

SMALL BUSINESS SATURDAY IN NORWALK

Norwalk Chamber was once again a Neighborhood Champion for Small Business Saturday (SBS) which is celebrated on the Saturday following Thanksgiving each year. The Chamber hosted a coffee meet up where attendees were provided a free shopping bag celebrating SBS and then encouraged to go out into the local community to "Shop Small." Attending the coffee meet up were members of the Norwalk Chamber Board of Directors and Ambassadors, along with City of Norwalk Commissioners. Businesses were provided with posters and other marketing materials to use at their locations, along with magnets and other items to give away to shoppers that day. Attendees were encouraged to go out and shop small, take photos and then share on their social media so that others would be encouraged to shop small. Small Business Saturday was created in 2010 to recognize the important economic contributions small businesses make in their local communities and to celebrate by spending the day shopping small and local! 65% of businesses in the United States are considered small businesses and contribute an overwhelming amount of support to their communities. Did you know that out of every dollar spent in the community .67 cents stays local! That is why when you shop small you make a big impact. Our small businesses here in Norwalk give back to the community in so many ways that shopping small and local for one Saturday is a small contribution that residents can give back to them!



La Jara Brewing Co. is one of Norwalk's newest small businesses. Visit them at 13423 Excelsior Dr in Norwalk Wednesday through Sunday. (Hours vary each day)



Public Safety Commissioner Patti Hoskins and Josh Hoskins supporting our small business community.



Public Safety Commissioner Michael Rosoff and Beth Rosoff getting ready to "Shop Small."



Staff of Tam's Burgers, at 11700 Rosecrans Ave in Norwalk welcoming all on Small Business Saturday.



Owner Noel Aparicio and staff of Norwalk True Value Hardware, open for Small Business Saturday.



Board President Rich LeGaspi, TNT Fireworks, getting ready to run out and shop local and shop small in Norwalk.



A new Norwalk business, Mariachi Bakery, located at 11042 Rosecrans Ave in Norwalk, visited by many on Small Business Saturday.



Kicking off our Small Business Saturday at the Norwalk Chamber office before heading out into the community to Shop Small! Pictured here are (l to r) Aubrey Spilsbury, Josh Hoskins, Public Safety Commissioner Patti Hoskins, NLMUSD School Board Member Jose Rios, Norwalk Chamber Board President Rich LeGaspi, 605 Kiwanis President Dora Sandoval, Public Safety Commissioner Michael Rosoff, Beth Rosoff and Melissa Ramirez.

NORWALK COMMUNITY COMES OUT TO SUPPORT SHERIFF RECRUITS CLASS 464

By now many of you are familiar with the law enforcement recruits that were so tragically run over by a driver on Wednesday, November 16th in South Whittier. That area is patrolled by our Norwalk Sheriff Station and Lt. Noe Garcia was assigned as the incident commander for the accident. With all that happened, it was no surprise for the Chamber to get a call from Lt. Garcia to share that the Norwalk Sheriff Station would be hosting a fundraising BBQ for those recruits and asked us to help spread the word. Well, along with the Chamber, the City of Norwalk, the Sheriff Station and many others in the community began to share the flyer. The Sheriff station planned the BBQ for feeding around 1,000



Sheriff Elect Robert Luna attends the fundraising BBQ to support Recruit Class 464. Also in this photo are Norwalk Sheriff Captain Chris Johnson and Norwalk City Council Member Margarita Rios.

people and fundraising \$10,000.00 for the recruits. Not only did the Norwalk community come out in force, but law enforcement and first responders did also. We saw attendees from Rialto, Los Angeles, Torrance, California Highway Patrol, Los Angeles County Sheriffs from other jurisdictions, Los Angeles County Fire Fighters, Los Angeles

