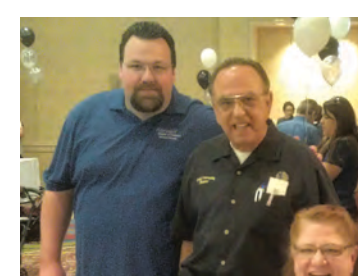
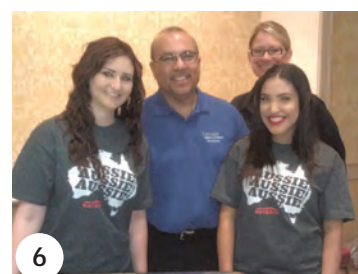


NORWALK CHAMBER ANNUAL BUSINESS EXPO

On Thursday, October 17th at the DoubleTree Hotel by Hilton the Norwalk Chamber of Commerce hosted their annual Business Expo. Featured at this event were Outback Restaurant and the DoubleTree Hotel offering samples of many of their tasty treats, along with Walgreen's who provided attendees with free health screenings. Businesses and residents who attended this event were able to meet many local businesses who offer services needed in both the business and residential community. Celebrating our theme of "Serving the Norwalk Community, Yesterday, Today and Tomorrow," we recognized a number of members renewing their membership in the Norwalk Chamber, from a 38 year member all the way to a new member. Congrats to TNT Fireworks, Norwalk Realty, Walgreen's, Norwalk Community Coordinating Council, Union Bank, and new member All American Trophy for receiving their plaques!

Our many Sponsors helped make this event a great success! Thank you to Diamond Sponsor, Southern California Edison, Emerald Sponsor, Republic Services and Ruby Sponsors the City of Norwalk and the DoubleTree Hotel by Hilton. The beautiful balloon decorations were provided by "Balloon Designs by Nina" while Walmart sponsored the signage and Norwalk La Mirada Plumbing provided refreshments to vendors and the committee.

The Norwalk Chamber Board of Directors was visible all evening in their new Chamber shirts, selling raffle tickets, checking in vendors and guests, handing out prizes and awards and keeping the event flowing smoothly. Many thanks to all who donated prizes for our this event, Board Members: Adriana Apodaca, Keller Williams Realty, Michael Batory, Walgreen's, Karla Butler, Thompson Bookkeeping, Rob Cazares, Outback Restaurant, Joseph Derthick, AFLAC, Christine Consunji-Chen, DoubleTree Hotel, Lynda Fisher, Walmart, Rafael Garcia, Republic



PHOTOS FROM L-R: (1) The Cutting Edge Hair Salon, owner Mariloly Martinez pictured with staff, (2) Winner of the "Best Decorated Table" Elizabeth Davis of Quality Lift, (3) Members of the Norwalk Soroptimist Club, Marilee Stefenhagen and Irene Kho, (4) Mike Baumler of All American Trophies pictured with Teri Bazen of Norwalk La Mirada Plumbing, (5) Rosie & Inez from the City of Norwalk Parks & Recreation Dept. show off the upcoming Halloween activities that the City is hosting, (6) Rob Cazares of Outback Restaurant with his staff, providing food samples to the attendees, (7) Emerald Sponsor, Republic Services staff, (8) Norwalk Mayor, Luigi Vernola, pictured with Special Events Chair, Michael Batory of Walgreen's and committee member Lynda Fisher of Walmart. Photos by Ralph Godoy Photography and Norwalk Chamber of Commerce

Services, Toni Grijalva, Cerritos College, Christina Jones, Vicencia & Buckley Insurance Services, Richard LeGaspi, TNT Fireworks, Dr. Ruth Perez, Norwalk La Mirada USD, and Gordon Stefenhagen, Norwalk Realty. Special thanks to all of the vendors that participated and also donated raffle prizes: Norwalk La Mirada Plumbing, Soroptimist Club of Norwalk, The Cutting Edge Hair Salon, Quality Lift, and Golf n' Stuff.

The Norwalk Chamber special events committee worked very hard to make this a special event, celebrating

the history of the Norwalk Chamber in the community. This committee led by Co-Chairman Michael Batory of Walgreen's consisted of Chamber President, Toni Grijalva, Cerritos College, Adriana Apodaca Keller Williams Realty, Rafael Garcia Republic Services, Lynda Fisher Walmart, and Christine Consunji-Chen Norwalk DoubleTree by Hilton Hotel. Thank you for all of your dedication to the committee and in serving the Norwalk community. We look forward to future events where we can continue to celebrate Norwalk!

