

ANGEL TREE SPONSORS & STUFF A BUS SPONSORS RECOGNIZED BY CITY OF NORWALK

For over 30 years the City of Norwalk has brought the Angel Tree Project to the community. The Angel Tree Program provides and delivers gifts of clothing and toys to the children of families facing financial hardship during the holidays. This last December was no different, even though the process was modified to follow COVID safety protocols. Local businesses, residents, and organizations help with this program every year. Whether it is through buying a gift of clothing for a child, donating toys or making a financial contribution, the entire community comes together to support this project. Stuff a Bus is sponsored by the Norwalk Department of Transportation each year to help with the Angel Tree program. Toys are collected in at Norwalk City Hall and at various Norwalk schools in buses and then donated to the Angel Tree program. Each year the City of Norwalk recognizes those that sponsor these programs through financial support and donations. This year the supporters were recognized at the January 18th City Council Meeting. If you are interested in getting involved in future Angel Tree events, contact the City of Norwalk Social Services Department at 562-929-5544 to find out additional details.



Tom and Marie Jackson are recognized as Major Sponsors for the Angel Tree project. Pictured here (l to r) Norwalk City Council Member Jennifer Perez, Tom and Marie Jackson and Norwalk Mayor Rick Ramirez.



Norwalk Community Coordinating Council is recognized as a Silver Sponsor for Angel Tree. Pictured here (l to r) Norwalk City Council Member Jennifer Perez, NCCC Member Rich LeGaspi, and Norwalk Mayor Rick Ramirez.



Norwalk Senior Citizens Center, Inc. is recognized as a Silver Sponsor by Norwalk City Council.



United Parents Club members accepting a recognition plaque as a Silver Sponsor for the Angel Tree Program.



Norwalk High School is recognized for their participation in the Stuff a Bus program. Pictured here are (l to r) Norwalk City Council Member Jennifer Perez, Wendy Cano, Teacher EL Coordinator and Dr. David Olea, Principal Norwalk High School with Norwalk Mayor Rick Ramirez.

NORWALK CHAMBER MASK DISTRIBUTION

Norwalk Chamber in partnership with the California Officer of Emergency (OES) Services has been providing a 30 day supply of masks and hand sanitizer to local businesses. With the change in mask mandates by both the State of California and Los Angeles County, cloth masks were no longer allowed to be used by employees indoors. And employers had to supply their employees with either N95, KN95 or 3 ply masks to wear while at work. Because of this mandate the California OES reopened their mask program and local Chambers of Commerce were able to receive a distribution of these PPE items to provide to the business community. The Norwalk Chamber immediately signed up again for this program and once the delivery was received, we shared the information through our Social Media and emails. To date we have distributed over 100,000 KN95 masks, over 70,000 3ply masks and over 38 cases of hand sanitizer. With the difficulties that businesses, especially our small businesses have dealt with over the last two years, the Chamber was happy to be able to serve as a resource center for PPE equipment. The Chamber still has limited supplies available, so if your business has a need please reach out via email to info@norwalkchamber.com to schedule a pick up.



Toni Grijalva, Cerritos College and Norwalk Board President Jose Rios received masks and hand sanitizer for their businesses as part of the giveaway from the California OES and the Norwalk Chamber.



Amanda Blanton of Farmers and Merchants Bank received PPE supplies from the Norwalk Chamber of Commerce and the California OES.



Renett Banagas of Helpline Youth Counseling picked up a supply of masks for the organization!



Vice President of Finance Karla Butler was able to get masks for Thompson & Associates.



Dora Sandoval, Norwalk Lions Club, receiving a supply of masks.

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

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FEBRUARY 2022

SAVE THE DATE

Thursday, March 24th
4pm to 8pm
Don Knabe Golf Center

9th Annual Spring Swing

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

**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**

NEW MEMBER

Brasov Law

Narcis Brasov, Esq.

16700 Valley View Blvd. Suite 300
La Mirada CA 90638
562-485-4850
www.brasovlaw.com

**CALENDAR
OF EVENTS**

CALENDAR OF EVENTS

PLEASE NOTE:

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

Thursday, February 10th

After Hours Mixer
DoubleTree Hotel
4pm to 6pm

Monday, February 14th

SELACO Job Fair
9am to 1pm
Norwalk Arts & Sports Complex
Open to all.