School Police and many more. Norwalk Public Safety officers and Commissioners were at the event along with Norwalk Mayor Rick Ramirez, Los Angeles County Supervisor Janice Hahn, Sheriff Elect Robert Luna and Los Angeles Police Chief Michael Moore. Channel 7 News, Channel 4 News and Telemundo stations were also on hand to

record the event. So many people turned out to support that the anticipated 1,000 meals were served in the first 45 minutes and the Norwalk Deputy's had to scabble to shop for more food for all of those that came after! Thank you to everyone who had a hand in supporting this event and our law enforcement recruits! There are additional opportunities to support them during this time. The Sheriffs' Relief Association is accepting donations from the public. You can donate by check, Venmo or PayPal. Please make checks payable to:

Sheriffs' Relief Foundation
Memo: Class 464 Recruits



At the BBQ Fundraiser for Class 464 Recruits are Norwalk Sheriff Captain Chris Johnson, Norwalk Mayor Rick Ramirez, Los Angeles County Supervisor Janice Hahn and Norwalk Sheriff Lieutenant Noe Garcia.



Supporting the Class 464 Recruits at the fundraising BBQ are (l to r) Ivan Sulic, Vincent Morales, LA County Supervisor Janice Hahn, Matthew Johnson and Norwalk Sheriff Captain Chris Johnson.



Norwalk City Council Member Margarita Rios at the Sheriff BBQ fundraiser with LA County 4th District Representatives Vincent Morales and Ivan Sulic.



Pictured with LA County Supervisor Janice Hahn at the Sheriff BBQ are Natalie LeGaspi, SI Norwalk/SFS and Board President Rich LeGaspi, TNT Fireworks.

Mail checks to:
Sheriffs' Relief Association
11515 Colima Road,
Building B
Whittier, CA 90604

Additional information can now be found on Sheriffs' Relief Association's (SRA) SRA is a 501(c)(3) non-profit organization.

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

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NORWALK CHAMBER BUSINESS CONNECTIONS (NCBC) is the Official Publication of the Norwalk Chamber of Commerce.

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info@norwalkchamber.com

Facebook:

http://on.fb.me/oB5EUM

PRESIDENT

RICH LEGASPI

EXECUTIVE DIRECTOR

EDITOR, NCBC

CAREN SPILSBURY

CALENDAR OF EVENTS

Friday, December 2nd

Christmas Prayer Breakfast
Uptown Whittier YMCA
7am to 9am

Saturday, December 3rd

City of Norwalk
Annual Tree Lighting
6pm to 9pm
Norwalk City Hall Lawn

Tuesday, December 6th

Gateway Chambers Alliance
Meeting
12noon
Via ZOOM

Wednesday, December 7th

Annual Holiday Mixer
5:30pm to 7:30pm
Norwalk Arts & Sports Complex
Sproul Room

Saturday, December 10th

Cerritos College Meet & Greet
Performing Arts Center
11am to 2pm

Saturday, December 10th

City of Norwalk Angel Tree
Chavez Elementary School
(must register to volunteer)

Thursday, December 15th

After Hours Mixer
Norwalk & Santa Fe Springs
4pm to 6pm
Doubletree Hotel

Tuesday, December 20th

Holiday Creating Connections
Lunch
12noon
Outback Restaurant

Wednesday, December 21st

Board of Directors Meeting
9am Hybrid
ZOOM & Chamber Office

SAVE THE DATE

March 30th, 2023
Annual 9-Hole Golf Tournament

SPONSORS



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.

47 Years

PDQ Rental
Dennis Turner
562.944.3206
https://www.pdqrentals.com/

46 Years

Dr. Paul Crismon
562.864.6535
drpaul.crismon@verizon.net

36 Years

Little Lake City School District
Dr. William Crean
562.868.8241
wcrean@llcsd.net

29 Years

Nationwide Environmental
Joe Samuelian
562.860.0604
https://www.nes-sweeping.com/

25 Years

Friends of the Norwalk Library
Club President
562.868.0775

21 Years

Community Legal Services
Anthony Filer
562.864.9935
https://www.communitylegalsocal.org/

17 Years

El Clasificado
Martha DeLaTorre
323-278-5310
fzepeda@elclasificado.com

13 Years

SI Norwalk/SFS
President
https://sinorwalksantafesprings.org/

13 Years

St. Linus Catholic School
schooloffice@linuslions.org

12 Years

Downey Patriot Newspaper
Norwalk Patriot Newspaper
Jennifer DeKay
562-904-3668
Jennifer@TheDowneyPatriot.com