CAL CHAMBER RECAPS FINAL STATUS OF MAJOR BILLS WITH IMPACT ON EMPLOYERS

This year, Governor Edmund G. Brown Jr.'s deadline for signing bills was October 13. A recap of the Governor's actions is provided below.

LITIGATION

AB 227 (Gatto; D-Los Angeles) JOB CREATOR: Stops Drive-by Lawsuits — Protects small businesses from drive-by lawsuits by providing a 14-day right to cure for allegations of a failure to post a Proposition 65 warning related to chemicals produced during the cooking process, alcohol, second-hand smoke, and car exhaust. *CalChamber supported. Signed—Chapter 581*

AB 1165 (Skinner; D-Berkeley) Increased Costs for Citation Appeal Process — Proposes a costly double-appeal process for workplace safety citations that presumes guilt for employers, undermines due process with regards to citations for workplace safety violations and is unnecessary in light of recently adopted regulations for an expedited appeals process for these situations. *CalChamber opposed. Vetoed.*

AB 729 (R. Hernández; D-West Covina) Employee-Union Agent Evidentiary Privilege — Creates a new evidentiary privilege that is one-sided and will provide a union representative with an unfair opportunity to preclude relevant evidence during litigation regarding labor disputes or collective bargaining, that may ultimately result in the miscarriage of justice. *CalChamber opposed. Vetoed.*

AB 566 (Wieckowski; D-Fremont) Unnecessary Restrictions on Trial Courts — Unfairly limits the trial courts' ability to minimize costs in light of the budget reductions they have faced by placing severe restrictions on their ability to contract for services. *CalChamber opposed. Vetoed.*

ENVIRONMENTAL REGULATION

SB 254 (Hancock; D-Oakland) Industry-Run Mattress Recycling — Establishes a private sector-run product stewardship program patterned on successful recycling legislation for paint and carpet products. *CalChamber supported. Signed—Chapter 388.*

HEALTH INSURANCE COSTS

AB 912 (Quirk-Silva; D-Fullerton) Increased Health Insurance Premiums — Increases medical costs, which will be passed on to medium and large employers in the form of higher premiums, by mandating coverage of fertility preservation services in certain medical treatments. *CalChamber opposed. Vetoed.*

SB 353 (Lieu; D-Torrance) Increased Health Insurance Premiums — Increases costs for health plans, which will be passed on to employers in the form of higher premiums, by imposing significant new translation requirement on plans that advertise or market to new communities that speak languages other than English. *CalChamber opposed. Signed—Chapter 447*

SB 746 (Leno; D-San Francisco) Health Premium Increase — Interferes with an employer's negotiation with health plans and increases costs by subjecting insurers to excessive, onerous disclosure requirements. *CalChamber opposed. Vetoed.*

LABOR AND EMPLOYMENT

AB 10 (Alejo; D-Salinas) JOB KILLER: Automatic Minimum

Wage Increase — Increases costs on employers of all sizes and ignores other economic factors or costs that California employers are struggling with to sustain their business by increasing minimum wage by 25% or \$2 wage over the next three years. *Signed—Chapter 351*

AB 60 (Alejo; D-Salinas) Driver License for Undocumented Persons — Requires the California Department of Motor Vehicles (DMV) to issue a driver license to undocumented persons who can prove identity and California residency and meet all other licensing requirements, such as the written and behind-the-wheel exams. The card will have a notation on it stating that it is not acceptable for federal purposes, such as verifying eligibility for employment; in other words, it is not acceptable for I-9 verification. *CalChamber has no position. Signed—Chapter 524*

SB 54 (Hancock; D-Berkeley) Prevailing Wages on Private Projects — Increases refinery costs and inappropriately applies the payment of prevailing wage to privately financed projects by mandating the payment of prevailing wages to the construction of refineries. *CalChamber opposed. Signed—Chapter 795*

ECONOMIC DEVELOPMENT

SB 209 (Lieu; D-Torrance) Stops Retroactive Tax — Repeals the decision by the Franchise Tax Board to retroactively tax small business investors who relied in good faith on the law when they made the decision to invest in California and use the Qualified Small Business tax incentive which was recently found unconstitutional. *CalChamber supported. Signed—Chapter 543*

AB 1412 (Bocanegra; D-Los Angeles) JOB CREATOR Stops Retroactive Tax — Repeals the decision by the Franchise Tax Board to retroactively tax small business investors who relied in good faith on the law when they made the decision to invest in California and use the Qualified Small Business tax incentive, which was recently found unconstitutional. *CalChamber supported. Signed—Chapter 546*