Wednesday, February 23rd

Norwalk Education Alliance
Annual Mock Interviews

Thursday, March 24th

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

SAVE THE DATE

Friday, May 6th
Bingo de Mayo
7pm to 9pm
Via ZOOM

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

Norwalk Business Services
Richard Cavish
562-863-4808
www.norwalkbusinessservice.com

Vernola Towing Inc.

Lisa Vernola
562-864-5800

39 Years

Best Western Norwalk Inn
Danton Lam
562-929-8831
www.bestwestern.com

35 Years

Southeast Los Angeles Workforce Development Board
Yolanda Castro
562-402-9336
www.selaco.com

27 Years

SARP Corporation dba Espana Motel
Anil Patel
562-864-5951

21 Years

Teachers Association of Norwalk La Mirada
Maureen Quiros Gray, President
562-868-6251
tanlapres@tri-cityed.org

15 Years

The P.C. Help Desk
Steve Guzman
562-869-4435
www.thepchd.com

13 Years

Pat's 605 Cyclery
Ron Patterson
562-864-0740
www.pats605cyclery.com

10 Years

Department of Rehabilitation
Silvia Mendia
562-864-8521
www.rehab.cahwnet.gov

9 Years

All American Trophies
Paul Purdum
323-725-1962
www.aatrophycos.com

Dragon Computers

Rainer Thornhill
562-698-4690
www.dragoncomputerservices.com

L & W Services, Inc.

James Etherton
562-868-9339
www.bluetowels.com

2 Years

Scentsy
Amanda Blanton
562-556-4970
www.amandablanton.scentsy.us

Anna's Pet Grooming

Anna Berardini
562-868-1200

Brisa Bueno Century 21

Brisa Bueno
562-682-5899
www.c21norwalk.com

Jacobsma Law, APC

Laila Havre Jacobsma
562-219-2747
www.jacobsmalaw.net

COFFEE & CONVERSATION

Coffee and conversation once again took place at Chick-fil-A Norwalk on Thursday, January 27th. Our Chamber members were able to meet up with local business and community leaders from both the Norwalk Chamber and the Santa Fe Springs Chamber. These networking events are designed to provide face to face connections for our Chamber members and bring non members in to check out the benefits of becoming a Chamber member. Future events include an After Hours Mixer on February 10th at the DoubleTree Hotel and our Annual 9-Hole Golf Tournament on March 24th at the Don Knabe Golf Center.



Chick-fil-A owner/operator Farid Khansarania providing coffee to attendees at the Coffee & Conversation.



Networking at Coffee & Conversation are (l to r) Denise Urriaga of Money Mart, Ambassador Co-Chair Irma Macias of Community Family Guidance Center and Essen Menjivar of Kustom Made Graphics.



Norwalk Board President Jose Rios, TNG Realty and Santa Fe Springs Board President Randall Courtney of DDWerks at the Coffee & Conversation.



Meeting new connections at Coffee & Conversation are (l to r) Irene Sanchez, FedEx, Silvia Mendia, California Department of Rehabilitation and American Hernandez, FedEx.



Dan Ursery and Grace Utterback of On the Mark Ad networking with other business members.



Winners of the Business Card Drawing are Dora Sandoval and Jeff Lawhorn.



Attending the Coffee & Conversation are (l to r) Ambassador Craig Wicks, Budget Car Rentals & Sales, Norwalk Lions Club John Layton, David Gallardo and Jay Shah, Budget Rent a Car, Norwalk and Board Member Dora Sandoval, Norwalk Lions Club.



Attending Coffee & Conversation are (l to r) Priscilla Rodriguez, LA Cada, Annette Rodriguez, Mayor Santa Fe Springs, Claudia Guardado, Santa Fe Springs Chamber and Monica Perez, Downey Federal Credit Union.

