

ANNUAL STATE OF THE NATION ADDRESS



Congresswoman Linda Sanchez

Wednesday, November 10th the Norwalk Chamber of Commerce in partnership with the Artesia, Cerritos Regional, Greater Lakewood, Montebello, Santa Fe Springs and Whittier Chambers of Commerce hosted our Congresswoman Linda Sánchez for a Virtual State of the Nation Address. The event started off with a presentation by Title Sponsor Metropolitan Water District (MWD) which was provided by Brad Coffey. Brad leads Water Resource Management at the Metropolitan Water District of Southern California. In this role, his team plans for the region's water supply, manages imported and local water resource programs, advances water-use efficiency, and prepares for droughts and a changing climate. Information was shared with the attendees about sources of water for Southern California, projects underway that are developing local water supplies, information about the regional recycled water program and how MWD is ensuring water reliability for the future. After his presentation, Brad introduced our featured speaker, Congresswoman Linda Sánchez.

Congresswoman Sánchez began her State of the Nation address by thanking the Chambers for hosting this event and shared the importance of being able to exchange information about what is being worked on in Washington DC and provide details on work that is still being done. The Congresswoman then shared some great news from our nation's capital about the bipartisan Infrastructure Investment and Jobs Act that was just passed by the House and how it will benefit our local communities. She mentioned the current condition of roads and bridges in California and how important this investment will be for our cities. California was recently given a C minus grade on our infrastructure report card by the American Society of Civil Engineers. The funding is coming at a critical time for our state. She shared that this is the largest long term investment in our infrastructure that has been passed in nearly a century in our country. The bill will help our local governments rebuild and repair roads, bridges and highways. The formula for funding shows that California is expected to receive over 25 billion dollars for Federal aid highway repairs and over 4 billion dollars for bridge replacement and repairs. She stated that the funding is not just about roads and bridges, but also about getting many Americans back to work with good paying jobs and rebuilding the California economy. Some of these jobs will be in the clean energy sector which will help with critical next steps in protecting our planet. There will also be significant investments in transportation for local governments which will create opportunities for people to move away from car dependency with

efficient transportation options. Over the next five years California is expected to receive over 9 billion dollars to help create sustainable public transportation options. Reliable internet for local communities will also benefit from these dollars.

Next the Congresswoman shared information about the Build Back Better Act (BBB). She spoke about the ongoing negotiations that have been taking place with this bill, and that this bill along with the Infrastructure Bill are making historic investments in our economy and in the American people. The Congresswoman serves on the Ways and Means Committee and this committee has been responsible for a lot of the work in putting this bill together. They are working hard on this "once in a generation opportunity" to pass a bill that will be doing much good for the American people. Some items that are included in this Act are 1. Will create millions of good paying jobs 2. Will create the biggest middle class tax cut in our nation's history 3. It will make our tax code fairer for workers and small businesses in California 4. It will guarantee four weeks of paid family medical leave for working families (California already has this in place) 5. It will lower the cost of child care and prescription drugs. The Congresswoman shared that six million women had dropped out of the workforce due to COVID because they were the primary caregivers for children or elderly parents and getting them back in the workforce will require affordable and dependable child care. She then emphasized that this bill is fully paid for and there will not be money borrowed to make these investments. The Congresswoman explained that with the bill being spread out over ten years and the changes in the tax code that are coming there will be no borrowing to make these major investments in American families.

Congresswoman Sánchez next discussed our local economic recovery and the funds that she has been able to bring back to her district. The American Rescue Plan delivered over 43 billion dollars for state and local governments in California. These funds have been given to school districts, cities, counties and the state. She spoke about the funds that have been given to local restaurants through the Restaurant Revitalization Fund and highlighted community projects in Pico Rivera, Whittier, and Norwalk. She has worked to continue to get the money to upgrade the Whittier Narrows Dam, which has been noted to be one of the highest risk dams for failure by the Army Corp of Engineers. She has committed to keep fighting to get the funding to complete the work on this project.

She also spoke about the outdoor dining programs that were implemented by many communities and how those programs have allowed many restaurants to keep their doors open. She is currently advocating for funds to replenish the various programs that have been put in place to continue to help the local business communities.

As homelessness is a continued problem for the local communities she is promoting the funding of rental relief and is working on other bills to help with affordable housing for helping with the problems of homelessness, especially with our Veterans. She touched on the current supply chain issues that the economy is experiencing

and shared the work that she is doing to help not only with this current problem but also to have measure put into place so that this same problem does not happen in the future. The global economy has been affected by the pandemic and we are facing issues that have never been faced in our lifetimes. Finding solutions to these problems will have to come from not just our government, but from the entire global economy.

