

99TH ANNUAL AWARDS AND INSTALLATION LUNCHEON

Norwalk Chamber held our 99th Annual Awards and Installation Luncheon on Thursday, June 23rd at the Norwalk Arts & Sports Complex. Due to previous COVID restrictions this was our first in person Installation since 2019. At the event the outstanding members of the Norwalk Chamber of Commerce were recognized as the following:

Volunteer of the Year:	Irma Macias, Community Family Guidance Center
Ambassador of the Year:	Lucy Rodas, State Farm Insurance
Business of the Year:	Chick-fil-A Norwalk, Farid Khansarinia
Board Member of the Year:	Amanda Blanton, Farmers & Merchants Bank
Presidents Award:	Gordon Stefenhagen, Norwalk Realty

In addition to these awards, outgoing President Jose Rios was recognized for the work he did over the last year in growing the Chamber and in leading his team. Providing certificates to both Jose and our other recipients were Norwalk Mayor Rick Ramirez, Jacob Wolak of Congresswoman Linda Sánchez, Nadya Bahena of Assembly Member Cristina Garcia, Fred Zermeno of Senator Bob Archuleta, Alberto Ruiz of Assembly Member Lisa Calderon, Aldo Arellano of Los Angeles County Assessor Jeffrey Prang and Vincent Morales of Los Angeles County District 4 Supervisor, Janice Hahn.

Next was the Installation of the Board of Directors and Executive Committee for 2022 – 2023. Congratulations to new President, Rich LeGaspi, TNT Fireworks who was sworn into office by City Manager Jesus Gomez. Our Executive Board Members are President Elect, Farid Khansarinia, Chick-fil-A, VP Finance, Karla Butler, Thompson & Associates, VP Communications Amanda Blanton Farmers & Merchants Bank and Past President Jose Rios, TNG Realty, Rios & Garcia Team. Rounding out the team are Board Members John Alba, Alba Professional Services/H & R Block, Patty Contreras, The Sterling Insurance & Financial Group, Shana Crittenden, Norwalk Community Hospital, Yovani Flores, US Bank, Gary Murphy, Norwalk Florist, Ric Ochoa, So-Cal Pizza, Jason Perez, Mr. Rosewood Family Restaurant, Tracy Polley, Kelco Sales, Lucy Rodas, State Farm Insurance, Dora Sandoval, 605 Kiwanis Club and Gordon Stefenhagen, Norwalk Realty.

Our Installation Luncheon would not have been possible without the support of our generous Sponsors. Thank you to Southern California Edison and the Water Replenishment District, Vera Robles-DeWitt for your Silver Sponsorship. Thank you to Gordon Stefenhagen and the City of Norwalk as table sponsors. We also thank Gary Murphy and Norwalk Florist for providing the beautiful centerpieces, Jeannie Mayer and Bruce's Prime Ribs Restaurant for the delicious lunch and Rich LeGaspi and TNT Fireworks for decorations.



Norwalk City Manager Jesus Gomez with Cerritos College Trustee Zurich Lewis and Norwalk Chamber Past President Toni Grijalva.



Newly Installed President Rich LeGaspi, TNT Fireworks, with City Manager Jesus Gomez.



Attending the Annual Installation Luncheon are (l to r) Fred Zermeno, Field Deputy Senator Bob Archuleta, Angie Mancillas, Water Replenishment District, need names for the next two, Nadya Bahena, Field Deputy Assembly Member Garcia, Vincent Morales, Assistant Field Deputy, Supervisor Janice Hahn and Aldo Arellano, Special Assistant Field Deputy Assessor Prang.



Outgoing President Jose Rios, TNG Realty, is presented certificates of recognition and appreciation by local elected officials and the Chamber Board of Directors. In this photo (l to r) Outgoing President Jose Rios, Incoming President Rich LeGaspi, Norwalk Mayor Rick Ramirez, Board Members Tracy Polley, Dora Sandoval, Lucy Rodas, Gary Murphy, Fred Zermeno of State Senator Bob Archuleta, Patty Contreras, Nadya Bahena of State Assembly Member Cristina Garcia, Karla Butler, Jacob Wolak of Congresswoman Linda Sánchez, Vincent Morales, of 4th District Supervisor Janice Hahn, Yovani Flores, Aldo Arellano of LA County Assessor Jeffrey Prang and Alberto Ruiz of Assembly Member Lisa Calderon.