9 Years

Rose Hills Memorial Park
Ivette Gonzalez
ivette.gonzalez@rosehills.com

5 Years

YMCA of Greater Whittier
Curt Skotnicki
CSkotnicki@ymcawhittier.org
www.ymcawhittier.org

NEW MEMBERS

Southern California Model Railroad Club

Jeff Smith
12140 E. Firestone Blvd.
Norwalk CA 90650
562-863-3156
jeff@railmasterhobbies.com
https://www.trainweb.org/calsomrr/

IBE Digital

Sloan Varing
1126 Monarch Street Suite B
Garden Grove CA 92841
562-921-0202
dmendoza@ibedigital.com
https://www.ibedigital.com

Dog Pound MMA & Fitness

Hector Ramirez
12128 Firestone Blvd.
Norwalk CA 90650
562-474-8599
HectorSickDog@yahoo.com
https://dog-pound-mma-fitness.business.site/

MEMBER EVENTS IN NORWALK

Norwalk La Mirada Unified School District held their College and Career Expo on Thursday October 27th at the new Sports Stadium at John Glenn High School. This event brings out colleges from all over the country and local employers to provide information to students on current jobs that are available and careers they can choose through either pursuing a college degree, a trade certificate or a future in the United States military. This event was put on by the District College and Career Readiness staff and was well attended by over 500 students and their families. Look for future events from the District by visiting their website at https://www.nlmusd.org/.



Attending the Expo are School Board Members, Teachers, Staff and Administrators from Norwalk La Mirada Unified School District.



At the College and Career Readiness Expo are (l to r) NLMUSD School Board Member Chris Staples, Superintendent Dr. John Lopez and Board Member Jose Rios.



Families attending the College and Career Expo to explore options for students.



Working with the different colleges and businesses that attended the Expo, pictured here is Dr. John Lopez, Anthony Cobbs, Joanne Jung and Norwalk Chamber Past President Jose Rios.

EL CLASIFICADO CELEBRATES THE HOLIDAYS

El Clasificado/EC Hispanic Media celebrated Halloween and Day of the Dead with celebrations at their Norwalk facility. Halloween found the business hosting a costume contest and a costume parade for their employees. Each department chose a different theme for their costumes and staff in those departments all dressed up in their themes. Staff then held a costume parade throughout the ground floor of the business and while participating, the costumes were judged by Norwalk City Council Member Margarita Rios, Norwalk La Mirada School Board Member Jose Rios, and Norwalk Chamber Executive Director Caren Spilbury. The "Scarecrow" group won the group costume contest while the "Headless Scarecrow" won the overall prize! Next El Clasificado was able to host their traditional Day of the Dead evening mixer at the Norwalk office. A themed buffet and drink bar was offered to the attendees, while upstairs was music and an altar for the remembrance of loved ones. The highlight of the evening was the face painting artists who spent time providing an authentic Day of the Dead look for those who waited patiently for their turn to get their face decorated. El Clasificado/EC Hispanic Media has headquartered in Norwalk for over 17 years and is a woman and minority owned small business that specializes in marketing and advertising for businesses with a focus on the Spanish speaking population. Visit their website at https://elclasificado.com/losangeles to learn more about their services.



El Clasificado Staff with owner Martha DeLaTorre at their annual costume contest and parade.



At the Day of the Dead celebration are El Clasificado owners Martha DeLaTorre and Joe Badame.



Enjoying the Day of the Dead celebration hosted by El Clasificado. Pictured here (l to r) Natalie LeGaspi, Dina Garcia, Norwalk Council Member Margarita Rios, Jose Rios, Yovani Flores, Rich LeGaspi and Lucy Rodas.



Celebrating at El Clasificado are Dina Garcia, TNG Realty, Board Member Yovani Flores, US Bank, Board President Rich LeGaspi, TNT Fireworks, Dina and Andy Chavez, Ambros Construction, Inc. and Ambassador Bertha Chavez, Ambros Construction, Inc.



