

7TH ANNUAL GOLF TOURNAMENT TAKES PLACE AT THE DON KNABE GOLF CENTER

Norwalk Chamber of Commerce hosted our 7th Annual 9-Hole Golf Tournament on Thursday, March 24th at the Don Knabe Golf Center and Junior Academy. Eleven golf teams competed for the coveted title of first place in this fun filled tournament. It was a beautiful afternoon at the golf center as attendees were treated to a dinner from Chick-fil-A restaurant before heading out to their respective holes for the shot gun start. As each team moved around the golf course to finish their nine holes, they were able to network with other teams and enjoy the beautiful weather. We were fortunate to have Norwalk Vice Mayor Ana Valencia, Norwalk City Manager Jesus Gomez, Norwalk Deputy City Manager Richard Rojas, Norwalk La Mirada School Board Vice President Jorge Tirado, Board Members Jose Rios and Karen Morrison and Superintendent John Lopez in attendance at our event. Also attending were Fred Zermeno and Kyle Miller of State Senator Bob Archuleta and Angie Mancillas representing Vera Robles-DeWitt of the Water Replenishment District.

This event could not have happened without the support of our generous sponsors. Thank you to the following sponsors: Nationwide Environmental Service, Golden State Water, Grapevine Development/Shapell Properties, Gordon Stefenhagen, Liberty Utilities, Greater Whittier YMCA, Norwalk Community Hospital, Coast Plaza Hospital, Budget Car Rentals & Sales, Chick-fil-A Norwalk, On the Mark Advertising, State Farm Insurance Lucy Rodas, AFLAC Joe Derthick, Southern California Gas Company, City of Norwalk Vice Mayor Ana Valencia, Water Replenishment District, TNG Realty, Farmers and Merchants Bank and Athens Services. Thank you to those that purchased tee signs: TNG Realty, QM Fundraising, Wine & Design Paint Nights, St. Linus Church, Norwalk Florist, Frantone's Spaghetti Villa, Norwalk La Mirada Plumbing & HVAC, Bueno Insurance, Brisa Bueno, Century 21 and City of Norwalk. And lastly thank you to those that donated items for our raffle: Amanda Blanton, Scentsy and Epicure, Karla Butler, Thompson & Associates, Joe Derthick, AFLAC, Farid Khansarinia, Chick-fil-A, John Tesoriero, Frantone's Spaghetti Villa, Ken Garcia, Golf n' Stuff, Lori Herrera, Norwalk Doubletree Hotel, Jason Perez, Mr. Rosewood Family Restaurant, Julia Emerson, Southern California Gas Company and Jose Rios, TNG Realty.

The tournament closed with awards being presented to our golf teams. First place team was the combined team of State Farm Insurance and Community Family Guidance Center. Second place went to team Gordonator and third place was the Norwalk La Mirada USD Team. Additional teams there were recognized were the Norwalk TAP team with the most Athletic award and special acknowledgements to our YMCA of Greater Whittier and Norwalk Community Hospital for their efforts in attending the tournament. Our hole-in-one winner was Bill Kearns of Team Gordonator and our Putting Contest winner was Jon Garcia of Liberty Utilities. Thanks to Joe Derthick for coordinating the putting contest! We also want to recognize the hard work and planning that was put in by our Events Committee to make this day a success. Thank you to Chair Amanda Blanton and committee members: Sue Arthur, Irma Macias, Joe Derthick, Dora Sandoval, Jose Rios, Gary Murphy, Lynda Fisher, Ric Ochoa and Yovani Flores for the work you put in to plan this event. Additional thanks to Board Members and Ambassadors Rich LeGaspi, Craig Wicks, Karla Butler, Tracy Polley, Jason Perez, Farid Khansarinia and Gordon Stefenhagen for attending and/or sponsoring this event. Thank you to Teri Bazen for designing and creating our event awards, your talent is amazing.



Getting ready to head out for the shot gun start of the Golf Tournament. In this photo are the different golf teams and our Chamber Committee along with Norwalk Vice Mayor Ana Valencia, Norwalk La Mirada School Board Vice President Jorge Tirado and Board Members Jose Rios and Karen Morrison.



