

NETWORKING IN NORWALK

Norwalk Chamber in partnership with the Doubletree Hotel and the Santa Fe Springs Chamber hosted our first "Happy Hour" networking event of the year on February 10th at the Doubletree Hotel. This event was well attended by over 50 members and guests, including Norwalk Mayor Rick Ramirez. Kathy Weiss and Lori Herrera of the Doubletree Hotel were our hosts for the evening in which we all enjoyed many different appetizers and beverages while getting to know the business and community members who were in attendance. Tours of the hotel facilities were offered by hotel staff and guests were able to enjoy the hotel ballroom for the event. Norwalk Chamber President Jose Rios and Santa Fe Springs Chamber President Randall Courtney welcomed all to the mixer and brought Mayor Ramirez up to share a few words with the audience. Emphasizing the importance of networking not only in your city but in surrounding cities to provide an opportunity for business growth, he thanked all for attending. Door prizes were given to a few lucky attendees as the evening progressed. We look forward to our next opportunity to gather and network with our members and guests. Visit our website at www.norwalkchamber.com or follow us on social media to find out about upcoming events.



Networking at the Happy Hour Mixer are Ambassador Craig Wicks, Budget Car Rentals & Sales, Board President Jose Rios, TNG Realty, Rios & Garcia Team, Board Member Jason Perez, Mr. Rosewood Family Restaurant, Phil Arey, Budget Car Rentals and Sales.



Enjoying the crowd at the Mixer. In this photo are Past Chamber President Francella Aguilar, Republic Services, NLMUSD School Board Member Chris Staples, Norwalk Board Member Dora Sandoval and Santa Fe Springs Chamber President/CEO Kathie Fink.



At the Happy Hour Mixer are (l to r) Board President Elect Rich LeGaspi, TNT Fireworks, John Ramirez, City of Norwalk, Natalie LeGaspi, Soroptimist International, Past Chamber President Toni Grijalva, Cerritos College, Lita Cahuana, Athens Services, Board Member Karla Butler, Thompson & Associates, Ambassador Co-Chair Irma Macias, Community Family Guidance Center and Angie Espinosa, Alpha Business Services.



Santa Fe Springs Chamber Members at the networking mixer.



Host of the Happy Hour Mixer Kathy Weiss, Doubletree Hotel with David Gallardo of Budget Car Sales.



At the mixer is Bellflower City Council Member Victor Sanchez of Community Family Guidance Center and Chamber President and NLMUSD Board Member Jose Rios, TNG Realty.



Norwalk Chamber Ambassadors Craig Wicks and Joe Derthick meet up at the mixer.



Meeting new connections are Diane Hernandez of Shamrock Consulting Group and Ambassador Irma Macias of Community Family Guidance Center.



Welcoming guests to the event are (l to r) Board Chair Santa Fe Springs Chamber Randall Courtney, Norwalk Mayor Rick Ramirez and Norwalk Chamber Board President Jose Rios.



First time attendees to a Chamber Mixer are Jay Shah, Branch Manager Budget Rent A Car, Janelle Garcia, Budget Rent A Car and Silvia Mendia, Business Specialist, Department of Rehabilitation.

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

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MARCH 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**

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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

Saturday, March 5th

Community Clean Up Date
Meet up @ 12009 Firestone Blvd.
9am to 11am

Friday, March 11th

Executive Committee Meeting
12noon via ZOOM

Wednesday, March 16th

Board of Directors
9am via ZOOM

Friday, March 18th

ARTASTIC
Norwalk Arts & Sports Complex
6pm to 9pm

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
Hybrid Event: Diana's Restaurant &
ZOOM

Wednesday, June 22nd

99th Annual Installation & Awards
Luncheon
12noon

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.

30 Years

Reinforcing Iron Workers, Local 416
Hart Keeble
562-868-1251
hart@ironworkers416.org

29 Years

Premier Wheels & Tires
The Garcia Family
562-926-0048

Best Buy Tire Pro

Andy Kasbarian
562-868-7724
bestbuytirepros.com

23 Years

Pawnmart Jewelry & Loan
C. Rae Goldsmith
562-929-2377
www.pawnmartinc.com

15 Years

Sue Arthur
Community Member

14 Years

Water Replenishment District
Angie Mancillas
562-275-4233
www.wrd.org

8 Years

Scan Shipping
Ajay Rathod
310-634-0130
www.scan-shipping.com

4 Years

Whittier College
Sandra Arana
562-907-4219
www.whittier.edu

2 Years

Advanced Network Consulting
Chris Staples
562-903-3992
www.ancsite.com

Grayline Medical Inc.