Board Member Lucy Rodas and her staff at State Farm Insurance at the Day of the Dead Celebration.

MESSAGE FROM THE PRESIDENT



Dear Norwalk Chamber members,

As we move further into the Holiday season, I would like to invite you to our Annual Holiday Mixer December 7th at the Arts & Sports Complex from 5:30pm to 7:30 pm. We will be having a special guest visiting us that evening, that you will be able to take photos with. This event is always a fun time for everyone who attends, so be sure and come on out and have some fun with us. We will have raffles, our Ice Chest O'Cheer and some fun contests! Other events that we have in December include a Multi Chamber Mixer with Norwalk & Santa Fe Springs on December 15th at the Double Tree Hotel from 4:00 to 6:00 pm. We will be in the ballroom mixing and mingling with business and community leaders from both Chambers. Light refreshments will be served during the mixer.

We want to welcome our new members to the Norwalk Chamber. Southern California Model Railroad Club, Dog Pound MMA & Fitness, and IBE Digital. It was great to see all the community support that came out for the Norwalk Sheriff station for a BBQ to support Class #464 Recruits after the tragedy that

happened in South Whittier. So many community members, law enforcement and first responders attended to show their support for the recruits. Our thoughts and prayers go out to the injured and those that are in the hospital and we wish them a speedy recovery.

Have a safe and wonderful holiday season, and we hope to see you out and about in Norwalk.

Respectfully,

Rich LeGaspi
2022-2023 President, Norwalk Chamber of Commerce
TNT Fireworks

RIBBON CUTTINGS IN NORWALK

Apple Tree Early Intervention Center held their Ribbon Cutting at their new Norwalk location on Tuesday, November 1st. Certificates of congratulations were provided by Congresswoman Linda Sanchez, Los Angeles Assessor Jeffrey Prang, the City of Norwalk and the Norwalk Chamber. After the presentations all stepped outside to hold the ribbon cutting part of the day, then the attendees were provided with a tour of the new facilities and were treated to coffee and refreshments from the staff at Apple Tree. Here is a little more information about Apple Tree Early Intervention Center.

Established in 1998, Apple Tree's goal is

to create a caring community of learners while fostering autonomy, self-esteem and facilitating growth and to enhance learning in all 5 areas of development. Planning curriculum to achieve important goals, supporting emergent curriculum to facilitate continued development as well as a motivating environment for all children. Assessing children's development and learning styles and needs in order to support advancement in social emotional development, cognitive, adaptive, communication, and motor skills. Establishing reciprocal relationships with family to connect the family, child, and therapist in an ongoing supportive relationship.

Apple Tree adheres to an evidence-based practice in the field of early childhood. This process pulls together the best available research, knowledge from professional experts, and data and input from children and their caregivers, to identify and provide services that are evaluated and proven to achieve positive outcomes for children and families.

Apple Tree understands that through warm and supportive relationships, educators can assist children to make sense of and organize their feelings, thoughts, and intentions. In this way, therapists can utilize their relationships with children to intentionally help them develop an understanding of their own emotional experiences, relationships with peers & adults as well as their environments.



Norwalk Chamber Board Member Lucy Rodas, State Farm Insurance presents the membership plaque to Apple Tree Early Intervention Center Manager Carol Thompson.



Cutting the Ribbon for Apple Tree Early Intervention Center here in Norwalk.



Sonia Pream of Don's Teriyaki Grill presents Carol Thompson of Apple Tree with a Ribbon Cutting Plaque from the Norwalk Chamber.



Past President Jose Rios presents a Business Spotlight Award on behalf of the City of Norwalk to Apple Tree Manager Carol Thompson.



Aldo Arellano of Los Angeles County Assessor Jeffrey Prang's office presents a certificate of congratulations to Apple Tree on opening their center in Norwalk.



Staff of Apple Tree and Norwalk Chamber Board Members and Ambassadors at the Ribbon Cutting event.

