44** should have the choice to start annual breast cancer screening with mammograms (x-rays of the breast) if they wish to do so.
- **Women age 45 to 54** should get mammograms every year.
- **Women 55 and older** should switch to mammograms every 2 years, or can continue yearly screening.
- Screening should continue as long as a woman is in good health and is expected to live 10 more years or longer.
- **All women** should be familiar with the known benefits, limitations, and potential harms linked to breast cancer screening.
- Studies show that you can help reduce your risk of cancer by making healthy choices like eating right, staying active and not smoking. But they also show that it is important to follow recommended screening guidelines. This behavior can help detect certain cancers early and the earlier that cancer is detected the better the chance you have to have a positive outcome for survival.

As we get closer to October we encourage you all to light up your life with PINK! From pink porch lights, to pink ribbons on your trees and even pink hair, you can all promote the "Power of Pink." There will be opportunities to participate in fundraising activities at our local restaurants, you can get a coin canister and put it on your desk at work and invite others to contribute or you can just encourage someone you know to take advantage of the resources provided by the American Cancer Society.

We are also holding different restaurant fund raising days during the month of October to help raise funds for breast cancer awareness and support. Restaurants taking part in this year's activities are Mr. Rosewood Family Restaurant, Kung Pao Bowl, Don's Teriyaki Grill, and So-Cal Pizza. You can view the different fundraising dates on the flyer that is included in this month's newsletter.

Leaders that are participating in the "Real Men Wear Pink" activities include Norwalk City Manager Jesus Gomez, Dr. William Crean, Superintendent Little Lake City School District, and Norwalk Chamber Board Member Jason Perez, Mr. Rosewood Family Restaurant.

If you would like additional information about cancer screenings, resources, support or to get a collection canister contact Lawrence Sandoval by email at lawrence.sandoval@cancer.org. We encourage you to join us on Friday, October 1st at Starbucks located at 11790 Firestone Blvd at 10am to Kick-Off our "Power of Pink" campaign.



Jason Perez of Mr. Rosewood Family Restaurant will be raising funds for "Real Men Wear Pink" this year.



Dr. William Crean, Superintendent Little Lake City School District, will be participating in the Real Men Wear Pink campaign to raise awareness about breast cancer screenings and resources.



Norwalk City Manager, Jesus Gomez, is once again participating in the Real Men Wear Pink campaign.

RELAY FOR LIFE TRI CITIES

Relay For Life was founded by Dr. Gordy Klatt in Tacoma, Washington, in 1985, the Relay For Life movement unites communities across the globe to celebrate people who have been touched by cancer, remember loved ones lost, and take action for lifesaving change.

Relay For Life is community-based and volunteer-driven. Communities use their creativity to raise cancer fighting dollars to support the American Cancer Society and celebrate virtually or in person to honor survivors and caregivers as well as remember those we've lost to the disease.

Dollars raised each year by over 500,000 Relay participants across the country help the American Cancer Society attack all cancers in countless ways – funding and conducting breakthrough research, providing education and advocating for the needs of cancer patients and their families, and providing essential services throughout their cancer journey.

Our mission is to save lives, celebrate lives, and lead the fight for a world without cancer. From research to education, advocacy to service, the American Cancer Society provides support to everyone impacted by cancer.

Relay for Life is coming on Sunday, October 23rd at the Norwalk City Hall Lawn. Starting at 9am and running through 10pm there will be different activities going on throughout the day, including a Survivors walk and Luminaria ceremony. This year's theme is "Dreams Come True... Cancer Will Not Win!"

The Relay Leadership Team, chaired by Lynda Fisher is seeking your help in a number of different ways. First they are looking for Survivors to participate in the Relay. If you are a cancer survivor or know of a survivor you can register to participate at <https://bit.ly/2XOyIVj>. Next they are still looking for Relay for Life Teams to sign up and participate in the event. Each team raises funds that will be used to support our community members who are dealing with cancer through the American Cancer Society.

If you are interested in creating a Team for this year's event you can do this by visiting this link <https://bit.ly/2XOyIVj>. You can also register as an individual and help raise funds and walk during the Relay event by visiting the same link. And lastly this years Relay will celebrate our Front Line workers with a special lap around the lawn before the Luminaria ceremony. The day will include activities for kids, a special brunch for survivors and music by DJ Charles.

They are also seeking donations of gift cards or certificates to use as prizes for the Survivors games and activities that will be taking place at the event. The Relay for Life Leadership Team is led this year by Linda Fisher. If you are interested in finding out more about how you can get involved or donate, reach out to her at 714-204-2381 or by email to lmfisher714@gmail.com to find out how you can get involved.