Irma Macias of Community Family Guidance Center is presented with the Volunteer of the Year Award. Making presentations to Irma are (l to r) President Jose Rios, Norwalk Mayor Rick Ramirez, Jacob Wolak, Congresswoman Sánchez, Fred Zermeno, Senator Bob Archuleta, Nadya Bahena, Assembly Member Garcia, Vincent Morales, Supervisor Hahn, Aldo Arellano, Assessor Prang and Alberto Ruiz, Assembly Member Calderon.



Chick-fil-A Norwalk is recognized as the 2021 – 2022 Business of the Year. Accepting the award on behalf of Farid Khansarinia is Manager Dave Stoerck. Making presentations to Dave are (l to r) President Jose Rios, Norwalk Mayor Rick Ramirez, Jacob Wolak, Congresswoman Sánchez, Fred Zermeno, Senator Bob Archuleta, Nadya Bahena, Assembly Member Garcia, Vincent Morales, Supervisor Hahn, Aldo Arellano, Assessor Prang and Alberto Ruiz, Assembly Member Calderon.



Lucy Rodas of State Farm Insurance is presented with the "Richard Sneed" Ambassador of the Year Award. Making presentations to Lucy are (l to r) President Jose Rios, Norwalk Mayor Rick Ramirez, Jacob Wolak, Congresswoman Sánchez, Fred Zermeno, Senator Bob Archuleta, Nadya Bahena, Assembly Member Garcia, Vincent Morales, Supervisor Hahn, Aldo Arellano, Assessor Prang and Alberto Ruiz, Assembly Member Calderon.

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

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Enjoying the luncheon are Laura Lira and Fernando of Lulira Creations & Designs and Outgoing President Jose Rios of TNG Realty.

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

Norwalk Chamber of Commerce

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PRESIDENT
RICH LEGASPI
EXECUTIVE DIRECTOR
EDITOR, NCBC
CAREN SPILSBURY

CALENDAR OF EVENTS

Wednesday, July 6th

After Hours Mixer
American Legion
5pm to 7pm

Wednesday, July 13th

City of Norwalk
Summer Concert Series
City Hall Lawn @ 7pm

Wednesday, July 20th

City of Norwalk
Summer Concert Series
City Hall Lawn @ 7pm

Friday, July 22nd

Front Street Friday Night
5pm to 9pm

Tuesday, July 26th

Gateway Chambers Alliance
12 noon via ZOOM

Wednesday, July 27th

City of Norwalk
Summer Concert Series
City Hall Lawn @ 7pm

Thursday, July 28th

Creating Connections Luncheon
12 noon @ McDonalds
12150 Norwalk Blvd.

Wednesday, August 17th

Annual Business Expo
4:30pm @ City Hall Lawn
Summer Concert Series
City Hall Lawn @ 7pm

Friday, August 19th

Annual State of the Nation Luncheon
12 noon @ Doubletree Hotel

Monday, August 29th

Multi-Chamber Angels Baseball Mixer
5pm @ Angels Stadium
Game to follow

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
Golden State Water
Albert Rivera
562-863-2607
www.gswater.com

Southern California Gas Company
Julia Emerson
800-427-2200
jemerson@semprautilities.com

30 Years
Su Casa, Ending Domestic Violence
Anna Conti
562-519-8597
www.sucasadv.org

27 Years
Metropolitan State Hospital
Dr. Michael Barsom
562-651-2245

Diana's Restaurant
Sam Magana, Jr.
562-926-5802
www.dianas.net

19 Years
Norwalk True Value Hardware
Joel Aparicio
562-864-0912

11 Years
Personal Care Medical Clinic
Robert Salatinjants
562-406-7070

9 Years
Keywest Auto Collision Center
Goffredo Benites
562-868-0825

8 Years
Mr. Rosewood Family Restaurant
Jason Perez
562-868-1553
ogrosegoods@gmail.com

Mercury Legal Assistance
Ana Tornes
562-868-7744
tornelda@gmail.com

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

Kung Pao Bowl
Steve Hyun
562-863-1312
stevehyunwoo@gmail.com

NEW MEMBERS

Belly Dancing by Isis
Levine Rivera
562-906-2686
iskitty13@yahoo.com

99TH ANNUAL AWARDS AND INSTALLATION LUNCHEON CONT...