NORWALK CELEBRATES OUR VETERANS

The City of Norwalk annually holds a Veterans Day Event to celebrate our Veterans and their contributions to our city and country. This year was no exception, as the event took place at the Veterans Memorial in the City Hall parking lot. Norwalk Mayor Rick Ramirez served as the MC for the ceremony, while Dr. Robert Cancio, President American Legion Post 359 shared a touching tribute to the men and women who gave their all for our freedoms. The keynote address was given by LCpl Esparanza Zanabria, USMC, currently a student at Cerritos College. The Santa Fe High School band provided musical entertainment with the always popular tribute to each of the branches of the military. Present at this years event also was Norwalk Vice Mayor Ana Valencia, Council Members Tony Ayala, Jennifer Perez, Margarita Rios and Norwalk City Manager Jesus Gomez. Many members of our Veteran community were also present for the celebration of all Veterans and the service they have provided to our country.



Attending the Veterans Day Celebration are (l to r) City Council Member Jennifer Perez, Board President Rich LeGaspi, Natalie LeGaspi, SI Norwalk/SFS Ambassador Sue Arthur, Toni Grijalva, Cerritos College, Board Members Dora Sandoval and Jose Rios



Attending the City of Norwalk Veterans Day Celebration are NLMUSD Board Member Jose Rios and Board President Norma Amezcua



American Legion Post 359 Color Guard getting ready to proceed with presenting the colors and flags at the Veterans Day Celebration.



Veterans Day Celebration, pictured here are the Veterans that attended the event and Norwalk City Council.

COVID-CORNER

The California Division of Occupational Safety and Health (Cal/OSHA) prepares to vote on the next iteration of California's COVID-19 emergency regulation, one important change being considered is whether to extend California employers' obligation to provide exclusion pay to all workers out on leave.

Current Regulation to Expire

California's current COVID-19 emergency regulation expires at the end of this year, and the Cal/OSHA Standards Board will be voting on a two-year, nonemergency extension of the regulation in December. Although the proposed draft language has been public since June 2022, the Cal/OSHA staff recently released a set of adjustments to the two-year draft that will be voted upon in December with comments on the 15-day change notice due at the end of October. In an article published in the October 21 Alert, California Chamber of Commerce Policy Advocate Robert Moutrie explained some of the key changes Cal/OSHA has made to the COVID-19 emergency regulation in the 15-day change notice, including:

- A new "close contact" definition based on the cubic footage of a workplace;
- Easing of the threshold to end an "outbreak" — now one case in a two-week period will not extend the outbreak. Instead, two cases will be the threshold to continue outbreak precautions; and
- Changes to statutory exposure notice requirements — with 2022's AB 2963 (Reyes; D-San Bernardino) changing statutory notice requirements in the workplace, the regulation is being adjusted to match.

Exclusion Pay Burden

A significant change that labor advocates have sought is extending the exclusion pay requirement of the COVID-19 emergency regulation in the two-year nonemergency regulation, instead of allowing it to expire in December per the present draft text. Exclusion pay is similar to COVID-19-specific sick leave, but may be unlimited in certain ways. Cal/OSHA's requirement of exclusion pay provides simply that: "... [E]mployers shall continue and maintain an employee's earnings, wages, seniority, and all other employee rights and benefits, including the employee's right to their former job status, as if the employee had not been removed from their job." This blanket requirement has essentially created unlimited paid sick leave related to COVID-19 throughout the pandemic for both positive cases and those excluded due to an exposure. Although employers eventually were permitted to require employees to use their employer-provided paid sick leave until such leave was exhausted, exclusion pay in effect was unlimited and went past any exhaustion of paid leave. Notably, exclusion pay did not include any of the traditional elements of sick leave legislation, such as an accrual rate or a cap on usage. In addition, although exclusion pay was supposed to be used for COVID-19 cases contracted at the workplace, the burden was on the employer to prove that a case was due to social spread in order to avoid paying — which many employers found impossible to do, leading to exclusion pay being used for social cases, as well as workplace cases in virtually all workplaces.

Exclusion Pay End Appropriate

The CalChamber believes the removal of exclusion pay from the proposed regulation draft is a reasonable and appropriate change, given that exclusion pay was an emergency-level precaution that was relatively unprecedented and given the Governor's recent announcement that the state emergency likely will end in February 2023 (that is, just after an anticipated holiday spike). If exclusion pay is to be re-added to the December draft regulation, Cal/OSHA will need to issue another 15-day change notice in early-to-mid November in order to be prepared for their December 15 vote. As this article was being finalized for publication, such a change notice had not been issued.