AB 1173 (Bocanegra; D-Pacoima) Tax Reduction — Reduces the state tax penalty imposed on employees for nonqualified deferred compensation from 20% to 5%, as well as provides the ability to utilize the film tax credit to offset income. *CalChamber supported. Signed—Chapter 536*

AB 106 (Committee on Budget) Protects Earned Tax

MESSAGE FROM THE PRESIDENT



As Norwalk Chamber celebrates 90 years of serving the business community in the City of Norwalk, I want to assure you that Norwalk Chamber is devoted to being the ultimate business resource for our members. Whether through networking, promotion or advocacy, we are committed to helping your business and our community thrive in Norwalk. I encourage you to become an active chamber member and take advantage of all that Norwalk Chamber has to offer.

Our **Women in Business Luncheon on October 9** at **Lakewood Country Club** provided an excellent opportunity for our female members to network. This was a joint chamber event with the

Greater Lakewood Chamber. Thanks to all who made this event possible and to all of our event participants! Our **Women in Business Health and Wellness Series** concludes this month with a workshop entitled: **"I'm a Female . . . I don't have to worry about my Heart!"** for more information about the Women in Business Council or to register for this Women in Business event, contact Christina Jones at Christina.Jones@hubinternational.com or at 714.739.3177, Ext. 204.

Our **Norwalk Chamber Business Expo, "90 Years of Serving Norwalk, Yesterday, Today and Tomorrow"** was held on **Thursday, October 17** at **DoubleTree Norwalk**. Over 200 members of our community attended. THANK YOU to all of our event Sponsors and Exhibitors for helping make this event a success!

This month we will be co-sponsoring an **Affordable Care Act Workshop** with Cerritos Chamber and the Greater Lakewood Chamber in partnership with Congresswoman Linda Sanchez' office and Senator Ron Calderon's office. I encourage all of our members to attend this **FREE** workshop on **Friday, November 22** at the **Cerritos College Learning Resource Teleconference Center (LC155) from 1-3pm**. Get the facts from Covered California certified experts. You won't want to miss this informative presentation! To register for this workshop or for more information, contact Norwalk Chamber of Commerce at 562.864.7785.

Mark your calendars for our final fundraising event for 2013 **QuarterMania, December 7, 2013** from **11am to 3pm** at the **Knights of Columbus Hall**. This fast-paced, fun-filled event can't be missed! Event tickets and Opportunity Drawing tickets for a Barrel of Holiday Cheer are now available through **Norwalk Chamber of Commerce** at **562.864.7785**.

On behalf of my Norwalk Chamber Board of Directors, I want to thank you for your chamber membership. We look forward to serving you, your business and our community in the coming months.

Sincerely,
Toni Grijalva
2013-14 President
Norwalk Chamber of Commerce

Norwalk Chamber of Commerce
12040 Foster Road, Norwalk, CA 90650

PRSRT STD
U.S. POSTAGE
PAID
Permit No. 55
Norwalk, CA

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

Norwalk Chamber of Commerce

12040 Foster Road,
Norwalk, CA 90650
Phone: 562.864.7785
FAX: 562.864.8539
Monday - Friday 9am - 5pm
www.norwalkchamber.com
info@norwalkchamber.com
Facebook:
http://on.fb.me/oB5EUM

**EXECUTIVE DIRECTOR
EDITOR, NCBC
VIVIAN HANSEN**
**MEMBERSHIP SERVICES
DIRECTOR
CAREN SPILSBURY**

EXECUTIVE BOARD

**PRESIDENT
TONI GRIJALVA**
Cerritos College

**VP FINANCE
KARLA BUTLER**
Thompson Bookkeeping

**PRESIDENT ELECT
CARMEN LIZARRAGA**
*Southeast Regional
Occupation Program*

**VP COMMUNICATIONS/
SECRETARY
ROB CAZARES**
Outback Steakhouse

**PAST PRESIDENT
LYNDA FISHER**
Walmart

BOARD OF DIRECTORS

ADRIANA APODACA
Keller Williams Realty

MICHAEL BATORY
*Walgreens
Special Events Co-Chair*

CHRISTINE CONSUNJI-CHEN
DoubleTree by Hilton Los Angeles Norwalk

JOE DERTHICK
AFLAC

JULIA EMERSON
*Southern California Gas Company
Legislative Co-Chair*

RAFAEL GARCIA
Republic Services

LUPE HERNANDEZ
El Clasificado

CHRISTINA VICENCIA JONES
Vicencia & Buckley Insurance Services

CARMEN LIZARRAGA
*Southeast ROP
Special Events Co-Chair*

RICHARD LeGASPI
TNT Fireworks

GARY MURPHY
Norwalk Florist/Flowers by Alan

DR. RUTH PEREZ
Norwalk-La Mirada Unified School District

TRACY POLLEY
Kelco Sales • Legislative Co-Chair

GORDON STEFENHAGEN
Norwalk Realty

...