PAINT NIGHT BUILD A TERRARIUM FUNDRAISER

Norwalk Chamber hosted a "build your own terrarium" fundraiser on September 27th with out member Wine & Design Stanton. All who attended were able to successfully create a painted glass terrarium with small succulents and other decorations. Participants attended through ZOOM and all enjoyed this activity together. We thank our Sponsor, City of Norwalk Mayor Jennifer Perez for her support of this event.



Enjoying the Paint Night are Aubrey Spilsbury and Melissa Ramirez.



Painting at the Norwalk Chamber office are Lori Williams and Sherry Wilson.

Norwalk Chamber of Commerce
14783 Carmenita Road, Norwalk, CA 90650

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Norwalk Chamber of Commerce

14783 Carmenita Road
Norwalk, CA 90650
Phone: 562.404.0909
FAX: 562.404.0911

Monday - Friday 9:30am - 5:30pm
www.norwalkchamber.com
info@norwalkchamber.com

Facebook:

http://on.fb.me/oB5EUM

**PRESIDENT
JOSE RIOS**

**EXECUTIVE DIRECTOR
EDITOR, NCBC
CAREN SPILSBURY**

**CALENDAR
OF EVENTS**

CALENDAR OF EVENTS

PLEASE NOTE:

THESE DATES AND LOCATIONS COULD BE SUBJECT TO CHANGE DUE TO THE COVID-19 PANDEMIC

Wednesday, October 6th

Power of Pink
Don's Teriyaki Grill
12327 Imperial Hwy

Friday, October 8th

Power of Pink
Mr. Rosewoods Family Restaurant
10640 Rosecrans Ave.

Wednesday, October 13th

Power of Pink
Kung Pao Bowl
12331 Imperial Hwy.

Thursday, October 14th

Kiwanis 605 Charter Installation
Mr. Rosewoods Family Restaurant
6pm

Wednesday, October 20th

Norwalk Chamber Board of Directors
9am via ZOOM

Thursday, October 21st

Power of Pink
So-Cal Pizza
12253 Imperial Hwy.

Friday, October 22nd

Norwalk Chamber Fall Festival
5:30pm @ So Cal Pizza
Tickets: \$45.00

Saturday, October 23rd

9am to 10pm
Norwalk, Bellflower, Paramount
Relay for Life Reunion
Location: Norwalk City Hall Lawn

Thursday, October 28th

Power of Pink
Mr. Rosewoods Family Restaurant



RENEWING MEMBERS

Renewing Members

The following companies and individuals renewed their membership with the Norwalk Chamber of Commerce and the services we provide are made possible by their support.

36 Years

Costco Wholesale
Susan Sanchez
562-929-0826
www.costco.com

32 Years

Community Family Guidance Center
Bill Sinko
562-924-5526

18 Years

TNT Fireworks
Rich LeGaspi
800-585-9487
legaspir@tntfireworks.com

30 Years

F.O.C.I.S.
Reggie Bowie
562-929-6034
reggie@newharvestnorwalk.com
Budget Car Rental & Sales
Phil Arey
562-407-2800
<http://budgetnorwalk.com/>

24 Years

CAPC, Inc.
562-693-8826
www.capcinc.org

18 Years

Kelco Sales
Tracy Polley
562-868-9861
Info@kelcosales.com

9 Years

Shree Pashupatinath Foundation
Gokul Poudyal
562-259-7278
www.pashupatinathfoundation.org

NORWALK CHAMBER AMBASSADORS

Norwalk Chamber Ambassadors are once again getting out in the community to visit our Chamber members to bring them their membership renewal plaques and drop by new businesses to welcome them to the community. As long as the health department mandates allow, they will go out once a month and meet up with the local business community. This activity allows our Ambassadors to get to know the many different types of businesses that are located here in Norwalk and gives them the chance to share more about their business also. The Norwalk Chamber is always seeking interested members that may want to get more involved in the Chamber and serving as an Ambassador might be a great way for you to do that. If you would like more information about the Ambassador Corp, contact the Chamber office at 562-404-0909 or by email to info@norwalkchamber.com.



Welcoming our new member, Palace Cleaners to the Norwalk Chamber are (l to r) Board Member Lucy Rodas, State Farm Insurance, Michelle and Nicole, owners of Palace Cleaners, Ambassador Chair Karla Butler, Thompson & Associates and Board Member Dora Sandoval, Norwalk Lions Club.



