

NORWALK CHAMBER ANNUAL GOLF TOURNAMENT CELEBRATING 100 YEARS

Norwalk Chamber of Commerce hosted our Annual 9-Hole Golf Tournament on Thursday, March 30th at the Don Knabe Golf Center and Junior Academy. Golf teams competed for the coveted title of first place in this fun filled tournament. It was a beautiful afternoon at the golf center while the rain held off and 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 Deputy City Manager Richard Rojas, Norwalk Director of Community Development John Ramirez, Norwalk La Mirada School Board Vice President Jose Rios, Board Member Karen Morrison and Superintendent Dr. John Lopez in attendance at our event.

This event could not have happened without the support of our generous sponsors. Thank you to the following sponsors: Athens Services, Gordon Stefenhagen, Lucy Rodas, State Farm Insurance, Nationwide Environmental Service, Grapevine Development, City of Norwalk City Council Member Jennifer Perez, Greater Whittier YMCA, Chick-fil-A Norwalk, American Legion Post 359, TNG Realty, Rios & Garcia Team and Norwalk La Mirada USD. And lastly thank you to those that donated items for our raffle: Amanda Blanton, Scentsy and Epicure, Joe Derthick, AFLAC, Farid Khansarinia, Chick-fil-A, Ric Ochoa, So Cal Pizza, and Joel Del Giorgio.

The tournament closed with awards being presented to our golf teams. First place team was Team Gordonator, sponsored by Gordon Stefenhagen. Our 2nd place team was the combined team of State Farm Insurance and Community Family Guidance Center and third place was the City of Norwalk Team. Additionally, the Chick-fil-A Team was recognized as our "Most Athletic Team." Eric Rodas was the winner of our putting contest and Bill Kearns was awarded with the best score overall in the tournament. Thank you 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 committee members: Sue Arthur, Irma Macias, Joe Derthick, Dora Sandoval, Jose Rios, Gary Murphy, Denise Urtiaga and Essen Menjivar for the work you put in to help with this event. Special thanks to our members Natalie LeGaspi and Marilee Stefenhagen, Soroptimist International Norwalk/SFS, Karla Butler, and Tracy Polley for helping out that day! Thank you to Teri Bazen for designing and creating our event awards, your talent is amazing. Our next event will be our famous "Mini Golf" Tournament coming on May 18th at Golf n' Stuff here in Norwalk. Visit our website at www.norwalkchamber.com to find out details for this event.



Norwalk Chamber Golf Tournament, getting ready to tee off.



At the check in table for the tournament are (l to r) Ambassador Irma Macias, Community Family Guidance Center, Natalie LeGaspi and Marilee Stefenhagen, Soroptimist International Norwalk/SFS, Ambassador Sue Arthur, and the Chick-fil-A Cow.



Waiting to give out meals to the golfers are Irma Macias, Community Family Guidance Center, the Chick-fil-A Cow and Heather Ramirez of Chick-fil-A.



Our second-place golf team! Pictured here are (l to r) Sponsor Lucy Rodas and Joaquin Rodas, State Farm Insurance, Bill Sinko, Community Family Guidance Center and President Rich LeGaspi.



Our first-place golf team, Team Gordonator. Pictured here are (l to r) David Saucedo, Chamber Board President Rich LeGaspi, TNT Fireworks, Bill Kearns, David and Margaret Verhaaf.



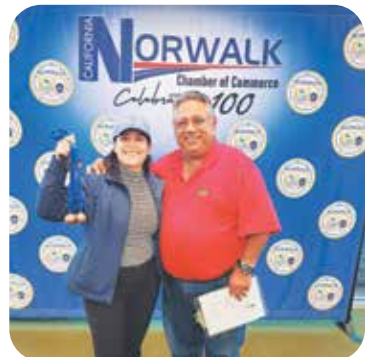
Combined team of State Farm Insurance and Community Family Guidance Center on the golf course. In this photo are (l to r) Bill Sinko, CFGC, Lucy, Joaquin and Eric Rodas of State Farm Insurance.



Athens Services, Gold Sponsor. In this photo are (l to r) Iso Nakasato, Joel Del Giorgio, Board Member Dora Sandoval and Ismael Castro.



Bill Kearns, former Director of Recreation & Park Services is recognized as the overall best scorer in the Annual Golf Tournament.