**CITY COUNCIL LIASION
MAYOR LUIGI VERNOLA**

RENEWING MEMBERS

New Members

Shree Pashupatinath Foundation
Bhakta Thapa
President
10843 Kenney Street
Norwalk CA 90650
562-259-7275
www.pashupatinathfoundation.org

**New York Life Insurance/
California Well Being Insurance**
Connie Wetzstein
10603 Haledon Ave.
Downey CA 90241
562-862-4363
http://www.newyorklife.com/agent/
cwetzstein

**Want to join the Norwalk
Chamber of Commerce?
Call Caren at
562.864.7785**



President Toni Grijalva presents renewal plaque to Union Bank

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.

38 Years
Southern California Gas Company
Julia Emerson
800-427-2200

28 Years
Costco Wholesale
Wendy Osorio
562-929-0826

27 Years
Sonoco
Leela Duggal
562-921-0881

16 Years
Friends of the Norwalk Library
Sue Kane
562-406-2759

5 Years
Capistrano Gardens Apartment Homes
Manager
562-921-4704

4 Years
St. Linus Catholic Church
Maureen Linnebur
562-921-6649

3 Years
Tutti Frutti
Angela Torres
562-926-8855
http://www.facebook.com/TuttiFrutti.
Rosecrans.Shoemake

2 Years
Dunn-Edwards Paints
Mark Campos
562-864-7162



Gordon Stefenhagen of Norwalk Realty receives a renewal plaque from Chamber President, Toni Grijalva of Cerritos and Chamber Board Members Michael Batory, Walgreens and Rich LeGaspi of TNT Fireworks.



Norwalk Chamber President Toni Grijalva of Cerritos College presents a ten year renewal plaque to the staff of Kelco Sales.

MEMBER TO MEMBER DISCOUNTS

The Member-to-Member Discount Program is a special Chamber program that encourages members to do business with fellow Chamber members. The program helps our members to save money and to increase their exposure. These businesses are offering discounts to Norwalk Chamber Members. Your current Chamber Membership Card must be presented when requesting the discount

BICYCLE SHOP/PARTS

PAT'S 605 CYCLERY
Ron Patterson
12310 Studebaker Road, Norwalk
(562) 864-0740
10% of all products. Show Chamber Membership Card for Discount.

CAR SALES

BUDGET RENT-A-CAR
Phil Arey OR Craig Wicks
12541 Rosecrans Avenue, Norwalk
(562)407-2800
\$500 Gas Voucher with purchase of car. While supplies last.

FLORIST

NORWALK FLORIST
Gary Murphy
11947 Firestone Blvd, Norwalk
(562) 863-4478
mynorwalkflorist@yahoo.com • www.floristnorwalk.com
15% off all phone or walk-in floral orders. (Excludes wire orders, Valentine's Day, Mother's Day and Christmas) 50% off wire fee. Discounts Cannot be used in addition to any other promotional offers.

HAIR SALON

THE CUTTING EDGE
Marilyn Martinez
10933 Firestone Blvd., Norwalk
(562)929-7696
15% off any service or product, must show Chamber membership card to receive discount.

LODGING

RED LION HOTEL
Manny Irizarry
1850 S. Harbor Blvd
Anaheim (714) 383-6185
\$79 Single-Double Occupancy + 17% Occupancy tax & \$1 CA Tourism Resort Fee. Includes 2 full breakfasts and Parking. Call: 1-800-733-5464 Pride Rate code: CM6

OFFICE MACHINES

FIRST CLASS COPIERS
Isaac or Tammie
Downey (562) 928-5091
**10% off First Service Call
10% off 1st Supply Order**

PAINT

DUNN EDWARDS PAINTS
Mark Campos
12125 Imperial Hwy, Unit B
Norwalk (562) 864-7162
(in Paddison Square - next to Applebee's)
A 40% discount on paint only. It's Simple - Just mention that you are a Norwalk Chamber Member

PAYROLL SERVICES

PAY ADVANCE PAYROLL
Dean Harako
721 W. Whittier Blvd. Ste. O
La Habra (562) 697-7920
New Clients receive one month of Free Payroll Services.