Staff Contact: Robert Moutrie

LABOR LAW CORNER

Recently, an employee complained to management that they were not receiving rest breaks. Because the breaks are paid, the employees do not clock out for them; how can we prove that employees are being provided their rest breaks?

California law requires employers to provide paid net 10-minute rest breaks for every four hours (or major fraction thereof) that a nonexempt employee works. Unlike meal breaks, which employers may provide as unpaid breaks, keeping track of rest breaks can be challenging because the employee must be paid for the time. Fortunately, there are several tools available to employers to help prevent rest break violations.

'Policing' Rest Breaks

The California Supreme Court has consistently reinforced its holding in *Brinker Restaurant Corp v. Superior Court* ((2012) 53 Cal. 4th 1004) that employers are not required to "police" meal and rest breaks, but instead simply must provide the breaks. Unfortunately, that holding has created confusion for employers who still lose claims brought by employees for rest and meal break violations. The reason employers continue to lose is because the burden of proof that the employer provided breaks falls on the employer. So, without proof that the employer provided the employee the reasonable opportunity to take an uninterrupted 10-minute rest break where the employer relinquished all control over the employee and relieved that employee of all duty, the employer is at risk for rest break violations. In practice, this means that employers should still "police" rest breaks in such a way as to be able to demonstrate to the government that the employer complied with the law.

Scheduling/Timekeeping

The first step an employer should take is ensuring that there is some timekeeping record of the rest breaks taken. Although rest breaks are paid, employers still can require employees to note or affirm on their timekeeping records that they were provided the opportunity to take compliant rest breaks. Recordkeeping can come in many forms, from a separate paper log to an electronic check box in a timekeeping system where the employee affirms their rest breaks were provided. So long as the record accurately reflects the provision of rest breaks, it will put the employer in a better position to demonstrate compliance. The next step employers should take is scheduling the rest breaks. Employers are allowed to dictate when the employees must take their breaks and a break schedule that is published, and adhered to, helps demonstrate that the employer has made the rest breaks available to the employee. Oftentimes employees like to choose when they take their breaks and resist such scheduling and timekeeping requirements. This is where a well-drafted and enforced rest break policy comes in handy.

Rest Break Policy

The California courts have found that an employer who demonstrates they enforce well-drafted break policies is compliant under California law. An employer's rest break policy should include instructions that the employee is entitled to an uninterrupted net 10-minute break, that the break is paid, and that the employee is free from control and all duties imposed by the employer. Further, the policy should set forth any timekeeping or scheduling requirements and instruct the employee to inform their supervisor if denied a reasonable opportunity to take the break. Lastly, the responsibility of enforcing a rest break policy does not fall on just one supervisor or manager, but the entire management team. As a result, all supervisors, managers and any other employees tasked with ensuring compliance with the rest break policy should be trained to both implement and enforce the policy with discipline if the employee fails to follow the policy.

WHAT IS THE CALIFORNIA CONSUMER PRIVACY ACT?

CalChamber policy advocate Ashley Hoffman shares information about the California consumer Privacy Act. Created in 2018, the CCPA went into effect on January 1, 2020. The CCPA was intended to provide data protection rights to California consumers, such as the right to know what data about a consumer is being collected or the right to certain protections of personal data. The law also provides some remedies in the event of a data breach and a right to inspect records. Certain companies have a few rights, for example, to opt out of some selling of information, right to request deletion of information, etc. While the law does not apply to every business in California, it does apply to three categories of for-profit businesses:

- Businesses with a gross annual revenue of \$25 million or more;
- Businesses that buy, receive or sell personal information of 50,000 California household residents or devices. This figure will soon change to 100,000 California household residents or devices; and
- Businesses that derive 50% or more of annual revenue from selling consumers' personal information.

Who Is Covered by the CCPA?