Our third-place team was represented by Hannah Matus of the City of Norwalk with Board President Rich LeGaspi TNT Fireworks.



Team American Legion Post 359 on the golf course. In this photo are (in no particular order) Brody Damico, Rocky Damico, Commander Melissa Braicov, Robert Motsenbocker, Tim Blotzer and Cruz Meza.



Team Gordonator on the Golf Course. Pictured (l to r) Bill Kearns, David Saucedo, Dave Verhaaf and Margaret Verhaaf.



The Chick-fil-A Golf Team, pictured here are (l to r) Tyler Kim, Adriana Marron, Leslie Anguiano and Heather Ramirez.



Norwalk La Mirada USD golf team at the tournament. In this photo are (l to r) Assistant Superintendent Business Services, Estuardo Santillan, School Board Member Karen Morrison, Superintendent Dr. John Lopez and Director Maintenance and Operations, Gerald "Buzz" Mitchell.

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

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City of Norwalk Team, John Ramirez, Director of Community Services and Deputy City Manager Richard Rojas.



Grapevine Development, LLC Team at the golf tournament. In this photo are (l to r) Jacob Acevedo, James Acevedo and Sal Flores.

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

Norwalk Chamber of Commerce

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info@norwalkchamber.com

Facebook:

http://on.fb.me/oB5EUM

PRESIDENT

RICH LEGASPI

EXECUTIVE DIRECTOR

EDITOR, NCBC

CAREN SPILSBURY

CALENDAR OF EVENTS

Saturday, April 8th

Egg Stravagant
12:30pm to 4pm
City Hall Lawn

Wednesday, April 19th

Board of Directors Meeting
9am via ZOOM

Saturday, April 22nd

Cerritos College
Earth Day Festival
11am to 2pm

Sunday, April 23rd

Thinkers 4 Autism Resource Fair
Norwalk Arts & Sports Complex
10am to 2pm

Monday, April 24th

Creating Connections Lunch
Kung Pao Bowl
\$15.00
12noon

Tuesday, April 25th

Gateway Chambers Alliance
12noon via ZOOM

Monday, May 1st to Friday, May 5th

National Small Business Week

SAVE THE DATE

Thursday, May 18th

Mini Golf Tournament

Thursday, May 25th

Coffee & Conversation

Wednesday, June 14th

100th Anniversary Installation & Awards Dinner

SPONSORS



Gordon Stefenhagen



Lucy Rodas State Farm



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.

60 Years

Norwalk La Mirada Plumbing & HVAC
Don Skala
562-868-7777
dskala@laplumber.com

49 Years

Southern California Edison
Adrian Garcia
adrian1.garcia@sce.com

48 Years

Vernola's Towing, Inc.
Lisa Vernola
562-864-5800

43 Years

Bruce's Prime Rib & Spirits
Jeannie Mayer
562-868-4660

36 Years

Sonoco
Marie Garnica
562-921-0881

SELACO Workforce Development Board

Yolando Castro
562-402-9336
<https://www.selacowdb.com/>

31 Years

Reinforcing Ironworkers Local 416
Vidal Zambrano
562-868-1251
<https://ironworkers416.org/>

30 Years

Premier Wheels & Tires
Garcia Family
562-926-8472
<https://www.premierwheelsandtires.com/>

25 Years

Coast Plaza Hospital
Patrick Rafferty
562-864-5800

Tam's Super Burgers

Angelo Makris
562-864-3373

Pawnmart Jewelry & Loan

C. Rae Goldsmith
562-929-2377

24 Years

New Harvest Christian Fellowship
Richard Salazar
562-929-6034
<https://www.newharvestnorwalk.church/>

John's Sweeper Repairs

John Ozonian
562-860-0604

16 Years

Sue Arthur
Community Member

13 Years

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

9 Years

Kustom Made Graphics
Essen Menjivar
626-348-4060
info@kmgd.com

8 Years

Allergy Asthma Sinusitis Medical Center
Dr. Divvang Trivedi
562-864-4959
allergist@hotmail.com

7 Years

TNG Realty
Rios & Garcia Team
Jose Rios
562-972-4761
jmrios562@gmail.com

Farmers & Merchants Bank

Amanda Blanton
866-437-0011
www.fmb.com

5 Years

Alpha Business Services
Angelina Espinosa
866-272-6500
<https://alphabusinessservices.net>