City of Norwalk TAP Team, pictured here are Azul Nelson, Maya Nelson, Erik Solis-Rodriguez, Rosemary Rodriguez and Tatiana Valdovinos.



Chick-fil-A Golf Sponsor & Team. Pictured here (l to r) David Starck, Heather Sanders, Leslie Anguiano, Chamber Board Member Farid Khansarinia and Tyler Kim.



Team Gordonator: Pictured here are Doug Gonzalez, David Saucedo, Margaret Verhaaf, Bill Kearns and Dave Verhaaf.



Athens Services attending the Golf Tournament. Pictured here are Lita Cahuana and Jasmin Ramas.



State Farm Insurance Erik Rodas and Jonathan Valdez and CFGC Victor Sanchez and Bill Sinko with Board Member Jason Perez of Mr. Rosewood Family Restaurant.



YMCA of Greater Whittier Golf Team: Pictured here (l to r) Penny Lopez and CEO Curt Skotnicki of Greater Whittier YMCA, Dan Ursery and Grace Utterback of On the Mark Digital, Norwalk City Manager Jesus Gomez and Elias Cortez.



Liberty Utilities brings their best golfers to the Tournament. In this photo are: Gabe Garcia, Frank Heldman, Mike Vasquez, Armando Gonzalez and Jon Garcia.



Our team from State Senator Bob Archuleta's officer: Kyle Miller and Fred Zermeno. Joining them is Sal Flores representing Grapevine Development and Shapell Properties.



Julia Emerson of Southern California Gas Company and Tracy Polley of Kelco Sales supporting the Annual Golf Tournament.



Norwalk Community Hospital Team: Damien Halliburton, Luis Sanchez, Shana Crittenden, Briana Ballard, Justin Sischo and Deputy City Manager Richard Rojas.



Setting up the Golf Tournament are: (l to r) Dan Spilsbury, President Elect Rich LeGaspi, Past President Amanda Blanton, Vice President Karla Butler, Ambassadors Irma Macias and Sue Arthur, Board Member Dora Sandoval, Board President Jose Rios, Norwalk Vice Mayor Ana Valencia and Ambassador Joe Derthick.



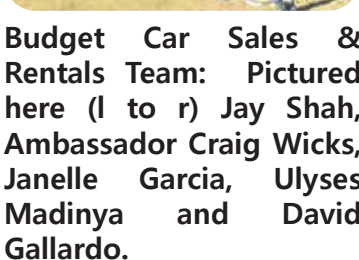
Team Marines & US Navy out enjoying the Golf Tournament.



Welcoming our golfers was the Chick-fil-A Cow, pictured here with Dora Sandoval and Irma Macias.



Our first place golf team of State Farm Insurance and Community Family Guidance Center. In this photo are Board President Jose Rios, Bill Sinko and Irma Macias of CFGC and Events Chair Amanda Blanton.



Budget Car Sales & Rentals Team: Pictured here (l to r) Jay Shah, Ambassador Craig Wicks, Janelle Garcia, Ulyses Madinya and David Gallardo.



Special recognition to the Norwalk Community Hospital Team!



Our Second Place Team sponsored by Gordon Stefenhagen receives their awards. Pictured here (l to r) Board President Jose Rios, Dave Verhaaf, Margaret Verhaaf, Bill Kearns, David Saucedo, Doug Gonzalez and Event Chair Amanda Blanton.



Third Place goes to Norwalk La Mirada USD Team! Pictured here (l to r) NLMUSD Board Member and Chamber President Jose Rios, Superintendent John Lopez, Board Member Karen Morrison and Chief Technology Officer Tim Scholefield, with Event Chair Amanda Blanton.



Special recognition goes to the Greater Whittier YMCA Team. Pictured here (l to r) President Jose Rios, Elias Cortez, Norwalk City Manager Jesus Gomez, YMCA CEO Curt Skotnicki, YMCA Chief Advancement & Administration Officer Penny Lopez, and Board Past President Amanda Blanton.



Our Norwalk TAP Team receives the Most Athletic Award.