At the Installation Luncheon are (l to r) Thelma Tucker, Norwalk Community Hospital, Scott Smith, Communications Officer ABCUSD, new Board Member Shana Crittenden, Norwalk Community Hospital, Board Member Tracy Polley, Kelco Sales and Ralph Uribe of Norwalk Community Hospital.



Attending the Annual Installation Luncheon are (l to r) Board Member Patty Contreras, Ambassador Sue Arthur, Norwalk Senior Citizens Commissioner Esperanza Serrano, Former Mayor Bob Arthur, Board Members Lucy Rodas and Dora Sandoval, Ambassador Joe Derthick and Board Member Karla Butler.



2022 - 2023 Board of Directors with Installing Officer City Manager Jesus Gomez. Pictured here are (l to r) Jesus Gomez, Jose Rios, Patty Contreras, Gary Murphy, Karla Butler, Lucy Rodas, Dora Sandoval, Tracy Polley, Shana Crittenden, Jason Perez and Yovani Flores.



Getting ready for lunch are (l to r) Cristine Roberto, City of Norwalk, Natalie LeGaspi and Marilee Stefenhagen, Norwalk Soroptimist, Incoming President Rich LeGaspi, TNT Fireworks, Board Member Gordon Stefenhagen, Norwalk Realty, Jacob Wolak, Congresswoman Sánchez, Alberto Ruiz, Assembly Member Calderon and Aleida Alvarez.

NORWALK CHAMBER
Annual Business Expo
With City of Norwalk Summer Concerts
Wednesday, August 17th, 2022
NORWALK CITY HALL LAWN
4:30 to 7:00 pm
12700 NORWALK BLVD, Norwalk 90650
DEADLINE TO REGISTER IS AUGUST 13th

SPONSORSHIP LEVELS

PLATINUM \$1,000	GOLD \$500	SILVER \$300
Supreme Exhibit Space	Prime Exhibit Space	Preferred Exhibit Space
Two 6' Tables w/ 4 chairs	6' Table w/ 2 chairs	6' Table w/ 2 chairs
Easy Up	Easy Up	Easy UP
Individual Sponsor Sign	Listed in all Expo Media	Banner Recognition
Featured in Expo Media	Banner Recognition	Social Media (1)
Banner Recognition	Newsletter Recognition	Logo on website 1 month
Social Media (3)	Social Media (2)	Newsletter Recognition
Logo on Website 6 months	Logo on Website 3 months	
Newsletter Recognition		

You Can Sign Up Today!
Why wait until the last minute? Make your reservation today!

Business Name _____ Contact _____ Email _____

Yes, I would like to be a Sponsor (Circle One) **Platinum Gold Silver**

Yes! Please reserve my space (includes 6' table & 2 chairs) (\$75) **Members**

Yes! Please reserve my space (includes 6' table & 2 chairs) (\$100) **Non Members**

Yes! Please reserve my space (includes 6' table & 2 chairs) (\$50) **Member Non Profit Organization (provide Tax ID)**

Yes! Please reserve my space (includes 6' table & 2 chairs) (\$75) **Non Member Non Profit Organization (provide Tax ID)**

I will be bringing my own Easy Up **(NO EASY UP PROVIDED UNLESS YOU RESERVE AND PAY FOR ONE)**

I will need an Easy Up at \$ _____

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Please charge my Visa, Master Card, Discover or American Express

Card Type: _____ Card# _____ csc# _____
Exp. Date: _____ ZIP _____ Signature: _____
TOTAL: \$ _____ Print Name: _____

Phone: 562-404-0909 Fax: 562-404-0911 Email: info@norwalkchamber.com



The President's Award is presented to Gordon Stefenhagen of Norwalk Realty. Making presentations to Gordon are (l to r) President Jose Rios, Norwalk Mayor Rick Ramirez, Jacob Wolak, Congresswoman Sánchez, Fred Zermeno, Senator Bob Archuleta, Nadya Bahena, Assembly Member Garcia, Vincent Morales, Supervisor Hahn, Aldo Arellano, Assessor Prang and Alberto Ruiz, Assembly Member Calderon.