Arturo Sanchez Senior

Halloween Parade Foundation
Art Sanchez Jr.
562-794-4628

2 Years

McDonald's - Sonshine Enterprises
Patricia Yoon
310-433-4569

La Jara Brewery

Randy Johnstone
www.lajarabrewing.com

NEW MEMBERS

Artesia Cemetery District

Antonio Mendoza
11142 E. Artesia Blvd.
Cerritos, CA 90703
562-865-6300
info@artesiacementery.com
www.ArtesiaCemetery.com

HG Home Design

Denise Jensen
12142 Front St.
Norwalk, CA 90650
562-279-3394
djensenboss lady@gmail.com

LA Financial Credit Union

Robert Llamas
12125-A Imperial Hwy.
Norwalk, CA 90650
177 E. Colorado Blvd. Suite 900
Pasadena, CA 91105
800-894-1200
<https://www.lafinancial.org/>

MEC Manufacturing, LLC

Ely Lapuz
12844 Excelsior Dr.
Norwalk, CA 90650
951-314-5798
www.monsterenergy.com

NORWALK CHAMBER NEW MEMBERS AND RENEWALS

Norwalk Chamber welcomes our new members for the month of March to the Chamber family. We encourage you to find out more about their businesses and how you can connect with them. This last month we added L.A. Financial Credit Union, Artesia Cemetery District, HG Home Design and MEC Manufacturing, LLC as new members of the Chamber. We are also fortunate to be able to celebrate many long-term members as they chose to renew their membership. Most notably was Norwalk La Mirada Plumbing and HVAC, and owner Don Skala, a 60-year member of the Norwalk Chamber. Our Norwalk Chamber Ambassadors visit our members bi-monthly to deliver their renewal package and this month was no exception. When we drop by a member's business, we are able to check in with them to see how things are going in their business. Additionally, to see if there are any resources that the Chamber can provide to them. If you would like our Ambassador Team to visit your business, just reach out to info@norwalkchamber.com to schedule this.



New member L.A. Financial Credit Union, led by Robert Llamas receives their new member plaque from Executive Director Caren Spilbury.



Pat's 605 Cyclery received their membership renewal plaque from our business visits Team.



Visiting the new owner of Norwalk Florist and delivering her new member plaque. Pictured here are (l to r) Ambassador Mary Montes, C & E Upholstery, Patricia Zavala, Norwalk Florist/Patty's Pretty Flowers, Ambassador Irma Macias, Community Family Guidance Center and Past President Jose Rios, TNG Realty, Rios & Garcia Team.



Bringing Valenta Quintero, State Farm Insurance, his membership renewal plaque are (l to r) Ambassadors Mary Montes and Irma Macias, and Board Member Jose Rios.

MESSAGE FROM THE PRESIDENT



Dear Norwalk Chamber members,

WELL, SPRING is in the air along with a lot of rain, so I hope you didn't float away because we have some great events coming up. First, I would like to thank all the sponsors and all who played in our 9-hole golf tournament. This is always a fun event. Thank you to Gold Sponsors Athens Services and Gordon Stefenhagen. Also, thanks go out to Silver Sponsor Lucy Rodas, State Farm Insurance, Awards Sponsor, City of Norwalk, Council Member Jennifer Perez and Beverage Sponsors American Legion Post 359 and TNG Realty, Rios and Garcia Team. Without your support we could not have had such a successful event.

With Easter just around the corner we wish everyone a good holiday. This is a good time for family to get together and share memories. Hope you all find that golden egg. Remember that the City of Norwalk has their Easter Egg Stravagant on Saturday, April 8th from 12:30pm to 4pm at the Civic Center Lawn. Visit their website at www.norwalkca.gov to find out additional information about this event.

Please mark your calendars for our big Gala June 14th at the Doubletree Hotel. This will be a great event for the Chamber, it will also be our 100th Birthday celebration so please make plans to be there. Tickets will be available beginning May 1st at the Chamber office or online at our Chamber store. It will be a fun night to see the history of our Chamber of Commerce. Make plans to also attend our next Mini Golf tournament on May 18th at Golf-N-Stuff. This is for all the "serious" golfers in town. We always have fun at this one so please support this event. Email info@norwalkchamber.com for information on how to participate. More events are being planned out for this year so stay tuned for additional news soon. We encourage you to shop local here in Norwalk and happy Spring!