PRESCHOOL

WEE CARE MONTESSORI CENTER
Gamini Jayasinghe
11943 Rosecrans Ave.
Norwalk CA 90650
562-868-3443
5% discount off regular prices for Norwalk Chamber Members, must provide membership card

SEWING & VACUUM SERVICES

NORWALK VACUUM & SEWING MACHINE - SALES & SERVICE
Bill Sanning
14529 S. Pioneer Blvd.
Norwalk (562) 864-7781
15% OFF on service for vacuum & sewing machines.

AWARDS & TROPHIES

WEST GROVE TROPHIES
Esmeralda Gallardo
15602 Graystone Avenue, Norwalk
(562) 650-0838
10% off first order. 15% off for schools & churches. On orders of \$100 & up.

CLEANING SERVICES

MERRY MAIDS
Julie or Sandra
13923 San Antonio Drive, Norwalk
(562)929-6177
\$10 off your first 10 cleanings

HALL RENTAL

NORWALK MOOSE LODGE
Don Luepritz
11305 Imperial Hwy., S. Whittier
(562)864-6867
\$100 off Hall Rental + 1/2 off Yearly Membership - only \$30 Call for more details

OPTOMETRIST

Dr. PAUL S. CRISMON, O.D.
Jackie Garcia
13800 San Antonio Dr.
Norwalk (562)864-6535
15% off Eye Exam & Glasses

PLUMBING HVAC

NORWALK/LA MIRADA PLUMBING HEATING & AIR CONDITIONING
Teri Bazen
11661 Firestone Blvd
Norwalk (562) 868-7777
5% off all work

TIRE SERVICES

PRO TIRE & PREMIER TIRE
Rudy Garcia
16102 Pioneer Blvd
Norwalk (562) 404-8558
We Pay Your Sales Tax on Purchases

AMBASSADOR'S CORNER - SUPPORTING OUR LOCAL ECONOMY

TNT Tortas & Tacos was the location of our monthly "Lunch Mob" where Norwalk Chamber Ambassadors and members meet to support a local business and hold their Ambassador Meeting. Located at 11042 Rosecrans Ave, here in Norwalk, this new restaurant specializes in down home cooking utilizing their family recipes! Whether you have Carnitas Tacos or a Quesadilla, all of their menu items are great. The "secret" green sauce is wonderful on all of their dishes. There is both indoor and outdoor dining and ample parking. Out Ambassadors were able to hold their

meeting and plan more events where the Norwalk Chamber can come together to support our local businesses! Check out the Norwalk Chamber website for upcoming workshops, mixers and "Lunch Mobs" where you can come and network with other Chamber leaders!

TNT TORTAS & TACOS
11042 Rosecrans Avenue
Norwalk, CA 90650
(562) 868-6968
Mon-Fri 10am-10pm, Sat-Sun 8am-11pm



TNT Tortas & Tacos owner, Isarel Gomez, pictured with Chamber Members, Adriana Apodaca, Keller Williams Realty, Joe Derthick, AFLAC, Karla Butler, Thompson Bookkeeping and President Toni Grijalva, Cerritos College.

MESSAGE FROM THE EXECUTIVE DIRECTOR



Gateway Chambers Alliance

Norwalk Chamber is a member of the newly reorganized Gateway Chambers Alliance. Our objective is to serve as a public policy advocacy body on legislative matters impacting the functions of local, state and federal governments. Our Public Policy Platform includes issues associated with Jobs & Workforce Development, Education, Environment & Utilities and Regulations/Laws impacting the businesses and residents in and around the surrounding areas of the Gateway region.

Currently the Chambers of Commerce who are members of the Gateway Chamber Alliance include Artesia, Bell Gardens, Cerritos, Compton, Downey, Lakewood, Norwalk and South Gate with a voting representative from each chamber. At the monthly meetings the alliance representatives study and discuss legislation and public policies that may impact the businesses we represent. At the September meeting, the Federal Budget Sequestration's affect on our business was a topic of conversation.