MESSAGE FROM THE PRESIDENT



As we head into the year 2022, businesses are still dealing with COVID outbreaks and government guidelines. In an effort to support local businesses your Norwalk Chamber has once again partnered with the California Office of Emergency Services to provide PPE to local businesses. Starting on January 17th, cloth masks were no longer allowed to be worn by employees working indoors and the business was required to provide either N95, KN95 or 3 ply masks to their employees. Recognizing that the cost to the small business owner to provide a 30 day supply of these PPE's the state once again opened up their warehouses to send out these supplies to local Chambers to give out to businesses. Through this partnership with the California Office of Emergency Services, the Norwalk Chamber has been able to give out over 100,000 KN95 masks, 65,000 3 ply masks and 38 cases of hand sanitizer to support local businesses!

We are looking forward to upcoming events for the Chamber as we move into the warmer months! Save the date for our upcoming "Spring Swing" 9-Hole Golf Tournament taking place on Thursday, March 24th at the Don Knabe Golf Center. Look for the event details on our Social Media and on our website so that you can sign up your team for this fun event! We are also scheduling our next Bingo fundraiser event on Friday, May 6th. This event is named Bingo de Mayo, and we hope that you will all grab your favorite Bingo de Mayo meal and join us for a fun night of Bingo!

With the new year have come new employment laws. Our Chamber is setting up an employment law update webinar that will take place in February. Be sure and check out our Chamber calendar at www.norwalkchamber.com to find details on this upcoming ZOOM event. Staying on top of changes to employment laws is something that your Chamber does to help our business community. We are your conduit with CalChamber and the US Chamber so that you can be informed. We also are a link to purchase legal posters for your business. If you are in need of the 2022 posters, reach out via email at info@norwalkchamber.com to find out how you can purchase the new posters.

Thank you once again for your membership and participation in all things Norwalk Chamber. We are here to provide resources to your business and we look forward to the upcoming months as we continue to navigate the issues that come with the COVID-19 pandemic and how it effects our business community.

Respectfully,

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

New 2022 California Employment Laws

By James W. Ward, CalChamber

This year's legislative session officially ended with Governor Newsom signing the last batch of bills over the weekend. The COVID-19 pandemic was still challenging for the California Legislature, but that didn't stop it from sending several hundred bills to the Governor, many of which impact California employers. Here's a quick look at some of the new employment laws that employers should be aware of. Unless otherwise stated, they're effective starting January 1, 2022.

California Family Rights Act

AB 1033 cleans up and builds upon last year's **SB 1383**, which dramatically expanded the California Family Rights Act (CFRA) to cover small employers and expanded the definition of family member for whom leave could be taken. This new bill clarifies that employees can take family and medical leave to care for a parent-in-law with a serious health condition.

AB 1033 also revises and adds more detailed provisions to the small employer (five to 19 employees) mediation program originally created in 2020 by AB 1867, including making participation in the mediation program a prerequisite to the employee filing a civil action. The revisions to the program should help more small businesses become aware of their ability to resolve CFRA disputes through mediation rather than costly civil litigation.

Safety and Wage Enforcement and Penalties

SB 606 expands the enforcement authority of the California Division of Occupational Safety and Health (Cal/OSHA) by creating two new violations categories for which Cal/OSHA can issue citations — "enterprise-wide" violations and "egregious" violations. This bill creates a rebuttable presumption that a violation committed by an employer with multiple worksites is "enterprise-wide" if the employer has a written policy or procedure that violates certain safety rules or Cal/OSHA has evidence of a pattern or practice. Cal/OSHA may issue an enterprise-wide citation requiring abatement if employer fails to rebut presumption. Enterprise-wide citations will carry the same penalties as repeated or willful citations, up to \$134,334 per violation. Cal/OSHA also must issue a citation for an "egregious violation" if the division believes that an employer has willfully and egregiously violated an occupational safety or health standard, order, special order or regulation based on several factors listed in the statute. The bill requires each instance of an employee exposed to that violation to be considered a separate violation for the issuance of fines and penalties.

AB 1003 makes the intentional theft of wages, benefits or compensation in the amount greater than \$950 for one employee or more than \$2,350 for two or more employees in a consecutive 12-month period punishable as **grand theft** under the California Penal Code, which prosecutors may charge as a misdemeanor or felony.

SB 572 deals with enforcement of wage liens against employers by adding a provision to the Labor Code allowing the California Labor Commissioner to create, as an alternative to a judgment lien, a lien on real property to secure amounts due to the Commissioner under any final citation, findings or decision.