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

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Facebook:

http://on.fb.me/oB5EUM

**PRESIDENT
JOSE RIOS**

**EXECUTIVE DIRECTOR
EDITOR, NCBC
CAREN SPILSBURY**

CALENDAR OF EVENTS

Thursday, April 28th

Coffee & Conversation
9am @ Chick-fil-A

Sunday, May 1st

4th Annual Autism Awareness Fair
Norwalk Arts & Sports Complex
10am to 2pm

Thursday, May 5th

Cinco de Mayo Breakfast Mixer
8:30am @ El Clasificado

Friday, May 6th

Bingo de Mayo
7pm to 9pm

Hybrid Event: Diana's Restaurant & ZOOM
Bingo cards for Purchase

Thursday, May 12th

Helpline Youth Counseling
Heroes of HYC
3pm @ Liberty Community Plaza
Tickets for Purchase

Wednesday, May 18th

64th Assembly District
Candidates Forum
6pm to 8pm
Norwalk City Hall

Thursday, May 19th

Children's Benefit Dinner
Community Family Guidance Center
5:30pm @ Sheraton Cerritos
Tickets for Purchase

SAVE THE DATE

Thursday, June 23rd
99th Annual Installation & Awards Luncheon
12noon @ NASC

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.

46 Years

Stater Bros Markets
12523 Alondra Blvd.
562-921-3908

Stater Bros Markets
11300 Firestone Blvd.
562-929-1878

42 Years

Bruce's Prime Rib and Spirits
Jeanne Mayer
562-868-4660
brucem7900@aol.com

24 Years

Tam's Super Burgers
Angelo Makris
562-864-3373

23 Years

John's Sweeper Service
John Ozonian
562-868-9997

New Harvest Christian Fellowship

Pastor Richard Salazar
562-929-6034
www.newharvestnorwalk.com

Villa Elena Healthcare Center

John Javier
562-868-0591
www.progressivecarecenters.com

9 Years

Norwalk Preservation Partnership
William Szymczak
310-802-6670
www.preservationpartners.org

7 Years

Allergy, Asthma, Sinusitis Medical Clinic Inc
Divyang Trivedi MD
562-864-4500
www.8004asthma.com

6 Years

Don Knabe Golf Center & Junior Academy
Neil Sauer
562-921-7047
www.playknabegolf.com

4 Years

OTX Logistics
Tracy Choo
310-851-8500
www.otxusa.com

NEW MEMBERS

Gallatin Dental Group

Joanna Peterson
10805 Paramount Blvd.
Downey, CA 90240
562-869-1686
www.gallatindental.com

The Spot Barbershop & Beauty Salon

Samuel Aguilar
12935 Rosecrans Ave.
Norwalk, CA 90650
562-623-9284
yonthan_av@hotmail.com

C & E Upholstery

Mary & Ignacio Montes
12169 E. Firestone Blvd.
Norwalk, CA 90650
562-864-4595
candeupholstery1@gmail.com

Trinity Christian School

Debbie Torres
11507 Studebaker Rd.
Norwalk, CA 90650
562-864-2319
www.tstigers.net

Visit our website at norwalkchamber.com

MEMBER ACTIVITIES IN NORWALK

Norwalk Chamber welcomes our new members to our Chamber of Commerce. As new businesses come into the community we are able to either provide a ribbon cutting or a grand opening event for the business to welcome them to Norwalk. While the COVID 19 pandemic restricted our ability to hold these events, now that restrictions have eased, we are looking forward to planning many that had to be put on hold. We will also be visiting new members and businesses with our Ambassador Team to welcome them and find out more about their business. The Team was able to visit new member MVP Barbers and Moises Valadez to present his membership plaque and see the renovated facilities. A re Grand Opening is soon to come for this business and many others. Visit or Chamber calendar to find out more information about the upcoming ribbon cuttings and grand openings.



Board Member Lucy Rodas, State Farm Insurance and Chamber President Jose Rios, TNG Realty, welcome new member Moises Valadez of MVP Barbershop with his membership plaque.



605 Kiwanis Club of Norwalk hosted a Loteria Fundraising event at So Cal Pizza on Thursday March 10th. The funds raised at this event will support the club programs such as scholarships for students. Pictured in this photo are 605 Kiwanis Club Officers and members.