After discussion, the Gateway Chamber Alliance voted to oppose AB10 (Alejo), the minimum wage increase and sent a letter to Governor Brown advising him of the many reasons we oppose the legislation because of the negative impact to our businesses. Unfortunately, the Governor signed the bill, but we voiced our objections. We also sent a letter to the Governor for the support of AB227 (Gatto) for the prevention of "drive-by" lawsuits - *Vivian Hansen*

AFFORDABLE CARE ACT INFORMATION

Dear Clients & Friends:
On March 23, 2010, President Obama signed comprehensive health reform, the Affordable Care Act (ACA), into law. Over the next several months Vicencia & Buckley will be breaking down and exploring the various topics of the Affordable Care Act to help you better understand this new law for yourself, your family and your business. Along with our topic of the month we will be featuring recently asked questions by our clients. We encourage you to send us your questions or ideas for topics you would like more information on. As always Vicencia & Buckley is here to guide you through these new changes and provide stability during these unstable times, visit

our Blog for additional updates. Thank you.

TOPIC: Covered California – The California Health Exchange

California was the first state in the nation to enact legislation under the ACA. Covered California was created to develop an organized marketplace where legal residents of California can buy health coverage that cannot be denied or canceled if you are sick or have pre-existing conditions. Here is a brief overview of the current status of Covered California for the Individual Marketplace; future emails will contain information regarding the small business marketplace.

About the Health Plans:

All new health plans must cover essential health benefits such as doctor visits, hospitalization, emergency care, maternity, pediatric care for kids and prescriptions, among other services. All new health plans will be rated based on the percentage of medical expenses paid by the plan and how much is left to the individual to easy comparison purposes. There will be four basic levels of coverage (metal tiers): platinum, gold, silver and bronze. The following health insurance plans will be sold through the Covered California marketplace (in varying regions):

- Alameda Alliance for Health
- Anthem Blue Cross of California

- Blue Shield of California
- Chinese Community Health Plan
- Contra Costa Health Services
- Health Net
- Kaiser Permanente
- L.A. Care Health Plan
- Molina Healthcare
- Sharp Healthcare
- Valley Health Plan
- Ventura County Health Care Plan
- Western Health Advantage

Throughout the state consumers will have a choice of Health Maintenance Organizations (HMOs), Preferred Provider Organizations (PPOs) and Exclusive Provider Organizations (EPOs). Attached is the Covered California Health Plans Booklet, which summarizes the four metal tiers of plans and price indications and an FAQ about the health plan

and their networks.

As the Covered California marketplace develops we will be providing additional information. V&B encourages you to look over the Getting Covered Fact Sheet attachment here and to browse the Covered California website at www.coveredca.com. Covered California intends to maintain a strong relationship with independent brokers and our mission is to be able to help place coverage with Covered California as well as to provide advice on all your insurance needs.

Recently Asked Questions:

Q: If I renew my small group health coverage in 2013, will I have to change plans beginning January 1, 2014 due to health care reform?

A: No, if you renew your small

group coverage in 2013 these plans and rates will stay in force for 1 year. Upon your renewal in 2014, any health care reform changes that are needed would be made at that time. Many carriers are offering the option to renew group coverage in Q4 of 2013, in order to maintain current plans during the greater part of 2014. More information on this process is expected in July.

Christina Vicencia Jones, CPCU
Vice President
Vicencia & Buckley Insurance Services, Inc.
20 Centerpointe Dr. #100
La Palma, CA 90623
Email: cnvicencia@vicencia.com
Phone: (714) 739-3177 ext. 204
Fax: (714) 739-3188
License #0578496

LABOR LAW CORNER

Travel Time to First Location Usually Not Considered as Hours Worked

Question: Our employees regularly commute to different work locations each day. Do we have to pay for their commute to the first location?

In the absence of a collective bargaining agreement, which addresses travel pay or when the employment is subject to the public works laws, travel time to a first location usually is not considered to be hours worked. Some situations, however, affect this general rule and result in compensation being owed.

'Reasonable Distance'

The Division of Labor Standards Enforcement has traditionally recognized that employees in occupations such as construction expect to report to varied worksites. As long as the worksite is within a reasonable distance, travel to the first location is not considered hours worked.

The term "reasonable distance" has not been definitively established. The division, however, has stated that these factors should be considered: the nature of the employment, the type of industry and the industry standard, and the reasonable agreement between the parties.

For varied travel that extends beyond a reasonable distance, the employee should be compensated for any time that exceeds his/her usual or normal commute.

Other Circumstances

In a circumstance where the employer requires the employee to deliver tools, materials and supplies to the job location, the commute would be compensable.

Another unique situation is where nonexempt employees are specifically assigned to work from home. When these employees travel to varied sites, they are entitled to compensation for the first and subsequent commutes.