Settlement Agreements

SB 331 significantly expands on laws passed over the past few of years limiting the ability to use confidentiality clauses in severance and settlement agreements. Prior to SB 331, any settlement agreement in a case where sexual harassment, sexual assault or discrimination based on sex has been alleged couldn't include a confidentiality provision prohibiting disclosure of information regarding the claim. SB 331 expands the prohibition to include acts of workplace harassment or discrimination based on **any** characteristic protected under the Fair Employment and Housing Act, not just those based on sex. While employees cannot be prohibited from discussing underlying facts of the case, employers can still use clauses that prevent the disclosure of the amount paid to settle the claim. SB 331 will apply to agreements entered on or after January 1, 2022.

Industry-Specific Measures

AB 701 specifically targets warehouse distribution centers. The new law applies to certain larger employers meeting industry definitions for General Warehousing and Storage, Merchant Wholesalers (Durable and Non-Durable Goods), and Electronic Shopping and Mail-Order Houses. The law requires covered employers to provide each nonexempt employee working at a warehouse distribution center a written description of each quota to which they are subject, including tasks to be performed, materials produced or handled, time periods and any potential adverse employment actions that may result from failure to meet quotas. Under AB 701, employees cannot be required to meet quotas that prevent compliance with meal or rest periods, use of bathroom facilities, or health and safety laws. If employees feel that quotas are interfering with these things, they can request a copy of applicable quotas and the last 90 days of their personal work speed performance, which the employer must produce within three weeks. The law also creates a rebuttable presumption of retaliation if the employer takes adverse action against an employee within 90 days of the employees request for their quota and personal work speed performance or an employee's complaint about a quota.

SB 62 requires garment manufacturers and "brand guarantors" who contract with another person for the performance of garment manufacturing to be jointly and severally liable with manufacturers or contractors for wage violations of employees in the supply chain. For purposes of expanding the shared liability under this law, the bill expands the definition of garment manufacturing. SB 62 also prohibits the practice of piece-rate compensation for garment manufacturing, except in cases of worksites covered by a valid collective bargaining agreement. The bill imposes statutory damages of \$200 per employee against a garment manufacturer or contractor, payable to the employee, for each pay period in which each employee is paid by piece rate.

AB 73 expands on one of last year's personal protective equipment (PPE) bills, SB 275, which established a state stockpile of PPE in the event of a pandemic. AB 73 broadens the scope of the law to include wildfire smoke events as a health emergency under the law and includes agricultural workers in the definition of essential workers. The bill also requires Cal/OSHA to review and update wildfire smoke training, which employers must follow.

COVID-19

The Governor signed **AB 654**, which clarifies and cleans up last year's COVID-19 notice and reporting bill, AB 685. As **previously reported**, the bill revises the language 685 used to describe COVID-19 notice requirements to make it more consistent throughout. This was an urgency measure that took effect immediately upon signing. Under **SB 336**, when the California Department of Public Health (CDPH) or a local health officer issues an order or mandatory COVID-19-related guidance, they must publish the order or guidance on their website along with the date that the order or guidance takes effect. The CDPH or local health officer must also create an opportunity to sign up for an email distribution list to receive updates on the order or guidance. This measure will hopefully make it easier for businesses to track and implement the most current COVID-19 orders and guidance. SB 336 also went into effect immediately upon signing.

In addition to the new laws, employers should continue to monitor additional COVID-19 regulatory developments. As **previously reported**, the Cal/OSHA COVID-19 Emergency Temporary Standard may be re-adopted with amendments this winter. Additionally, a federal emergency regulation related to vaccines is on its way, after which Cal/OSHA will be required to adopt an equivalent or more stringent standard within 30 days.

LABOR LAW CORNER

Make Sure Holiday Pay Policies Spell Out Details of Company's Intent

By David Leporiere

My company has a holiday policy that simply lists the holidays that the company observes, but it doesn't state how much people get paid for the holiday, or who is eligible for the holiday pay. This year, both Christmas Day and New Year's Day fell on a Saturday, and I'm having employees pressuring me to pay them for the holidays even though they weren't scheduled to work those days. What, if anything, does the company have to pay to the employees?