2022 Golf Tournament Sponsors

MESSAGE FROM THE PRESIDENT



Our 7th Annual 9-Hole Golf Tournament went on this year without a hitch thanks to the hard work of the Event Committee. We had a great turnout from the business and nonprofit community along with our many sponsors. Our Vice Mayor Ana Valencia was able to join in on the event. We are always appreciative of our City Officials for their support of the Norwalk Chamber. I also want to personally thank everyone that sponsored this event, purchased a tee sign or provided a raffle prize. Without your support we would not have had the successful time that we did.

As we head into spring we look forward to seeing our members and potential members at some of our upcoming events. Join us on April 28th at Chick-fil-A Norwalk for Coffee and Conversation. The address is 12555 Imperial Hwy in the Norwalk Fitness Village. Complimentary coffee will be available and the time is 9am. We also invite you to participate in our first Bingo de Mayo fundraiser taking place at Diana's Restaurant the evening of May 6th. Bingo cards are available for purchase on our Chamber website, or at Diana's the night of the event. Come have dinner and then play some fun Bingo.

As we move into the summer we are looking forward to our 99th Annual Installation and Awards Luncheon, taking place on Thursday, June 23rd at 12noon. This event will be at the Norwalk Arts & Sports Complex in the Sproul Room. Tickets will be available for purchase on the Chamber web store. Come on out and celebrate with us as we recognize our Business of the Year and install our new Executive Officers and Board Members.

We also invite you to our Candidates Forum for the new 64th Assembly District that will take place the evening of May 18th at the Norwalk City Council Chambers. Come meet the candidates and hear directly from them on their plans and goals for the new district. Questions may be submitted to the Chamber office by email to info@norwalkchamber.com.

Respectfully,

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

CITY ACTIVITIES IN NORWALK

The City of Norwalk Public Safety Department and the Norwalk Sheriff's Station provided an opportunity to the community to meet up at the Norwalk Senior Center for "Coffee with a Cop." This type of networking provides the residents and business owners the chance to get to know our first responders personally and find out what services they provide to the community. Norwalk Senior Center opened their doors to everyone to come in person on March 23rd and enjoy refreshments while speaking to the many different Public Safety personnel and Sheriff Department officers. Thank you to the City of Norwalk for hosting this gathering to promote better relationships between the entire community and our first responders.



Interim Public Safety Director Dennis Kato with Public Safety staff attending "Coffee with a Cop."



Norwalk Mayor Rick Ramirez proclaims March as Social Service Worker month in the City of Norwalk. Social Services staff members are pictured in this photo along with Mayor Rick Ramirez and Vice Mayor Ana Valencia.



At the March Meet the Mayor event are Alexandra Mendoza and Ben Sandoval of SELACO WDB.



Norwalk Mayor Rick Ramirez with Janine Andrade, Senior Center Manager at the "Coffee with a Cop" event.



City of Norwalk proclaims February 22, 2022 as Penny Brothers Day in Norwalk. The Special presentation was made at the March City Council meeting. Mayor Rick Ramirez, Vice Mayor Ana Valencia and Council Members Jennifer Perez and Margarita Rios were present to support the proclamation.



Norwalk Chamber Board Member Dora Sandoval, Los Angeles County Sheriff Lieutenant Noe Garcia and Norwalk Commissioner Michael Rosoff attend the "Coffee with a Cop" event.



Social Services staff providing refreshments at the "Coffee with a Cop" event.



Public Safety Officers meeting local residents at the "Coffee with a Cop" event.



Norwalk Mayor Rick Ramirez with City Staff and Norwalk Sheriff Department at the Burger IM Meet the Mayor event.

LABOR LAW CORNER

Harassment Outside of Work? Employer Still Must Respond to Complaint

One of my supervisors just reported to me that they received complaints about harassment from a coworker but did not report them to us because the conduct occurred after work hours and the employees did not want to file "formal" complaints. Is there anything more we have to do at this point?

Situations like these often are confusing for employers and can lead to significant exposure to liability due to the employer's strict obligations under the law to prevent harassment and discrimination in the workplace. This is due in large part to a misunderstanding about when and where an employer may intervene in conduct that occurs away from the workplace during nonworking hours.