Chanderkant Miglani
415-683-7878
www.graylinemedical.com

IHOP 939

Marisol Dominguez
562-868-6394
ihop939@ashoorigroup.com

Kung Pao Bowl

Steve Hyun
562-863-1312
www.thekungpaobowl.com

On the Mark Digital Network

Neil Hirsch
562-386-2205
www.onthemarkad.com

St. Francis Episcopal Church

Rev Joy Magala
562-863-9212
tammy90660@yahoo.com

Trita Me Nice

Rita DeBenedictis
562-577-7575
www.tritamencie.com

Wine & Design Paint Night Events

Yvonne Parades-Alexander
657-298-3015
www.wineanddesign.com/stanton-ca

COFFEE WITH THE MAYOR

Norwalk Mayor Rick Ramirez has started a new meet the mayor program. There will be events around the City where you can drop in and meet the Mayor in person, ask questions about City programs and get to know other community leaders in a social format. The first Coffee with the Mayor took place on February 9th at Panera Bread located in the Norwalk Fitness Village. There were many residents, organization representatives, business representatives, Public Safety officers, City Staff and Sheriff Dept. members on hand for the inaugural event. Mayor Ramirez welcomed all who were attending, shared some updates from the city and took questions from the audience. Coffee and snacks were provided by Panera Bread. There will be ongoing events just like this taking place in different areas of Norwalk at different days and times over the next year. Visit the City website at www.norwalkca.gov to find out about upcoming opportunities to meet the Mayor firsthand and ask your questions.



At the first Coffee with the Mayor are Norwalk Board President Jose Rios, TNG Realty and Chamber Member Phil Arey, Budget Car Rentals & Sales.



Norwalk Mayor Rick Ramirez pictured with members of the Los Angeles County Sheriff Staff, Norwalk Station. Photo Credit: Jess Chavez



Photographers Jess Chavez and Jim Jimenez at the Coffee with the Mayor.



City of Norwalk Interim Public Safety Director Dennis Cato with members of the Norwalk Public Safety Department at the Coffee with the Mayor event.

Visit our website at norwalkchamber.com

MESSAGE FROM THE PRESIDENT



As COVID mandates once again begin to change and evolve, the Norwalk Chamber has been a valuable partner to the business community. Our Chamber in partnership with the State of California Office of Emergency Services, served as a distribution center for KN95 masks, 3-ply masks and hand sanitizer. As the State and County mandates changed to require employers to provide a 30 day supply of PPE to their employees, the Chamber had over 70 small businesses reach out for these supplies. Additionally the Chamber still has KN95 masks on hand for those that may still need them. To get these PPE supplies email info@norwalkchamber.com

I want to thank the Norwalk Doubletree Hotel for opening their doors to both the Norwalk Chamber and the Santa Fe Springs Chamber at our recent Happy Hour Mixer. The refreshments were amazing and the attendance was great. We have a great partnership with our surrounding Chambers and it was good to see so many from both Chambers at the event.

Moving out of winter social distancing requirements, we are looking forward to seeing many of you at our upcoming Chamber events. Our 7th Annual Spring Swing Golf Tournament is taking place on Thursday, March 24th at the Don Knabe Golf Center from 4pm to 8pm. We are looking for golfers and sponsors for this upcoming event, so if you like to have fun and support a great organization (the Chamber) reach out to the office at 562-404-0909 to sign up. Our next event after golf will be Bingo de Mayo. This will be a hybrid event at Diana's Restaurant and on ZOOM for those not ready to attend in person events. Friday, May 6th you can have dinner at Diana's, and stay for BINGO. Bingo cards are \$20.00 for five games and prizes will be awarded for each game. If you want to have a great meal while supporting a local business and having a fun night join the Chamber for Bingo de Mayo!

And SAVE THE DATE for our 99th Annual Installation of Officers & Awards Luncheon taking place on Wednesday, June 22nd as an in person event. Keep checking back on our Chamber website and Social Media as details for this event become finalized.

Respectfully,

Jose Rios

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

MEMBER ACTIVITIES IN NORWALK

Meet two of our Norwalk Chamber new members. Both Chris Staples and Narcis Brasov are new Norwalk Chamber members, but are also serving the community as Board Member for Norwalk La Mirada Unified School District.