First and foremost, neither state nor federal law requires employers to recognize "holidays." If an employer chooses to recognize a holiday, there is no law that requires employers to pay a premium rate of pay for work on those days. If your company chooses to recognize holidays, however, you want to be sure that you have a written policy which specifically details what the company intends to provide and to whom.

Holiday Pay Policies

Courts and the state of California analyze holiday pay policies as if they are contracts. Basic contract law states that if an agreement is vague or ambiguous, such that it is capable of more than one interpretation, it will be interpreted in the manner that favors the party that did NOT draft the agreement. What this means is that if you have a holiday policy that doesn't address all circumstances, the court or the state Labor Commissioner will rule in favor of your employees. At a minimum, your policy would need to explain what will happen if an employee is required to work on a day that you designate as a paid holiday. In addition, you would want to explain what will happen if the designated holiday falls on a day that the business is closed, and/or when an employee is not scheduled to work. You would also want to explain what, if any, prerequisites you require of your employees before they are eligible to receive the holiday pay.

Review by Legal Counsel

Once you have drafted your policy, we highly recommend that you have legal counsel experienced in wage and hour law review the agreement with you to be sure that it contains all the information necessary to convey your company's intent related to the holiday pay.

Minimum Wage Hikes Effective January 1 Include Local Rate Increases

Matthew J. Roberts, Labor Law Helpline Manager

I just heard West Hollywood passed a local minimum wage ordinance. How do local minimum wage ordinances interact with the statewide minimum wage and how do we know which wage rate to apply to our workforce?

Much like updating workplace postings and employee handbooks, understanding minimum wage increases has become an annual end-of-year task for employers. In California, there are two different statewide minimum wage rates depending upon employer size. Currently for employers with 26 or more employees, the minimum wage is \$14 per hour, while employers with 25 or fewer employees are subject to a \$13 per hour minimum wage. Effective January 1, 2022, the minimum wage rate for employers with 26 or more employees will increase to \$15 per hour while the minimum wage rate for employers with 25 or fewer employees will increase to \$14 per hour.

Local Minimum Wage Rates

Over the last several years, many local governments have implemented their own minimum wage rates for work performed within their jurisdiction. West Hollywood is the latest city to do so, enacting its own minimum wage ordinance (MWO) that takes effect January 1, 2022. The West Hollywood MWO sets minimum wage rates depending upon whether you employ at least 50 employees. For employers with 50 or more employees, the West Hollywood minimum wage effective on January 1, 2022 will be \$15.50 per hour. For employers with fewer than 50 employees, the minimum wage will be \$15 per hour. The West Hollywood minimum wage has scheduled increases every six months until July 1, 2023, and then will be subject to increases annually every July 1. In addition to West Hollywood, approximately three dozen other local jurisdictions have minimum wage ordinances within the state. Although each ordinance is unique, the general rule of thumb is that an employee who performs at least two hours of work in a locality that has a minimum wage ordinance will be subject to that minimum wage for all work performed in the locality. In nearly every case, the local minimum wage is greater than the statewide minimum wage, so employers who have employees performing work in areas with minimum wage ordinances will need to pay that higher rate. Further, most of these rates increase annually on either January 1 or July 1, depending upon the ordinance. Each minimum wage ordinance also has notice and posting requirements that are updated every time the minimum wage increases.

Exempt Employee Salaries

An important note is that the minimum wage also affects most exempt employee salary requirements. The minimum salary for administrative, executive, and professional exempt employees is two times the applicable *statewide* minimum wage. So, if you are paying your exempt employees the minimum salary required to maintain the exemption, you will need to ensure those employees receive an increase as well on January 1. In 2022, the minimum exempt salary will be \$62,400 for employers with 26 or more employees, and \$58,240 for employers with 25 or fewer employees. You do not use local minimum wages for this purpose.

Norwalk and Santa Fe Springs Chambers register at info@norwalkchamber.com

Join us for
HAPPY HOUR NETWORKING
DoubleTree by Hilton/Norwalk
13111 Sycamore Drive
Norwalk

THURSDAY
FEB 10TH
4:00 - 6:00

Chamber Members Free complimentary appetizers

Visit our website at norwalkchamber.com

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