The Congresswoman asked attendees to share with her office problems that businesses may be facing and ideas for solutions, so that we can all work together to find ways to not only fix problems now but can also prevent them from happening in the future. After the Congresswoman shared her updates for the State of the Nation event, she answered questions from attendees about funding for job training in public schools, how infrastructure funding will be allocated to local cities, exactly how the Build Back Better bill will be paid for and whether EIDL loans might be considered for forgiveness in the future.

Flowers were presented to the Congresswoman at the end of her presentation on behalf of the Chambers of Commerce who participated in the event. We want to thank our Sponsors for supporting the Annual State of the Nation Event:

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Credit Union of Southern California
Ride Yellow/Fiesta Taxi

Silver Sponsors

California Water Services
Downey Federal Credit Union

Bronze Sponsors

Rose Hills Memorial Park
US Bank
Atkinson, Andelson, Loya, Ruud & Romo
Water Replenishment District
Beverly Hospital

Thank you to the Metropolitan Water District for sharing valuable information about water projects in the District with attendees and to Carol Crosby of the Whittier Chamber for serving as the MC for the event. Look for future events to attend to get updates from your legislative representatives.



Sponsors for State of the Nation, Metropolitan Water District, Credit Union of Southern California, Southern California Gas Company, Ride Yellow, California Water Services, Downey Federal Credit Union, Rose Hills Memorial Park, Beverly Hospital, US Bank, Water Replenishment District, Atkinson, Andelson, Loya, Ruud and Romo.

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

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Norwalk Chamber and our partner Chambers, Artesia, Cerritos, Greater Lakewood, Montebello, Pico Rivera, Santa Fe Springs and Whittier.

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**PRESIDENT
JOSE RIOS**
**EXECUTIVE DIRECTOR
EDITOR, NCBC
CAREN SPILSBURY**



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.

46 Years
Paul S. Crismon, O.D., Inc.
Dr. Paul Crismon
562-864-6535
Drpaul.crismon@verizon.net

29 Years
Helpline Youth Counseling
Jeff Farbor
562-864-3722
jfarbor@hycinc.org

29 Years
Nationwide Environmental
Joe Samuelian
562-860-0604
info@nes-sweeping.com

24 Years
Friends of the Norwalk Library
Sue Kane
562-868-0775

21 Years
Community Legal Services
Anthony Filer
562-864-9935
afil@legal-aid.com

12 Years
Soroptimist International Norwalk/SFS
President Lynda Fisher
714-204-2381
www.sinorwalk.org

11 Years
Swift Cargo Inc.
562-926-0509
www.swiftcargo.com

CALENDAR OF EVENTS

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PLEASE NOTE:

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

Wednesday, December 8th
Annual Holiday Mixer
5:30pm to 7:30pm
Mr. Rosewood Family Restaurant

Wednesday, December 15th
Board of Directors Meeting
9am via ZOOM

Tuesday, December 21st
Holiday Creating Connections Luncheon
12noon @ Outback Restaurant

SAVE THE DATE

January 26th
Annual Homeless Count
Sign up online at
Theycountwillyou.org
To volunteer.

January 27th
Coffee & Conversation
9am @ Chick-fil-A

February 14th
Job Fair @ NASC
Details to come

February 23rd
Norwalk Education Alliance
Annual Mock Interviews

March 24th
7th Annual Spring Swing
9-Hole Golf Tournament
Don Knabe Golf Center



Zen's Tea House is celebrating Small Business Saturday.



So Cal Pizza is open for business on Small Business Saturday!



Ana Engquist of St. Linus Catholic Church receives the membership renewal plaque from our Ambassador Team.



JJ Mastopietro of Outback Steakhouse Restaurant receives the membership renewal plaque from (l to r) Irma Macias, CFGC, Lucy Rodas, State Farm Insurance, Lori Herrera, Doubletree Hotel, Karla Butler, Thompson and Associates and Dora Sandoval, Norwalk Lions Club.



Norwalk Chamber celebrates Small Business Saturday with a kickoff event at the Chamber office. Attending this event were Norwalk City Council Members Ana Valencia and Margarita Rios.



Cristina's Precious Flowers & Gifts welcoming shoppers on Small Business Saturday. Pictured here is owner Cristina Villalobos.



Visiting Norwalk True Value Hardware with their membership renewal. In this photo are (l to r) Ambassador Co-Chairs Irma Macias and Karla Butler, Joel Aparicio of Norwalk True Value Hardware, Ambassadors Lori Herrera, Lucy Rodas and Dora Sandoval.