Chris Staples of Advanced Network Consulting receives his new member plaque from Board President Jose Rios.

Chris Staples is the owner of Advanced Network Consulting. Advanced Network Consulting began its relationship with clients, computers, and businesses when the internet barely existed. Our principal founder has nearly 20 years of hands-on experience with IT solutions in a variety of different industries, large and small. ANC was officially established in 2002, although many hours of troubleshooting and problem solving were already done in the capacity as consultants for other firms. Our founder stays connected in the business community through Chambers of Commerce, Networking Groups, and local community involvement through non-profits such as Past President of BEST Foundation and Kiwanis, currently serving as President 2019-2020, Our commitment to nonprofits is in partnership with the CA Association of Nonprofits, Long Beach Nonprofit Partnership, and Center of Nonprofit Management. To contact Chris Staples at Advanced Network Consulting visit www.ancsite.com.



Narcis Brasov is presented with his new member plaque by President Jose Rios.

Narcis Brasov is the owner of Brasov Law. Based in La Mirada and serving clients throughout California, Brasov Law provides comprehensive estate planning for individuals and families. Mr. Brasov makes sure every client receives personalized, individually crafted estate plans designed to meet each family's needs. Mr. Brasov will walk you through every step of estate planning, from determining what kind of will or trust you need, all the way to signing, notarizing, and even funding your trust. Mr. Brasov is fluent in Spanish and Romanian, and is passionate about helping families prepare and provide for their loved ones. When it comes to providing for your family, giving instructions for your care, or leaving a legacy for the future, Brasov Law is the go-to law office. To find out additional information visits their website at <https://brasovlaw.com/>.

LABOR LAW CORNER

Child Care Issues Can Prompt Move to Create Alternative Schedule

My hourly employee asked for a flexible schedule where she would work four 10-hour days instead of five eight-hour days due to child care issues. Do we have to pay any overtime if we agree with the employee's request?

Among the numerous disruptions the pandemic has caused to society at-large, and specifically within the employment relationship, is the difficulty with maintaining traditional work schedules. Child care and schooling often create strain on the regular five-day-a-week, eight-hour workday schedule. Further, we have discovered that flexibility often can be a benefit to both employers and employees. Wage-and-hour laws, however, still have not caught up to the 21st century or new realities created by the pandemic. Even with a mutual agreement between the employer and the hourly, nonexempt employee, employers would have to pay two hours of overtime each day on a four-day, 10-hour workweek unless the employer satisfies the legal requirements for the creation of an alternate workweek schedule.

Creating Alternate Schedule

To avoid overtime issues created by a work schedule that exceeds eight hours in a day, an employer must follow a rigorous, step-by-step process to create the alternative workweek schedule. An employer must first identify the work unit to which the alternative workweek will apply. Although the work unit can be fairly broad, such as a division, department, job classification or specific physical location, the work unit must encompass the whole unit, not just select individuals within the unit. The work unit can even be just one employee if that employee is the only person in that division, department, classification or location. Once the work unit is established, the employee must determine what alternative schedule or schedules to propose. The employer must designate the regularly scheduled number of workdays and hours within the workday, but does not have to specify the actual days in the week. Some examples include four 10-hour days, or four nine-hour days plus a four-hour day.

With the proposed schedule settled, the employer must provide a written disclosure to all affected employees in the defined work unit of the schedule as well as the effect on the employees' wages, hours and benefits. The employer also must hold at least one meeting at least 14 days prior to scheduling an employee vote on the schedule to discuss the schedule and effects on wages, hours and benefits. If some affected employees cannot attend the first meeting, the employer may need to hold further meetings. With disclosures and meetings complete, the employer hosts a secret ballot election. A two-thirds vote of all affected employees is required to adopt the schedule. This means that if nine employees are affected, there must be at least six votes in support of the schedule. Employees are not required to vote, and a nonvote is treated just like a "no" vote. If the new alternative workweek schedule is adopted, the employer must report it to the Labor Commissioner's office.

Maintaining/Repealing Schedule

Once the alternative workweek schedule is established, an employer needs to continue to ensure the schedule remains valid. The Labor Commissioner can invalidate an existing schedule for a number of reasons, such as:

- The employer did not pay overtime properly for hours worked in excess of the schedule;
- Employees are no longer in the affected work unit but are still working the schedule;
- Employees consistently work outside the set schedule; or
- The schedule was changed without following the above procedures for creating an alternative workweek schedule. If the schedule is invalidated, all hours worked in excess of eight in a day will be subject to overtime. An employer also may unilaterally repeal an alternative workweek or employees may choose to repeal the schedule if at least one-third of the affected employees petition to repeal the schedule and two-thirds of the affected employees vote to repeal the schedule in a secret ballot election.