Danton Lam of Norwalk Best Western Inn receives their membership renewal plaque from Lucy Rodas, State Farm Insurance, Karla Butler, Thompson & Associates and Dora Sandoval, Norwalk Lions Club.



Delivering a 46-year renewal membership plaque to Golf n' Stuff. Pictured here are (l to r) Board Members Dora Sandoval, Karla Butler, Ken Garcia of Golf n' Stuff and Board Member Lucy Rodas.



Delivering their renewal plaque to Bruce's Prime Rib Restaurant are Board Member Lucy Rodas, State Farm Insurance, Ambassador Chair Karla Butler, Thompson & Associates and Board Member Dora Sandoval, Norwalk Lions Club.



Goffredo Benitez and staff of Key West Auto Collision Center get a visit from our Norwalk Chamber to deliver his renewal plaque. In this photo are Dora Sandoval, Lucy Rodas and Karla Butler.

IT'S TIME FOR THE "POWER OF PINK" NORWALK OCTOBER NATIONAL BREAST CANCER AWARENESS MONTH

Visit our restaurants on their fundraising day and tell them you are there "The Power of the Pink" A portion of your purchase will support the American Cancer Society and all that they do to help fighters and survivors!

October 6th	Don's Teriyaki Grill 12327 Imperial Hwy Norwalk CA 11am to 8pm	
October 8th	Mr. Rosewood Family Restaurant 10640 Rosecrans Ave. Norwalk CA All Day Fundraiser	
October 13th	Kung Pao Bowl 12331 Imperial Hwy Norwalk CA 11am to 8pm	
October 21st	So-Cal Pizza 12253 Imperial Hwy Norwalk CA 11am to 9pm	
October 28th	Mr. Rosewood Family Restaurant 10640 Rosecrans Ave. Norwalk CA All Day Fundraiser	

MESSAGE FROM THE PRESIDENT



Dear Norwalk Chamber Members,

Thank you to all of you who continue to support the Norwalk Chamber with our different fundraising events, especially our Sponsors. It is through your generosity that we are able to continue to support our business community through workshops, webinars and more. We know how much all have struggled and continue to struggle as we are still in the pandemic and dealing with all of the different mandates.

The Chamber was able to hear from the Cal Savers organization at our last Board Member and they shared some very important information about the State of California requirement for all employers with 5 to 49 more employees to have a retirement plan in place by June of 2022. (Employers with 50 or more employees had a deadline of June 2021). We encourage you to visit the CalSavers website to find out additional information about this new law and how they can help you meet this requirement.

We were excited to participate in two Ribbon Cutting events this month and look forward to many more of these as the economy recovers from the many different business shut downs over the last 17 months. Congratulations to Carlow Homes and Norwalk ADCH on your Ribbon Cuttings.

Fall Festival returns to So Cal Pizza on October 22nd! We were not able to hold this fun filled event last year and we are really looking forward to having it again. Tickets can be purchased at www.norwalkchamber.com/shop/. Visit our Facebook event page for additional details. And we encourage you to register to attend our Annual State of the Nation webinar on Tuesday, November 9th at 9am. Our featured speaker is our Congresswoman Linda Sánchez who shares with us every year the actions taking place in Washington D.C. and throughout her District.

Reach out with any questions about these activities and more to our Norwalk Chamber at 562-404-0909.

Sincerely,

Jose Rios
 2021-2022 President, Norwalk Chamber of Commerce
 TNG Realty, Rios & Garcia Team

RIBBON CUTTING EVENTS

The Norwalk Chamber joined with the City of Norwalk in a Ribbon Cutting Event for Carlow Homes by Brandywine. These new live work homes were the fourth complex that Brandywine has completed in the City of Norwalk. We look forward to future projects that Brandywine will bring to the community.



Cutting the Ribbon at the new Carlow Homes location.



Norwalk Chamber President Jose Rios presents a congratulations certificate to Brandywine Homes. Also pictured here is Norwalk Mayor, Jennifer Perez.



Norwalk Chamber members attending the Carlow Homes Ribbon Cutting. Pictured here (l to r) are Board Member Gordon Stefenhagen, Norwalk Realty, City Commissioner Evelyn Nuno, Chamber Board President Jose Rios, Rios & Garcia Team, Ambassador Co-Chair Irma Macias, Community Family Guidance Center, Board Member Dora Sandoval, Norwalk Lions Club, Ambassador Sue Arthur and Board Member Jason Perez, Mr. Rosewood Family Restaurant.