State Law Requirements

To start, employers should know how California's anti-harassment law, the Fair Employment and Housing Act (FEHA), directs employers to respond to employee complaints. Under the FEHA, employers who learn of potential unlawful harassment, discrimination or retaliation must conduct a prompt, impartial and thorough investigation into the complaint. Further, under the FEHA, a supervisor's conduct may create strict liability for employers for FEHA violations regardless of whether the employer was aware of that supervisor's conduct — including when the supervisor is either the harasser or receives complaints of harassment from employees but fails to act on them. For a supervisor, it may be common knowledge to report an employee's complaint that's made during work hours to the appropriate manager in the organization. But other common issues may arise that, at first glance, aren't so clear.

No 'Off the Record'

One such commonly misunderstood situation is the "off-the-record" complaint — where the employee brings to their supervisor a workplace harassment

issue, but then says they don't want to "file a formal complaint." Employees often make this type of complaint because they're concerned about negative reactions from either their alleged harasser or the employer. This can be confusing for supervisors, as they want to respect their employees' wishes. But if the supervisor chooses not to report the complaint because the employee didn't want to pursue it further, this can result in liability for the employer — because there's no such thing as an "off-the-record" complaint. If an employee raises a harassment issue, the supervisor must report it to the appropriate person within the organization. This also holds true when either a third party raises the complaint on behalf of another employee or the supervisor witnesses harassing conduct, but no one complains.

Conduct Outside of Work

Similar to the off-the-record complaints, responding to complaints about conduct that occurred away from the worksite and/or after hours can be confusing. After all, employers have little control over employees who aren't working or at the worksite. If a supervisor receives a complaint about conduct that occurred between two employees offsite or after hours, however, the supervisor must report that complaint as well. The FEHA requires employers to take steps to prevent harassment in the workplace. If an employee is harassing a coworker outside of the workplace, that can contribute to a hostile work environment and must be addressed — or the employer risks violating the FEHA. Ultimately, an employer may be liable for hostile work environment claims if a supervisor fails to report these types of complaints and the employer took no action to address the conduct.

COVID UPDATES

New Bill Proposes Workplace Vaccine Law

In Episode 145 of The Workplace podcast, CalChamber employment law expert Matthew Roberts and CalChamber policy advocate Ashley Hoffman discuss AB 1993 (Wicks; D-Oakland), a bill recently introduced in the California Legislature that would mandate all California employers to establish a COVID-19 vaccination requirement for employees. We are approaching the second anniversary of when the COVID-19 pandemic first was declared a public health emergency, and we're starting to see signs that California is moving away from the intense regulatory schemes that dominated much of the last two years, Roberts says in kicking off the podcast. Quarantine and isolation guidance is softening, mask mandates are being lifted and Governor Gavin Newsom has signaled that we are moving away from the declaration of emergency into an endemic plan, which views the COVID-19 virus much like the seasonal flu, Roberts continues. However, legislation has recently been introduced that would establish a workplace COVID-19 vaccine mandate.

AB 1993

Assemblymember Buffy Wicks recently introduced AB 1993, a bill that would establish a hard vaccination mandate for nearly all public and private employers (both large and small), Hoffman explains. The proposed law does not include a testing alternative for unvaccinated people, but it does allow exceptions for workers who have a qualifying religious or disability reason and would need accommodation under the Fair Employment and Housing Act or similar federal laws. The definition of "vaccination" within the bill language is a bit vague, Hoffman says, but it appears that the term does not cover boosters and an employee would be deemed vaccinated if they've had the completed series of the Pfizer or Moderna vaccine, or the one-shot dose of the Johnson & Johnson vaccine. Should AB 1993 be signed into law, compliance would start January 1, 2023.