MESSAGE FROM THE PRESIDENT



Dear Norwalk Chamber members,

Wow, it was great to see so many people in person at our Installation, thank you all for attending. It is an honor to be elected President for 2022-2023. I am looking forward to a year of building our Chamber up and bringing it to the next level. As we approach our 100th year our Chamber Board will come together and work hard to increase membership and to support our City of Norwalk on many upcoming events like Front Street Friday Nights.

I want to thank Past Presidents Jose and Amanda for bringing us through the pandemic and out the other side so that we can now begin to build. Having a firm foundation will help the Norwalk Chamber as we move into our next year. Thank you to all of our Chamber leaders for committing to the success of our Chamber so that we can continue to be the support to our businesses.

We look forward to working with businesses to help them keep their doors open in our city and to help the new businesses in any way we can to open a profitable business in our community. Building will be the theme this year. Build a better Chamber, Build a better relationship with businesses, and Build a better Community together with the Board of Directors and Ambassadors. So, hang on it will be a fun year and I hope to see you at some of our upcoming events.

Respectfully,

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

NEW AND RENEWING MEMBERS

Many Norwalk Chamber members were recognized at the Annual Installation & Awards Luncheon with their renewal plaques. Also recognized were a few of our new members. At the event our renewing and new members were able to network in person and find out more about each other's businesses while enjoying the meal from Bruce's Prime Rib Restaurant.

Additionally the Norwalk Chamber Ambassadors hosted a New Member Meet & Greet on Thursday, June 9th at the Norwalk Doubletree Hotel. Our event was hosted by the Doubletree Norwalk and Sales Manager Lori Herrera. Light refreshments were provided to all who attended. We were excited to welcome our new members to their first Chamber event and get to know about them and their business. They were also able to get to know some of our Board Member and Ambassadors as they were welcomed to the Norwalk Chamber.

Visit our Chamber website to see about our upcoming events and how you can attend. If you would like additional information about getting involved in the Norwalk Chamber, reach out to the office at info@norwalkchamber.com and information will be shared with you.



President Rich LeGaspi presents a new member plaque to Laurira Creations and Designs owners Laura Lira and Fernando Salazar.

The 605 Kiwanis Club is presented with their new member plaque. Pictured here are (l to r) Chamber President Rick LeGaspi and 605 Kiwanis Members Jason Perez, President Dora Sandoval, Esperanza Serrano and Fernando Salazar.



Levina Rivera of Belly Dancing by Isis accepts her new member plaque from President Rich Legaspi of TNT Fireworks.



Past President Jose Rios accepts his membership renewal from President Rich LeGaspi.



Yovani Flores of US Bank accepts the membership renewal from President LeGaspi.



President LeGaspi presents a membership renewal plaque to Jason Perez of Mr. Rosewood Family Restaurant.



Patty Contreras of The Sterling Insurance & Financial Group receives her eight year membership renewal plaque.



Rosa Aguirre of El Clasificado accepts the membership renewal plaque from President Rich LeGaspi.



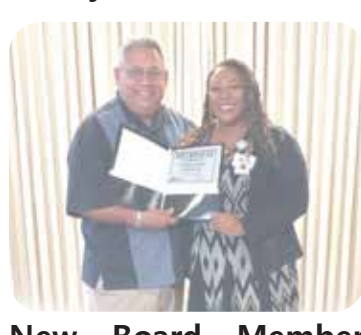
Kelco Sales and Board Member Tracy Polley accept the membership renewal from President Rich LeGaspi of TNT Fireworks.



President Rich LeGaspi presents Board Member Lucy Rodas of State Farm Insurance with her membership renewal.



Angie Mancillas and her colleague receive the membership renewal for the Water Replenishment District.



New Board Member Shana Crittenden of Norwalk Community Hospital accepts the membership renewal from President Rich LeGaspi.



Ambassador Sue Arthur receives her 15 year membership from President LeGaspi.



TNT Fireworks celebrated 32 years as a member of the Norwalk Chamber!



Executive Board Member Karla Butler representing Thompson & Associates accepts a 21 year membership renewal from President Rich LeGaspi.