The next Ribbon Cutting Event took place on Sunday, September 26th at the new Norwalk ADCH. Attending this event were many friends and families of the new business owners, along with Norwalk Mayor Jennifer Perez, Los Angeles County 4th District Representative Ivan Sulic and Norwalk Chamber Board of Directors members. This is a family business that has opened here in Norwalk to help disadvantaged adults that are in need of daytime support. If you are interested in finding out more about the facility, please contact them at 562-474-8080.



Cutting the Ribbon at the new Norwalk ADCH. In this photo you see Norwalk Mayor Jennifer Perez, Ivan Sulic, representing Los Angeles County Supervisor Janice Hahn, and Norwalk Chamber Board Members Dora Sandoval, Karla Butler, President Jose Rios and Business Owners Mariana Mirzoyan, Suzie Mirzoyan and Art Zadoyan.



Norwalk Mayor Jennifer Perez presents a Business Spotlight plaque to the business owners (l to r) Mariana Mirzoyan, Art Zadoyan and Suzie Mirzoyan.



Board President Jose Rios presents a Ribbon Cutting Certificate to Norwalk Adult Day Healthcare Center. Also pictured here are Mariana Mirzoyan, Art Zadoyan and Suzie Mirzoyan.



Ivan Sulic, representing LA County Supervisor Janice Hahn, presents a congratulations certificate to Norwalk ADCH.



Enjoying the festivities at the Ribbon Cutting are (l to r) Marilee Stefenhagen, Norwalk Soroptimist, VP Finance, Karla Butler, Thompson & Associates, Board Member Dora Sandoval, Norwalk Lions Club, Los Angeles County 4th District Representative, Ivan Sulic, Norwalk Mayor, Jennifer Perez, Board Member Gordon Stefenhagen, Norwalk Realty and Board President, Jose Rios, TNG Realty.

Creating a Strong Local Economy - and - Promoting the Community

The Norwalk Chamber of Commerce urges you to spend your money locally to support the business community and protect jobs.

Local sales tax dollars support basic city services When you shop in Norwalk, you are paying for...

- Public Safety Services
- Recreation Programs
- Street Repairs & Much More



Norwalk Chamber members celebrating the Ribbon Cutting Event. In this photo are (l to r) Gordon Stefenhagen, Dora Sandoval, Marilee Stefenhagen, Karla Butler, President Joes Rios, Mariana Mirzoyan, Ivan Sulic, Mayor Jennifer Perez, Suzie Mirzoyan, Art Zadoyan and Kathy Navejas, Norwalk Community Hospital.

COVID CORNER

Who Pays Cost of Employee COVID Testing or Vaccination?

Ellen S. Savage, HR Adviser

If I require an employee to go get a COVID test, or to be vaccinated, who pays the costs of testing or vaccination? Do I have to pay the employee for the time it takes?

California's Labor Commissioner has weighed in with a series of Frequently Asked Questions about who pays for the cost of COVID testing and vaccination, and whether wages and expenses are owed to the employee.

Cost of Testing or Vaccination

According to the Labor Commissioner, if an employer requires an employee to obtain a COVID test or a vaccination, then the employer must pay for any costs incurred by the employee for the test or vaccination. This is because California law requires employers to reimburse employees for all necessary business expenses (Labor Code Section 2802). If the employer has not designated a specific testing or vaccination site, the Labor Commissioner advises that "workers should ask which location(s) or vendor(s) are acceptable to the employer to avoid disputes over cost."

Wages

If the employer requires an employee to obtain a COVID test or vaccination, then the Labor Commissioner requires the employer to pay for the time it takes for the testing or vaccination, including travel time and time spent waiting for the test or vaccination to be performed. Wages are due because the time spent, including traveling and waiting, is time during which the worker is subject to the control of the employer and is thus considered "hours worked." Keep in mind that an employee who goes for a test or vaccination outside of their regular working hours could also be entitled to overtime pay if the time spent puts the worker over 8 hours in a day or 40 in a week. An employer may not require an employee to use paid leave time (such as COVID-19 Supplemental Paid Sick Leave or California Paid Sick Leave) for an employer-mandated COVID test or vaccination. The Labor Commissioner notes that time spent after COVID testing while waiting for test results does not need to be paid as hours worked. However, the worker may be able to utilize paid leave while waiting for the results.

Travel Expenses

If the testing or vaccination is performed at a location other than the employee's ordinary worksite, the Labor Commissioner notes that the employee also may be entitled to reimbursement for necessary expenses incurred to travel to and from the testing or vaccination location. This could include mileage reimbursement or the cost of public transportation.