In each situation, review the specific facts of the travel requirements, establish a travel policy and provide a written agreement.

The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.

WOMEN IN BUSINESS

The Women in Business Council is a partnership between the Norwalk Chamber and the Lakewood Chamber to provide additional support and resources to our women business owners and managers. They recently held their Annual "State of Women in Business" luncheon and expo at the Lakewood Country Club where workshops were presented on issues facing all businesses today. Guest speakers presented information on Healthcare Reform, Customer Experience versus Customer Service and Developing Infinite Possibilities for your business.



Those in attendance were able to gather needed information about the changes in Healthcare due to the Affordable Care Act and were introduced to different ideas on creating a thriving environment for their businesses. The next Women in Business Council event takes place on November 13th



L-R, Vickie Yahn, of ServiceMaster Professional Home & Disaster Cleaning Services, providing information at the Women in Business Council Expo; Norwalk Chamber and Lakewood Chamber Women in Business Council members.

at 11:30am. This is the third presentation in a Health and Wellness Series, and the topic is "Women and their Hearts." If you are interested in learning

more about the WIB Council or attending this luncheon contact the Norwalk Chairperson, Christina Jones by email at cnvicencia@vicencia.com.

New Law Helps Prevent Drive-By Prop. 65 Lawsuits

A California Chamber of Commerce and Gateway Chamber Alliance supported job creator bill that aims to stop drive-by lawsuits has been signed by Governor Edmund G. Brown Jr. and took effect immediately.

AB 227 (Gatto; D-Los Angeles) protects small businesses from shake-down lawsuits related to alleged missing or inadequate signage required by Proposition 65 by providing them with a 14-day window to cure a signage violation in certain situations, thereby avoiding a private lawsuit.

The bill received overwhelming unanimous support from every committee to review it, as well as the Assembly and Senate.

Proposition 65

Proposition 65, approved by voters in 1986, enacted "The Safe Drinking Water and Toxic

Enforcement Act of 1986," which is designed to protect California's drinking water from chemicals known to cause cancer or birth defects, and to warn members of the public about the presence of those chemicals in their environment to help them avoid exposure.

Since its enactment in 1989, Proposition 65 has helped protect the public by encouraging businesses to renovate their facilities, reformulate their products, and update their manufacturing processes to eliminate the use of listed chemicals.

Proposition 65 requires, among other things, that private businesses with more than 10 employees post warnings when they knowingly expose workers or the public to listed chemicals.

These warnings can take the form of placards in business establishments where listed chemicals exist or are released into the environment, or as part of the labeling of a consumer product that contains a listed chemical. There are currently 774 chemicals on the list.

Drive-By Lawsuits

The benefits of Proposition 65 have not come without a cost to the economy, however. AB 227 addresses one very avoidable cost that results from the practice of a handful of law firms targeting businesses with drive-by lawsuits alleging they do not have adequate signage as required by Proposition 65. These lawsuits can easily cost thousands of dollars to litigate, causing many small businesses to settle out of court regardless of whether

they actually needed to have signage posted at their business establishments, or if they posted a sign in the wrong size or with incorrect wording on accident.

Many business owners rightly determine that signage is not required given the exposure levels of a particular chemical at their business establishment, or that no listed chemicals are present at all, but this does not prevent a law firm from making an allegation in a demand letter in order to pressure businesses into handing over a small settlement.

Hundreds of businesses are targeted in these lawsuits each year, costing the state millions of dollars in lost productivity and jobs. AB 227 will help eliminate the inappropriate use of litigation while ensuring that the public receives Proposition 65 warnings when appropriate.

**NORWALK CHAMBER OF COMMERCE
CERRITOS REGIONAL CHAMBER OF COMMERCE
GREATER LAKEWOOD CHAMBER OF COMMERCE
IN COLLABORATION WITH
CONGRESSWOMAN LINDA SÁNCHEZ
STATE SENATOR RON CALDERON**

Friday, November 22, 2013

1:00 PM to 3:00 PM

Cerritos College
11110 Alondra Blvd, Norwalk
Room LC155 in Library

Free Parking is Available in any Lot with the exception of metered, car pool or handicapped spaces

Admission is FREE but reservations are REQUIRED!! Space is limited!
For more information contact
(562) 864-7785
RESERVATION DEADLINE
THURSDAY, NOVEMBER 21ST

Invite you to learn...

**How the Affordable
Care Act will Impact
Your Business**

Panelists:

- Suzanne Choi—Covered California
- Small Business Administration
- Certified Covered California Insurance Agents
Christina Vicencia-Jones and Amy Solares

Speak with Covered California
Insurance Co. Representatives

HOSTED BY...