New Members Bertha Chavez and Dina Chavez of Ambros Construction and Commander Melissa Braicov of American Legion Post 359.



President Rich LeGaspi presents the 31 year membership renewal plaque to Toni Grijalva and Zurich Lewis of Cerritos College.



Soroptimist International Norwalk Santa Fe Springs is represented by members Natalie LeGaspi, Marilee Stefenhagen and Dora Sandoval as they receive their membership renewal.



New Member Laurira Creations & Designs attends the New Member Meet & Greet.



Chamber Board Members at the Meet and Greet. Pictured here are Jose Rios, TNG Realty, Ric Ochoa, So-Cal Pizza, Amanda Blanton, Farmers & Merchants Bank and Dora Sandoval, 605 Kiwanis Club.



Attending the Meet & Greet are Francisco and Laura Lira of Laurira Creations & Decorations, Board Members Jose Rios, Amanda Blanton, Karla Butler, Ambassador Sue Arthur, new member Levina Rivers of Belly Dancing by Isis and Board Member Ric Ochoa.



Our New Members and Chamber Board Members and Ambassadors pictured at the Meet & Greet.



Enjoying Doubletree hospitality are (l to r) Ambassadors Sue Arthur, Community Member, Irma Macias, Community Family Guidance Center and Board member Patty Contreras, The Sterling Insurance & Financial Group.



At the Meet and Greet are new member Dina Chavez of Ambros Construction and Ambassadors Karla Butler, Irma Macias and Lori Herrera.

COFFEE WITH A COP

City of Norwalk hosted another Coffee with a Cop at Starbucks Coffee on Rosecrans and Shoemaker Rd. here in Norwalk. Along with the many Public Safety officers and Los Angeles County Sheriff Officers, new Norwalk Sheriff Captain Chris Johnson was in attendance. Business and community leaders along with Norwalk residents attended this event and were able to make connections with the new Captain along with all of the additional first responders. Sheriff and Public Safety staff braved the prep area of Starbucks and learned how to make a variety of different coffee and other refreshing drinks that were served to customers in both the drive through and in the store. Watch for information on the next Coffee with a Cop event so that you can come out and share any concerns you have for your business with our law enforcement partners.



Los Angeles County Sheriff personnel along with Norwalk Interim Public Safety Director Dennis Kato helping serve customers at the Coffee with a Cop.



Bob and Sue Arthur, longtime friends of the new Sheriff Captain, Chris Johnson pictured with him at the Coffee with a Cop event.



Dora Sandoval and Jose Rios showing off their fun Coffee with a Cop cups from Starbucks.



Attending the Coffee with a Cop to meet the new Sheriff Captain are (l to r) Norwalk Chamber Ambassador Sue Arthur, Public Safety Commission Michael Rosoff, Board Members Dora Sandoval and Jason Perez and former Mayor of Norwalk Bob Arthur.

LABOR LAW CORNER

If an employee requests a leave of absence as an accommodation under the Americans with Disabilities Act, can I require medical documentation from their health care provider? If so, how much time does the employee have to provide me with the documentation?

In most instances you may require medical documentation to substantiate the need for a leave of absence as an accommodation under the Americans with Disabilities Act (ADA), as well as California's related law, the Fair Employment and Housing Act (FEHA). Unfortunately, neither law specifies a time limit for the employee to provide the medical documentation.

Reasonable Documentation

When is an employer permitted to require medical documentation under the ADA and FEHA?

When the disability and/or the need for accommodation is not obvious, the employer may ask the individual for reasonable documentation about their disability and functional limitations. Non-obvious disabilities may include many common conditions such as migraines, fibromyalgia, depression and sleep disorders. Reasonable documentation means that the employer may require only the documentation necessary to establish that a person has a disability which necessitates a reasonable accommodation. For example, if an employee asks to change to a shift that starts later in the day due to a sleep disorder, the employer may request documentation from the employee's health care provider verifying that the employee has a disability (but not the diagnosis); a description of how the employee's limitations impair their ability to perform the duties of the job and an indication of whether these limitations are temporary or permanent; and a recommendation of specific reasonable accommodation(s). An employee whose disability is not obvious, and who fails to provide requested medical documentation, is not entitled to reasonable accommodation.