Health Care/School Worker Public Health Orders

The California Department of Public Health (CDPH) recently issued vaccine mandates for certain workers in health care settings and schools, with limited exceptions that require regular COVID testing for employees who cannot be vaccinated for disability-related reasons or due to their religious beliefs. Currently the FAQs issued by the CDPH do not address whether the Labor Commissioner's guidance applies to these two orders. The Labor Commissioner's COVID-19 Testing and Vaccine FAQs can be found at <https://www.dir.ca.gov/dlse/COVID19resources/FAQs-Testing-Vaccine.html>.



6th Annual Norwalk Chamber FALL FESTIVAL IN OKTOBER
October 22nd, 2021
\$50.00 PER PERSON
"GROUP SPECIAL" BUY 4 OR MORE AND TICKETS ARE ONLY \$45.00
21 & Older only!

SUPPORT THE NORWALK CHAMBER OF COMMERCE AT THIS ANNUAL FUNDRAISING EVENT!
THE CHAMBER SUPPORTS LOCAL COMMUNITY PROJECTS, PROVIDES BUSINESS SUPPORT AND MORE!

FRIDAY, OCTOBER 22nd, 2021
5:30 PM TO 10:00 PM (LAST CALL 9:30PM)
SO-CAL PIZZA
12253 Imperial Hwy., NORWALK CA
TO RSVP AND PURCHASE TICKETS
CALL 562-404-0909 or Visit: norwalkchamber.com

SPECIAL OKTOBERFEST BEER TASTINGS, APPETIZERS, GAMES FUN, FUN, FUN AND MORE INCLUDED

INCLUDES SPECIAL OKTOBERFEST COLLECTORS GLASS

LABOR LAW CORNER

Applicant's Workers' Comp Claim History Can't Be Used for Screening

Matthew J. Roberts, Employment Law Counsel/Subject Matter Expert

We work in an industry that is at a higher risk for workplace injury. In an effort to keep our workers' compensation costs lower, can we ask if applicants for employment have an active workers' compensation claim or if they have ever filed for workers' compensation benefits?

Workers' compensation laws are complex and uniquely different from other employment-related issues — which often can lead to employer misunderstandings about what can and cannot be done in this context. California workers' compensation laws cover essentially every employer and require employers to maintain insurance to cover an employee's work-related injury or illness. This means that employers are compelled to incur this insurance expense just in the ordinary course of business and thus are looking for ways to minimize that cost.

No Discrimination

Employers tempted to screen out applicants based on past workplace injuries or past workers' compensation claims are prohibited from doing so by California Labor Code Section 132a. Labor Code Section 132a prevents employers from discriminating against workers for suffering injuries in the course and scope of employment. Labor Code Section 132a also prohibits employers from discriminating against workers who intend to file or have filed workers' compensation claims, or have received workers' compensation benefits. This means that employers cannot condition employment based on whether a worker filed a claim in the past or has an active claim now.

Questions for Applicants

Employers in higher-risk industries that are concerned about whether an employee can physically perform the job duties or whether they may be a workers' compensation risk in the future must be cautious with the questions they ask during interviews. Employers may not ask applicants about specific medical conditions or disabilities that the applicant may have as this is an impermissible disability-related inquiry. Instead, the employer may ask the applicant whether the employee can perform the job duties of the open position with or without a reasonable accommodation.

Pre-Employment Exam

Employers also may require applicants to undergo a physical examination prior to employment; however, there are a few rules employers must follow.

- The examination cannot be conducted until after the employer has made a conditional offer of employment.
- The employer must pay for the examination and all entering employees in the same job classification must be subject to the same examination.
- An employer may then withdraw the offer based on the examination results only if the applicant is unable to perform the essential functions of the job with or without a reasonable accommodation. Employers with concerns about limiting workplace injuries and illnesses should ensure that all workplace safety rules are up-to-date based upon job duties and that any safety policies and procedures in place are strictly and uniformly enforced.

Relay Reunion 2021

WELCOME!

Norwalk, Bellflower, Paramount

Come Relay with us on On The Lawn @ Norwalk
October 23, 2021
9 am - 10 pm

City Hall
12700 Norwalk Blvd

Relay Happenings that day:
A Celebration of Cancer Survivors
DJ Charles Davis & other
Entertainment; Food;
Cancer Awareness Information
Kids Games & More

Help us Save Lives,
Celebrate Lives, and Lead
the world in the Fight
Against Cancer

Join Our Relay go to
www.relayforlife.org/

RSVP: TO LYNDY FISHER:
LMFISHER714@GMAIL.COM

www.tricitiesca.com



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