CalChamber Concerns

While the California Chamber of Commerce has not yet taken a position on AB 1993, it did issue a letter of concern to Assemblymember Wicks. Hoffman expects the bill to be modified and urges listeners to follow the CalChamber for updates. As the bill is currently drafted, the CalChamber is concerned about its effects on worker retention and recruitment, especially given the present large labor shortage. Hoffman points out that Goldman Sachs recently issued a report finding that 90% of small businesses are concerned about hiring, and that it is affecting businesses' bottom line. Businesses' concern is that if a hard mandate is imposed, a significant number of their workforce would leave. And even if only a small number of people leave, companies risk losing high-level workers who have been around for years and have institutional knowledge that is very difficult to replace. In addition, businesses may have to terminate workers who have been on the front lines during the entire pandemic, and terminating them due to this proposed vaccine mandate would hit morale. "...[It] would be really difficult to have expected these people to work in person through this entire situation, and then now have to terminate them," she tells Roberts. AB 1993 would also mandate businesses to require vaccination from independent contractors, Roberts says. The CalChamber is very supportive of COVID-19 vaccinations, Hoffman stresses, but AB 1993 shifts the burden to employers to not only track the vaccination status of their employees, but also anyone with whom the employer contracts. And that's a big burden, she says. Employers in rural areas may have very limited contractors who may be very uniquely specialized, and it could be hard for these employers to be able to actually contract out their work. And the bill also places a high administrative burden, requiring employers to keep track of documents and things for a worker who is not actually an employee. "There's a lot of open questions that come with this mandate," Hoffman says.

Proof of Vaccination

Another concern with AB 1993 is that the bill specifically states that employers cannot retain documentation of vaccination proof unless the employee specifically allows it, Hoffman says. This is problematic because how else can employers prove their compliance with the law? In addition, this conflicts with existing COVID-19 regulations. For example, hospitals under the California Department of Public Health (CDPH) vaccination mandate are required under the regulation to maintain those records. And the California Division of Occupational Safety and Health (Cal/OSHA), while not explicitly requiring documentation, does encourage it explicitly in its FAQ. Moreover, if an employer doesn't have documentation of employee vaccination status, then the employer must treat everyone as unvaccinated, which means that they will be subject to different rules, and usually would have to be kept out of the workplace longer, etc.

Avenues for Litigation

Employers in violation of AB 1993 could also be subject to a private right of action, meaning that private attorneys can enforce this law. This would surely open the floodgates to litigation, Hoffman points out.

Legislative Process

As this bill was only recently introduced, Hoffman expects amendments to be made once groups have talked to the bill's author. Before becoming law, AB 1993 would first need to be referred to committees in the Assembly and then will need to pass a vote on the Assembly floor, Hoffman explains. From there, the bill would go to the Senate and go through a similar process. If passed by both houses, it would proceed to the Governor's desk. If signed, the bill would take effect on January 1, 2023. If, however, the bill passes with two-thirds approval from both houses and includes an urgency clause, the law would take effect immediately.

**Norwalk Chamber of Commerce
Board of Directors**
Invites you to attend our
**99th Annual Installation of Officers &
Awards Luncheon**

Thursday, June 23rd, 2022
12:00 pm ~ 1:00 pm

Norwalk Arts & Sports Complex
13200 Clarkdale Ave Norwalk CA 90650
Registration is required

RSVP to the Chamber at 562.404.0909
Or email: info@norwalkchamber.com

SPONSORSHIP OPPORTUNITIES AVAILABLE

Gold Sponsor	\$600.00
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Silver Sponsor	\$400.00
Includes Reserved Seating for 4 & Program Recognition Logo on Chamber website for two months Logo in Chamber newspaper two months	



NORWALK CHAMBER BINGO de MAYO FUNDRAISER

Join the Norwalk Chamber for a Bingo de Mayo dinner and fundraiser on Friday, May 6th starting at 6:00pm for dinner followed by a ZOOM & in person Bingo fundraiser. Location is Diana's Mexican Restaurant, 16330 Pioneer Blvd, Norwalk CA.

Get your dinner, network and then play Bingo!
Dinner* and networking from 6pm to 7pm
Bingo starts at 7pm

Cost is \$20.00 for 5 Bingo cards to play 5 different Bingo Games. You can purchase additional Bingo cards for \$5.00
Prizes will be awarded to the winners of each game.



To purchase your Bingo cards visit
<https://norwalkchamber.com/shop/>



Sponsor Opportunities Available
Contact the Norwalk Chamber by email
info@norwalkchamber.com or by phone
at 562-404-0909 with any questions



*Dinner is on your own, not included in
Bingo game card purchase



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