Your Chamber Board and Staff are here to help your business succeed in our community. If you need any resources, reach out to the office to see how we can help.

Be safe and have a great month.

Respectfully,

Rich LeGaspi

2022-2023 President, Norwalk Chamber of Commerce

TNT Fireworks

COFFEE AND CONVERSATION AT CHICK-FIL-A

Norwalk Chamber held our bi-monthly Coffee and Conversation at Chick-fil-A, Norwalk Fitness Village, hosted by Farid Khansarinia. These events are designed to provide a low-key networking opportunity for our members and guests. Chick-fil-A provides complimentary coffee each time to those that attend and we all provide the conversation. Be sure and join us for the next networking opportunity at Chick-fil-A on Thursday, May 25th. Be sure and bring your business cards to share with others and find out more about growing your business connections over coffee and conversation.



Enjoying coffee and networking at Chick-fil-A are (l to r) Ambassador Joe Derthick, Board President Rich LeGaspi, Board Member Karla Butler and Past President Toni Grijalva. New Member Juan Bravo de Rueda of Financial Solutions is networking with Chante Smith of Thinkers 4 Autism. Finding out about each other's business are Past President Jose Rios, TNG Realty and Danika Mendoza of IBE Digital.

LABOR LAW CORNER

We recently gave only one of our employees a merit-based raise after an excellent performance review and asked that employee not to tell others. The employee still told their coworkers and now several of our staff are upset. What can we do about this situation?

Making compensation decisions about your workforce that are both fair and rewarding to top performers can be an important tool to help retain top talent. There are, however, some possible traps that employers should avoid in this area.

Confidentiality of Wage Increases

In California, wage equality continues to be an important policy issue. To this end, the state passed the Fair Pay Act, which sought to ensure that employees are paid equally for performing substantially similar work. The Fair Pay Act has been amended several times to increase protection for workers. One of those protections prohibits "pay secrecy." Under the Fair Pay Act, employers cannot prohibit employees from disclosing their own wages; discussing the wages of others; asking about another employee's wages; and aiding or encouraging other employees to exercise their rights under the Fair Pay Act. Additionally, the National Labor Relations Act, a federal law geared toward allowing employees to act collectively regarding their working conditions, allows employees to discuss their own wages openly as part of that effort. So, instructing the employee to keep their raise and new wage secret violated both federal and California laws. Ultimately the employer cannot take any action against the employee for sharing information about their raise and new wage rate.

Justifying Pay Disparity

Of course, the employer was concerned that if other employees found out about the wage increase and that the employee was making more than others; it could create several issues in the workplace. Although the Fair Pay Act wants employers to pay employees who do substantially similar work the same, the law does allow for differences in pay if the differences are based on legitimate, bona fide factors. Bona fide factors that may lawfully justify a pay disparity include:

- a seniority system;
- a merit system;
- quantity or quality of work; or
- a factor other than sex, race or ethnicity, such as education, training or experience.

If an employer is using the fourth factor to justify a pay disparity, the employer has to show that the factor also is job-related and consistent with business necessity. For example, if an employer uses experience as the bona fide factor to justify disparate pay between two employees, the experience needs to be related to the job that the employees perform and not just "more experience." For this employer, the employee earned the salary increase because of the quality of their work compared to their peers as reflected in the performance review. So, the employer may rely on this factor to justify why they are paying this employee more than any other that does substantially similar work. Relying on these factors, employers then can have open conversations with the rest of their employees about why compensation decisions were made after the staff became aware of the raise as well as avoid any potential claims under the Fair Pay Act.

State Health Department, Cal/OSHA Update COVID-19 Order, Guidance

On March 3, 2023, the California Department of Public Health (CDPH) updated its COVID-19 public health order and guidance following the end of the COVID-19 State of Emergency on February 28, 2023. CDPH updates include changes to isolation and quarantine recommendations, effective March 13, 2023, and face-covering recommendations, effective April 3, 2023.