Irma Macias of Community Family Guidance Center receives their renewal plaque from our Business Visitation Team.



Lori Herrera of the Norwalk Doubletree Hotel accepts their 33 year membership renewal from our visitation team.



Norwalk Chamber visiting our businesses and providing their membership renewals. Pictured here are (l to r) Ambassadors Lori Herrera, Doubletree by Hilton, Irma Macias, Community Family Guidance Center, Board Member Karla Butler, Thompson and Associates, Craig Wicks and David Gallardo of Budget Car Sales & Rentals, Board Members Dora Sandoval, Norwalk Lions Club and Lucy Rodas, State Farm Insurance.

MESSAGE FROM THE PRESIDENT



As we head into the final holidays of 2021, we are reminded that this is a time to be thankful for the many opportunities that we have had during this year. While the pandemic is still very much a part of our everyday lives, our businesses have been able to be fully opened beginning in June of this year. Many of those businesses are still feeling the effects of being shut down for months, being forced to pivot their business model and still not being able to fully staff their business and be able to provide services as they had before. We encourage you to support our local business community this holiday season as they continue to recover!

We at the Chamber are here to help our members in every way that we can. Reach out to the office if there are resources you still need, if you need help with any kind of training or learning or just to share how the Chamber can help you.

Networking in person is back and we encourage you to take advantage of every opportunity that we can provide. Our Annual Holiday Mixer is December 8th at Mr. Rosewood Family Restaurant and all are invited. Our new Coffee and Conversations will move to the 4th Thursday of the month at Chick-fil-A restaurant and we will be partnering with the Santa Fe Springs Chamber for some of these networking opportunities. We also hope you join us for lunch on December 21st at Outback Restaurant. Information about these events and more can be found on our Norwalk Chamber website at www.norwalkchamber.com.

As we head into 2022 it is a time to evaluate your business, see what learning options you need and connect back up with the Chamber. Look for information about webinars on changes in business laws for 2022, how to grow and market your business and more. And if there is a topic that you need more details about, let us know by emailing info@norwalkchamber.com. Wishing you a safe and happy holiday season and looking forward to the New Year!

Respectfully,

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

SPROUTS FARMERS MARKET COMING TO NORWALK

The City of Norwalk held a ceremonial ground breaking event on Friday, November 19th at 2pm at the location of the future Sprouts Farmers Market that is coming to Norwalk. In attendance at this event were the property owners and developers along with City of Norwalk officials and Norwalk Chamber members. Norwalk Mayor Jennifer Perez welcomed everyone to the event and then introduced John Love, Vice President Commercial Shapell Properties, Inc. John shared their excitement to be bringing this new complex to the City of Norwalk. Not only will there be a Sprouts Farmers Market, but also a new drive through restaurant (to be announced) and additional commercial property space. It is anticipated that the Sprouts will be completed by the end of 2022. Also present were City Council Member Margarita Rios, City Manager Jesus Gomez, Anabel Cuevas representing Congresswoman Linda Sánchez and Alberto Ruiz, representing Assembly Member Lisa Calderon.



Attending the Ground Breaking event for the new Sprouts Farmers Market coming to Norwalk are (l to r) Ambassador Joe Derthick, AFLAC, Alberto Ruiz, Communications Director Assembly Member Lisa Calderon, Board President Jose Rios, TNG Realty, Board Member Dora Sandoval, Norwalk Lions Club, Immediate Past President, Amanda Blanton, Farmers & Merchants Bank, and President Elect, Rich LeGaspi, TNT Fireworks.



Ceremonial ground breaking for the new Sprouts Market. In this photo are Norwalk City Staff, Mayor Jennifer Perez, City Council Member Margarita Rios, and representatives from Commercial Shapell Properties, Inc. and Grapevine Development.



Excited for the new shopping opportunity coming to Norwalk!



Jacob Steven Ruiz is recognized for the Norwalk Home Town Hero's Banner program.



City of Norwalk proclaims Saturday, November 27th at Small Business Saturday, 2021 in Norwalk. Norwalk Mayor Jennifer Perez and Council Member Margarita Rios present the proclamation to Board President Jose Rios, President Elect Rich LeGaspi, and members Lori Herrera, Amanda Blanton, Dora Sandoval and Joe Derthick.



Norwalk Home Town Hero's Banner Program presentation. Included in this photo are Council Member Ana Valencia, Senator Bob Archuleta, Mayor Jennifer Perez and Assembly Member Lisa Calderon



The State of California provides \$3,000,000.00 to the City of Norwalk for Affordable Housing and Homeless Outreach. The check presentation was made at a recent City Council meeting. In this photo are (l to r) Norwalk City Council Member Ana Valencia, California Assembly Member Lisa Calderon, California Senator Bob Archuleta and Norwalk Mayor Jennifer Perez.