Matthew J. Roberts Labor Law Helpline Manager

Norwalk Education Alliance hosts Students at Mock Interview Event

The Norwalk Education Alliance (NEA) hosted local high school students at our annual Mock Interview program. This event was held at the Norwalk Arts & Sports complex on February 23rd and brought together leaders in the community with students to provide a practice job interview. The NEA is a partnership between the Norwalk Chamber of Commerce, City of Norwalk, Cerritos College, Norwalk La Mirada USD, Santa Fe High School and SELACO WDB. In addition to the Mock Interviews, the Alliance partners on programs and activities designed to promote higher education, job training and entrepreneurship in the City of Norwalk. The NEA was formalized in 2015 and since that time has worked together on activities designed to accomplish these different goals. This year Norwalk Mayor Rick Ramirez, City Council Member Jennifer Perez, Cerritos College Trustee Zurich Lewis, NLMUSD School Board Vice President Jorge Tirado, NLMUSD School Board Members Jose Rios and Chris Staples, and NLMUSD Superintendent John Lopez were on hand to provide a job interview experience for the students. Also participating were Chamber Board Members Amanda Blanton, Farmers & Merchants Bank, Patty Contreras, The Sterling Insurance and Financial Group, and retired Cerritos College Trustee Robert "Bob" Arthur. Thank you to the City of Norwalk staff led by Rosie Lozoya and Allison Franco for the word and support they provided to the Mock Interview program.



Volunteers getting ready to start the Annual Mock Interview Program. Pictured here (l to r) City Staff Juanita Porras, Lorraine Mendoza, Demi Perez, Allison Franco, Santino Lopez, Patricia Santana, Dr. Patricio Vargas, NLMUSD Assistant Superintendent, Norwalk Chamber President & NLMUSD School Board Member Jose Rios, NLMUSD School Board Member Chris Staples, Bob Arthur, Norwalk Mayor Rick Ramirez, John Lopez, Superintendent NLMUSD, Norwalk City Council Member Jennifer Perez, Norwalk Board Member Amanda Blanton, Toni Grijalva, Community Relations Cerritos College, Anthony Cobbs, NLMUSD, Joanne Jung, NLMUSD, Laura Tchulluan, Esq, of Cerritos College, Chamber Board Member Dora Sandoval and Maged Soliman, City of Norwalk.

REGIONAL JOB FAIR HOSTED IN NORWALK

Southeast Los Angeles County Workforce Development Board (SELACO WDB) hosted a Regional Job Fair on Monday, February 14th at the Norwalk Arts & Sports Complex. This event was a partnership with SELACO WDB, the City of Norwalk and the Norwalk Chamber of Commerce. Over 80 employers were on hand to meet local job seekers and those local job seekers had a variety of businesses to get information about. From Disney to Chick-fil-A, Boeing to So Cal Pizza and everything in between, there was a business for every job seeker. For additional information about SELACO WDB visit their website at <https://www.selacowdb.com/>.



Staff of SELACO WDB getting ready to meet the job seekers at the Regional Job Fair.



City of Norwalk is a partner for the Regional Job Fair.



Norwalk Mayor Rick Ramirez with his wife, Little Lake City School Board Clerk Gina Ramirez at the Regional Job Fair.



Norwalk Golf n' Stuff Family Fun Park at the Regional Job Fair sharing about job opportunities at the park.



Dan Ursery and Grace Utterback of On the Mark Indoor Digital Advertising Network at the Regional Job Fair looking for interested job seekers.