Isolation and Quarantine

The updated CDPH order revises isolation and quarantine recommendations to align with the federal Centers for Disease Control and Prevention (CDC) isolation recommendations. Individuals who have tested positive for COVID-19 should continue to isolate for five days but may leave isolation after five days, if they are feeling well, symptoms are improving and are fever-free for 24 hours. Notably, COVID-19 cases do not need to test negative after day five to leave isolation. The order revises the definition of "infectious period" to align with the updated isolation recommendations. Infectious period is now defined as:

- For symptomatic confirmed cases, two days before the confirmed case had any symptoms (symptom onset date is Day 0) through Days 5-10 after symptoms first appeared AND 24 hours have passed with no fever, without the use of fever-reducing medications, and symptoms have improved; OR
- For asymptomatic confirmed cases, two days before the positive specimen collection date (collection date is Day 0) through Day 5 after positive specimen collection date for their first positive COVID-19 test. The California Division of Occupational Safety and Health (Cal/OSHA) COVID-19 Prevention Non-Emergency regulations specifically incorporate the CDPH's definition of infectious period, so this latest revision will impact employers' COVID-19 return-to-work policies — essentially making it easier for employees to return to work after five days if they have improving symptoms and are fever free.

Face Coverings

The CDPH also updated its face-covering guidance. The order specifies that individuals must continue to follow the requirements of CDPH's face-covering guidance through April 2, 2023, after which they will become recommendations. The general community recommendations are still based on the CDC's community level framework, but the new guidance will remove the face covering requirements for certain specified high-risk settings when it takes effect on April 3. CDPH's new guidance also specifies that after ending isolation (no fever without the use of fever-reducing medications and symptoms are improving), confirmed COVID-19 cases may remove their mask sooner than Day 10 with two sequential negative tests at least one day apart. Although the CDPH is relaxing its masking guidance, Cal/OSHA's COVID-19 regulation still specifically requires employees to wear face coverings in certain circumstances. For example, the regulation specifies that COVID-19 cases must wear a face covering in the workplace until 10 days have passed since the date symptoms began or their first positive test. While Cal/OSHA's regulation specifically incorporates the CDPH's definition of "infectious period," the new CDPH guidance allowing COVID-19 cases to remove their masks after two sequential negative tests doesn't appear to impact the regulation's 10-day requirement, meaning employers will likely need to continue to follow the regulation's current face covering requirements as written. Cal/OSHA updated their COVID-19 Non-Emergency Regulation FAQs on March 13, 2023, to address the recent CDPH changes. Cal/OSHA's revised guidance adopts CDPH's definition of infectious period, meaning COVID-19 cases can return to work after five days without a negative test, so long as they are feeling well, symptoms are improving and are fever free for 24 hours. However, Cal/OSHA's guidance maintains that COVID-19 cases that return to work must wear a face covering for 10 days after symptoms first appear or their first positive test. Employers should review the revised guidance to ensure their COVID-19 prevention policies are up to date.

- **Creating a Strong Local Economy**
- **Promoting the Community**

The Norwalk Chamber of Commerce urges you to spend your money locally to support the business community and protect jobs.

Local sales tax dollars support basic city services. When you shop in Norwalk, you are paying for:

- **Public Safety Services**
- **Street Repairs**
- **Recreation Programs**
- **And Much More**

NEW BUSINESSES IN NORWALK

Norwalk Chamber of Commerce and the City of Norwalk helped welcome two new businesses to the community with Ribbon Cutting events on March 25th. Luckily the weather cooperated and it was a beautiful day to spend with the new businesses and all of their attendees. Our first Ribbon Cutting was for Something Good LA, a new restaurant located in Paddison Square right across the street from City Hall. This restaurant was the dream of Viviana, Mariana and Dontay as they brought their dream to Norwalk. The restaurant has been open for a few weeks and already has quite a following here in Norwalk. Their menu includes dishes such as their Pork Belly Sando and their "Grilled Cheese" Burger. This event included a car show and visits from celebrities such as Rapper Xzibit and former Los Angeles Laker Trevor Ariza. We were also fortunate to have Mayor Ana Valencia, Vice Mayor Margarita Rios, Council Member Rick Ramirez, NLMUSD School Board Vice President Jose Rios and Nandy Santana, Field Rep for State Senator Bob Archuleta along with our Norwalk Chamber Ambassadors and Board Members. We want to thank Ozzie Ramos, the Public Safety Team and Norwalk Sheriff Staff for being on hand to help with crowd control for this well attended event.



Officially cutting the ribbon at Something Good LA.



Presenting a business spotlight award from the City of Norwalk. Pictured here are (l to r) Mayor Ana Valencia, business owners Dontay, Viviana and Mariana, City Council Member Rick Ramirez and Vice Mayor Margarita Rios.