Chamber Board Member Gary Murphy of Norwalk Florist and Board President Jose Rios, TNG Realty at the EWaste collection drop off for the Norwalk Chamber.

NEW CHAMBER EVENT KICKS OFF

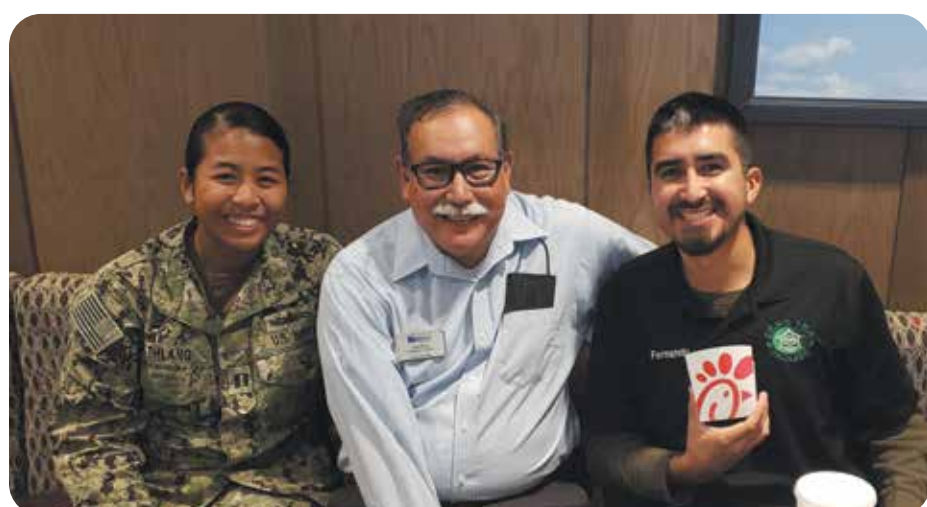
Norwalk Chamber kicked off a new event on Wednesday, November 8th at Chick-fil-A restaurant. Monthly Coffee & Conversations will be held on the first Wednesday of December and in January will move to the 4th Thursday of the month. Put this event on your calendar, as we will partner with the Santa Fe Springs Chamber every other month to provide multiple networking opportunities. Coffee is complimentary and conversation is free! Breakfast is on your own as you support a local business while increasing your connections.



Our host for Coffee & Conversation, Farid Khansarinia pictured here with Board Members and Ambassadors, Dora Sandoval, Jason Perez and Irma Macias.



Executive Board members Karla Butler and Jose Rios attending Coffee & Conversation



Attending our first Coffee & Conversation at Chick-fil-A are (l to r) US Navy Lieutenant Ryna Thlang, Norwalk Chamber Board President Jose Rios, TNG Realty and Fernando Lopez, Zen's Tea House.



The crew from the California Conversation Corp networking at the Coffee & Conversation event. Pictured here (l to r) are Juan Mercado, Amelia Valencia and Charlene Calac.



Lt. Ryna of the US Navy TAOC presents Farid Khansarinia of Chick-fil-A with a thank you certificate for his support of the ribbon cutting event. Also pictured here is Chamber President Jose Rios.

CITY OF NORWALK VETERAN'S DAY CELEBRATION

The City of Norwalk hosted their annual Veteran's Day Celebration as an in person event again this year at the Veteran's Memorial located at Norwalk City Hall. DJ Muzik Factory provided the musical entertainment before and during the event, with the highlight being the Service Medley for our Veteran's in attendance. Norwalk Mayor Jennifer Perez welcomed all to the celebration and then introduced Wayne Carrigan, Past Commander, American Legion Post 359 for an Invocation. The presentation of the colors was done by our Norwalk Public Safety Veterans and the American Legion Post 359. Next we heard from Carla Logie as she sang the National Anthem. A moving tribute to our POW/MIA's was performed by Jocely Guerrero, Auxiliary Junior and Frances Powell, Auxiliary Color Guard. Introductions and comments were provided by

Mayor Perez, Melissa Braicov, Commander American Legion Post 359 and Becky Bullard, President, American Legion Auxiliary Unit 359. Congresswoman Linda Sánchez was in attendance and shared her appreciation for our Veterans' with brief comments. The keynote speaker for the event was Lt. Ryna S. Thlang, U.S. Navy. Lt. Thlang shared her appreciation for those that have gone before her and closed with a poem that had many in the audience teary eyed. After the retiring of the colors Veteran's were greeted and thanked by those in attendance. This annual event brings many of our Veteran's together to be acknowledged by the community for their commitment to service to our country. When you see a Veteran, thank a Veteran for the many freedoms that we enjoy as a country because of their sacrifice!