As defined in the law, a "consumer" means a California resident. Businesses crafting a CCPA policy should be very clear that its policies apply only to California residents, Hoffman stresses. Otherwise, if a policy is written too broadly, the business could find itself in a bind if the policy expresses the business is willing to apply these rights to people even outside of California. Any type of information can be covered under the CCPA, such as personalized information or anything that identifies or could be linked to a consumer or their household, she says. This includes things like names, birth dates, and Social Security numbers. Starting January 1, 2023, the law will also apply to business-to-business information. So, if you are a smaller company that is doing business with a company covered by the California Privacy Rights Act (CPRA), Hoffman recommends you familiarize yourself with the CCPA because it will affect you soon.

CCPA Was Never Intended to Apply to Employees

The CCPA was never intended to apply to employees, and the legislators who wrote the law were very clear that that was never the intent. "But what happened was, when they were doing some cleanup, there was some concern from folks, that 'consumer' was written so broadly, that it could include employees," Hoffman says. In response, an amendment was written to exclude employees and business-to-business transactions. When the bill was going through the Legislature, however, some groups wanted to force a discussion on worker privacy, and so a sunset was put in to force business, labor and attorney groups to come to the table and talk about worker privacy, Hoffman explains. Shortly after, the COVID-19 pandemic hit and the sunset was extended to January 1, 2023, thanks to Proposition 24. Because no bill was formally passed to extend the current sunset this year, absent another bill or executive order, the employee and business-to-business exemption will expire on January 1, 2023, but enforcement will not begin until July 1, 2023.

What Employers Should Begin Doing

Employers should consult with their legal counsel to determine how the CCPA will affect their business and to ensure that proper policies are created, Hoffman says. Employers will need to know how to treat employee data, what data to collect and how long to retain the data. Employers also need to evaluate what other laws exist that have certain retention requirements. Employers will need to disclose to employees what data is being retained, and establish a system to manage requests protected under the law, such as rights to accessing information, a right to correct, etc. There also is a right to delete, which can be extremely concerning in the employment context, especially when one considers a situation where an employee is engaging in discriminatory or harassing behavior, and they may want to try and cover that up. Hoffman stresses that employers should learn about any exemptions that apply, such as an exemption for legal claims, or things like that. While employers should ensure there is a system in place for employees who seek to exercise their rights, employers also should know what the bounds of those rights are to ensure the integrity of key documents in a workplace investigation.

SU CASA - ENDING DOMESTIC VIOLENCE

Announcing Su Casa's New Executive Director - Alberto Uribe



The Board of Directors for Su Casa - Ending Domestic Violence have announced that Alberto Uribe will take leadership of the organization as its new executive director. Mr Uribe has more than 30 years of experience working in positions of increasing authority at non-profit and government agencies, operating community service and workforce development programs serving youth and adults.

Alberto brings demonstrated expertise in mobilizing public and private sector resources to grow community-based nonprofit organizations committed to strengthening local communities.

"I am honored to be joining Su Casa – Ending Domestic Violence," stated Uribe. "The organization has a 40-year history of providing the highest quality programs and services to survivors of domestic violence. I am excited to lead our team of committed leaders, staff and board into our next chapter and build on the good work of those before me."

"It is not lost on me that I will be starting my tenure with Su Casa during National Domestic Violence Month, a time where we put the spotlight on domestic violence. I am proud to add my voice to raise awareness and provide services to those who need us the most."

Throughout his career, Alberto has worked with government entities, elected officials, industry leaders, professional associations, education and vocational training experts, nonprofit boards, and community organizations to design, develop and deliver effective programs. He has extensive experience in leadership, administration and oversight of agencies working with the unemployed, youth, veterans, and Job Corps programs nationwide. (cont....)

A fluent communicator in English and Spanish, Alberto was raised in Laredo, Texas and he earned his B.A. and M.A in Political Science from St. Mary's University in San Antonio. He has held executive level positions with major nonprofit organizations in Houston, Miami, Detroit and Los Angeles where he developed initiatives which include delivering services targeting the needs of low-income communities, veterans, youth, senior citizens and the unhoused. More information about Su Casa is available at www.sucasadv.org



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