Receiving a certificate from the office of Senator Bob Archuleta are (l to r) Dontay Kidd, Viviana and Mariana Hernandez, City Council Member Rick Ramirez, Nandy Santana, Field Rep Senator Bob Archuleta, Mayor Ana Valencia and Vice Mayor Margarita Rios.



Pictured with Rapper Xzibit are Board President Rich LeGaspi and Norwalk Mayor Ana Valencia.



Norwalk Chamber Board Members and Ambassadors at the Ribbon Cutting for Something Good LA. Pictured here (l to r) Ambassador Essen Menjivar, Kustom Made Graphics, Board Member Gary Murphy, Ambassadors Denise Urtiaga, Kustom Made Graphics, Irma Macias, Community Family Guidance Center, Sue Arthur, and Board President Rich LeGaspi, TNT Fireworks.



Board Member Gary Murphy presents a certificate to Something Good LA on behalf of Assembly Member Blanca Pacheco.



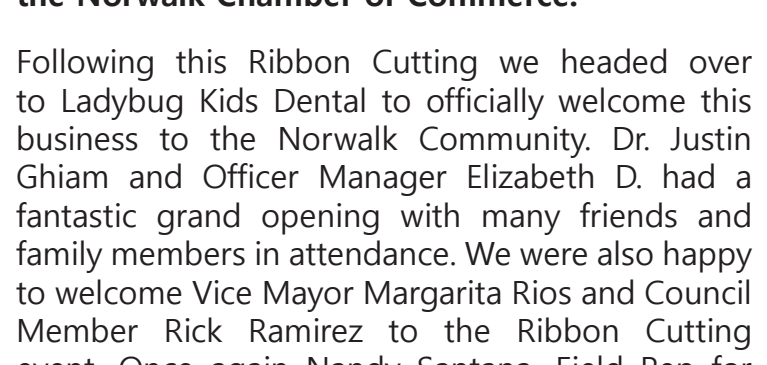
Board President Rich LeGaspi presents a Ribbon Cutting certificate to Something Good LA from the Norwalk Chamber of Commerce.



Norwalk Public Safety Officers were on hand to help with the Ribbon Cutting at Something Good LA.



Ambassador Irma Macias, Community Family Guidance Center presents a certificate on behalf of Congresswoman Linda Sanchez to Something Good LA.



Following this Ribbon Cutting we headed over to Ladybug Kids Dental to officially welcome this business to the Norwalk Community. Dr. Justin Ghiam and Officer Manager Elizabeth D. had a fantastic grand opening with many friends and family members in attendance. We were also happy to welcome Vice Mayor Margarita Rios and Council Member Rick Ramirez to the Ribbon Cutting event. Once again Nandy Santana, Field Rep for State Senator Bob Archuleta was in attendance to present a ribbon cutting certificate on behalf of the Senator. Beautiful flowers were being delivered nonstop to Ladybug Kids Dental while the ribbon

cutting was taking place, each delivery more beautiful than the previous one. After the certificates were presented, photos taken, and the ribbon was cut, then refreshments were served and tours of the new facility were provided.

Check out Ladybug Kids Dental and bring your kidlets here for their dental services. You can visit their website at www.ladybugkidsdental.com for additional information or to make an appointment.



At the Ribbon Cutting for Ladybug Kids Dental were family, friends, Norwalk Chamber representatives and community members.



Dr. Justin Ghiam and Elizabeth D. getting ready to welcome everyone to their Ribbon Cutting event.



Vice Mayor Margarita Rios presents a Business Spotlight Award to Ladybug Kids Dental to celebrate the event. Also pictured here are Chamber Board President Rich LeGaspi and City Council Member Rick Ramirez.



Nandy Santana, Field Rep for State Senator Bob Archuleta presents a certificate on behalf of the Senator to Ladybug Kids Dental for their Ribbon Cutting event.



After the ribbon is cut, Ladybug Kids Dental welcomes in the Norwalk Community.



Board President Rich LeGaspi presents a certificate on behalf of Los Angeles County Supervisor Janice Hahn and the Norwalk Chamber of Commerce at the Ribbon Cutting for Ladybug Kids Dental.



A second Ribbon Cutting was held as additional family and friends of Ladybug Kids Dental arrived to help with the celebration.

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