Attending the Veteran's Day Celebration are (l to r) Alberto Ruiz, Communications Director for Assembly Member Lisa Calderon, Tony Perez, District Director for Senator Bob Archuleta, Vincent Morales, Assistant Field Deputy and Ivan Sulic, Senior Field Deputy for 4th District Supervisor Janice Hahn.



Veterans Day Celebration in Norwalk. In this photo are many of our local Veterans including Art Sanchez of Sanchez Restaurant & Catering. Also in the photo are Norwalk Mayor Jennifer Perez, Congresswoman Linda Sanchez, City Council Members Ana Valencia, Rick Ramirez and Margarita Rios, and NLMUSD School Board Member and Veteran Dr. Robert Cancio.



Attending the City of Norwalk Veterans Day Celebration are (l to r) Natalie LeGaspi, Soroptimist International of Norwalk/SFS, Board Member Rich LeGaspi, TNT Fireworks, Veteran Dave Rose of Bill's Barber Shop and Ambassador Sue Arthur



Norwalk Mayor Jennifer Perez with her parents Bob and Sue Arthur at the Veteran's Day Celebration.



Keynote speaker for the Veteran's Day event was Lt. Ryna Thlang of the US Navy Talent Onboarding Acquisition Center.



At the Veteran's Day Celebration are retired Navy Seal Ramón Espinoza, Norwalk City Council member Margarita Rios, Veterans Art Sanchez, Dr. Robert Cancio, Dave Rosa, Norwalk Board member Dora Sandoval and City Council Member Ana Valencia.

LABOR LAW CORNER

Allowing Use of Sick Time for Vacation Could Prove Costly for Employer

By Ellen Savage, HR Adviser, CalChamber

My employee wants to take a few days off to take a trip with her family, but she is out of vacation time. Can I let her use her sick leave instead?

Many employers see no harm in allowing an employee to use their paid sick leave (PSL) as a substitute for vacation time, but doing so could lead to unintended and expensive financial consequences for the employer.

Vested vs. Unvested Time Off

The risk in allowing employees to use PSL for anything other than its intended purpose (such as illness or medical appointments) lies in the way California law draws the distinction between vested and unvested time-off benefits. A vested benefit is one that belongs to the employee and can't be taken away, and which must be paid out at the end of the employment relationship. An unvested benefit can be subject to a "use-it-or-lose-it" rule. California's Labor Commissioner says a time-off benefit that is "contingent upon the happening of a specific event" is an unvested benefit and does not have to be paid out at termination. A time-off benefit that is given

"without condition," such as vacation time, is a vested benefit and must be paid out at termination. This is true no matter what name an employer may choose for the time off bank, such as Paid Time Off (PTO). DLSE Opinion Letter 1992.04.27

Paid Sick Leave

Under California law, PSL is not a vested benefit because it is tied to being used for specific purposes. California's PSL law allows an employee to use it for the diagnosis, care or treatment of an existing health condition, or preventive care, either for themselves or certain family members. For example, an employee could take PSL for a cold or other illness, to care for a sick child, for a doctor's appointment for themselves or a family member or for preventive care, like a flu shot. Thus, California's PSL law specifically states that any remaining balance does not need to be paid out at the time of termination, resignation, retirement or other separation from employment. By allowing an employee to use their PSL bank for reasons that are not specifically allowed under the law, the employer may be unintentionally turning an unvested benefit into a vested one. In other words, because the time off is no longer tied to illness or medical appointments and can be used to take a vacation, it may now be vested and belong to the employee and therefore could lead to a claim that it should have been paid out on separation.

Costly Risk

If a former employee were to file a claim with the Labor Commissioner because the time remaining in the PSL bank was not paid out, the financial risk to the employer is more than just the few hours or days that were not paid from that bank. The employee would also be entitled to waiting time penalties of one full day's wages for each day after their final pay was due, up to a maximum of 30 calendar days. Because most employees work about 20 days per month, the penalty can result in about an extra month-and-a-half of wages being owed.



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Tuesday, December 21st, 2021 12:00noon
 Outback Steakhouse
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 Norwalk, CA

Join the Norwalk Chamber as we hold our "Creating Connections" Luncheon! Connecting your business with others! No entry fee ~ lunch is on your own



RSPV to the Chamber Office at 562-404-0909 or by email at info@norwalkchamber.com



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