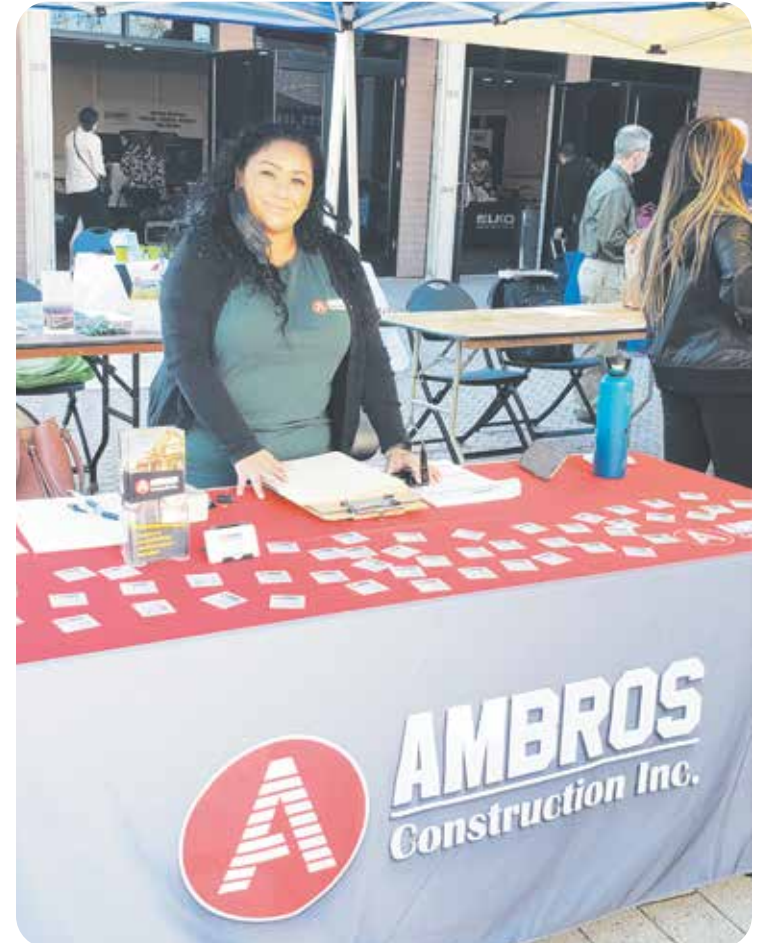
Heather Ramirez of Norwalk Chick-fil-A sharing information about job opportunities at the restaurant.



Northgate Gonzales Market in Norwalk is hiring! Visit www.northgatemarket.com to find additional information about job opportunities.



Goodwill at the Regional Job Fair. Interested in a career with Goodwill, visit them at <https://www.goodwillsofcal.org> to find out additional information.



Rosie Gonzalez of Ambros Construction Inc. is ready to meet job seekers at the Regional Job Fair.



Silvia Mendia of the Department of Rehabilitation is ready to help with employment.



Norwalk Chamber Board Member Ric Ochoa with Ambassador Irma Macias at the Regional Job Fair. So-Cal Pizza is hiring!

CalChamber Urges Members to Support Fair Pay Initiative

Replacing the state's Private Attorneys General Act (PAGA) will help California workers and businesses. That's a key message at the website providing updates on the California Fair Pay and Employer Accountability Act at stopheshakedown.com. The California Chamber of Commerce **strongly supports** this proposed initiative and is encouraging members to learn more about the important reforms it enacts and contribute to the "yes" campaign. Supporters may make monetary contributions through the website. The initiative campaign has reported continuing momentum toward qualifying the PAGA reform initiative for the November ballot.

Need for Reform

Frivolous lawsuits brought under PAGA have cost California businesses billions of dollars, all while workers are left waiting years to receive very little and attorneys walk away with millions. The California Fair Pay and Employer Accountability Act would replace PAGA with increased enforcement mechanisms in the hands of the Labor and Workforce Development Agency (LWDA) so that workers recover wages faster and employers are no longer targeted by frivolous private litigation. PAGA was enacted in 2004 to help the LWDA enforce California's labor laws. It allows employees to sue for any Labor Code violation as if they were the state. Because PAGA deputizes private attorneys to file lawsuits on behalf of those employees, it has been abused.

Attorneys can leverage PAGA's penalties to get big settlements even if the claims have no merit. The employer ends up paying a hefty sum with much of the money going to the attorneys and very little going to workers or the state. PAGA lawsuits have increased more than 1,000% since the law took effect in 2004.

By 2016 and every year since, the LWDA has received between 4,600 to 6,000 PAGA notices. Employers have paid out billions of dollars in PAGA penalties since 2004.

Initiative Reforms

The California Fair Pay and Employer Accountability Act would solve this problem by:

- Replacing PAGA with alternative enforcement mechanisms through the state;
- Ensuring 100% of penalties go to workers;
- Speeding up recovery of wages and penalties for workers; and
- Doubling penalties where employers willfully violate the law.

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