Time Limit for Providing Medical Documentation

Neither the ADA nor FEHA have a specific time limit for the employee to provide medical documentation to support a request for reasonable accommodation. This often leaves employers wondering how long they must wait, and whether they must begin the requested accommodation before receiving documentation. There are no easy answers to these questions. Many employers choose to apply the timelines from the family leave laws, which require that an employer allow at least 15 days to return a certification, and then provide extra time if the employee is unable to obtain it for reasons beyond their control. Some examples might be when an employee needs to see a specialist with whom it is difficult to get an appointment, or when an employee's physician is out of the office on vacation. The federal Equal Employment Opportunity Commission (EEOC — which enforces the ADA) notes in their guidance documents that employers may need to be more flexible about documentation due to delays caused by the current COVID pandemic. Employers should consider creating a disability accommodation policy that lays out the steps and expected timeframes for the interactive process required under the ADA and FEHA. Although there is no formal paperwork required under these laws, employers may choose to create forms to request accommodation as well as medical documentation forms, and would be wise to include the expected timeframes for returning them at the top of the forms. Keep in mind that the employer has more responsibility for participating in the interactive process to determine reasonable accommodations than does the employee, so a prudent employer should make and document their attempts to seek documentation even after the deadline.

Starting Accommodation Before Receiving Medical Documentation

The ADA and FEHA do not provide specific guidance about whether an employer is obligated to begin an accommodation, such as providing a leave of absence, before receiving medical certification. The EEOC provides this guidance: "An employer should respond expeditiously to a request for reasonable accommodation... Similarly, the employer should act promptly to provide the reasonable accommodation. Unnecessary delays can result in a violation of the ADA." (EEOC Enforcement Guidance on Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act). California's regulations implementing FEHA, however, say: "If the medical documentation provided to date does not support any reasonable accommodation, no reasonable accommodation need be required." (California Code of Regulations, Title 2, Section 11069(d) (6)). Employers should therefore consider granting a leave as an accommodation even before receiving medical documentation, absent undue hardship, conditioned on receiving documentation in a timely fashion.

Cal/OSHA Corner

Quick Overview of May 6 Version of Emergency COVID Standards

What is happening with Cal/OSHA's emergency temporary standard for COVID-19?

The Division of Occupational Safety and Health (Cal/OSHA) has adopted the third iteration of the Emergency Temporary Standards (ETS) for the COVID-19 pandemic. These requirements went into effect on May 6, 2022 and are effective through December 31, 2022. The revisions were initiated to acknowledge the updated guidance from the California Department of Public Health (CDPH) and to make the ETS more flexible if changes are made to CDPH guidance in the future.

Revised Definitions

Four definitions were revised. "Close contact" and "infectious period" were revised so that their meaning will change if CDPH changes its definition of the term in a regulation or order. The COVID-19 test was simplified to make it easier to use self-administered and self-read tests. Also, it is no longer necessary to video or observe the whole test; a date/time-stamped photo of the test result will be sufficient. The definition of fully vaccinated has been deleted as the term is no longer used in the regulations. All protections now apply regardless of vaccination status and the ETS do not vary based on an employee's vaccination status.

Face Coverings

As revised, the requirements for face coverings are:

- The same for all employees regardless of vaccination status;
- No longer mandatory for unvaccinated workers in all indoor locations;
- Mandatory in the ETS when CDPH requires their use in specified indoor settings, such as emergency shelters, health care settings, cooling and heating centers, regardless of vaccination status. Respirators must be provided to all employees who voluntarily request them when working inside or in a vehicle with other persons. There are no limitations based on vaccination status. This caveat also applies to COVID-19 testing, to be made available to all employees with symptoms regardless of vaccination status.

Other Changes

The detailed prescriptive requirements for excluding employees from the workplace after close contact with a person infected with COVID-19 have been deleted. Instead, employers must review the CDPH guidelines for employees and implement quarantine and other measures in the workplace to prevent COVID-19 transmission in the workplace. Not all the revisions have been explained. For example, specific requirements relating to barriers and cleaning and disinfecting have been deleted and are no longer required.

Compare Versions

Also, there still are requirements from the previous version of the ETS that remain in place, so it is highly recommended that employers compare the previous and May 6 version of the ETS.


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