Norwalk, Lakewood & Cerritos Regional
Chambers of Commerce & Cerritos College

You will learn SPECIFICS...

- What is Covered California?
- Will my current individual & group plans be affected?
- What is the Small Business Health Options Program (SHOP)?
- How will SHOP benefit my business & my employees?
- Tax Credits
- Get the Facts from the Experts!

Get a Head Start on Your Holiday Shopping



QuarterMania

Quarter Auction! Opportunity Drawing!



FUNdraiser by the Norwalk Chamber of Commerce

Saturday, December 7, 2013

Noon to 3:00 pm - Auction
Doors open at 11:00 am
Lite Luncheon will be served

Knights of Columbus Hall

**On Historic Front Street
12138 Front St., Norwalk 90650**

Cost: \$15.00 Includes Lunch, One Bidding Paddle,
+ One Vendor Opportunity Drawing Ticket

Space is limited! Get your Tickets Early! No Host Bar for Beverages
BRING PLENTY OF QUARTERS - OR PURCHASE QUARTERS AT THE EVENT

Our Fabulous Vendors are Auctioning Items for Only 1, 2, or 3 Quarters!

There will be 10-12 vendors auctioning 5-10 items or baskets each
You bid only on what you want to win
Dress Is Casual – come as you are – but COME and you won't want to be late!
Come for an Afternoon of Prizes and Surprises!!!

Opportunity Drawing Tickets will be sold in advance & at the event
for \$1 each or 25 tickets for \$20

Grand Prize: A Barrel of Holiday Cheer

Winner Must be 21 or Older and Need Not Be Present to WIN!!!

PLEASE RSVP

All Monies are due on or before 12/4/2013 to secure your Seat.
To reserve your seat, please make your check out to: Norwalk Chamber of Commerce
and mail to: 12040 Foster Road, Norwalk, CA 90650
You may also pay online at: www.norwalkchamberofcommerce.org

----- (Cut Here) -----

Name: _____ Phone: _____

Address: _____ City: _____ State: _____ Zip _____

Email: _____

Please Reserve _____ # of Seats @ 15.00 Total Enclosed \$ _____

Detach and bring or mail to the Norwalk Chamber by December 4th, 2013 to reserve your seat at this event.

Make Checks Payable: **Norwalk Chamber of Commerce**

Any Questions: Vivian Hansen 562-864-7785 • Facilitator: Trisha Gutierrez 626-641-1735

MEMBER SPOTLIGHT

"Support the Businesses that Support Economic Growth"



BEST BUY TIRE PROS. At Best Buy Tire our philosophy is simple: we never promise more than we can deliver, and we always give the customer more than they expect. The people of Southern California know customer service is not enough. And we do, too; that's why we strive for customer loyalty—every day. If you are in the Norwalk or Glendale areas, stop by and see the latest we have to offer in tires and tire technology. With names like Bridgestone and Goodyear in stock or just a phone call away, we know you'll find what you need. You can also visit the Best Buy Tire Pros website at www.bestbuytirecenters.com, or call them here in Norwalk at 562-868-7724.



ELKS. Lodges bring so much more to their communities than just a building, golf course or pool. They are places where neighbors come together, families share meals, and children grow up. Elks invest in their communities through programs that help children grow up healthy and drug-free, by undertaking projects that address unmet need, and by honoring the service and sacrifice of our veterans. The Norwalk Elks Lodge is located at 13418 Clarkdale, right next to historic front street. They hold their lodge meetings on the 2nd & 4th Thursday of every month at 7:30pm. For more information about the Norwalk Elks Lodge, or to join contact them by phone at 562-868-6603.



IRVINE UNIVERSITY. Interested in earning your Juris Doctor (JD) Degree? Then Irvine University College of Law may be the right place for you. They offer a comprehensive variety of courses that educate students in both practical techniques and legal reasoning. Their faculty members have diverse professional backgrounds in corporate law, private practice, government, and law enforcement and their program also includes workshops held throughout the year to enhance the learning experience. The curriculum emphasizes today's most common legal challenges. Professors bring their professional expertise straight from the courtroom into the classroom helping students develop their problem solving skills and learn how to apply the law to real-world situations. They also hone their communication skills - both verbal and written - throughout the Juris Doctor program. If you have always dreamed of practicing law, contact Irvine University to find out more about how to make your dreams come true. Visit their website at www.irvineuniversity.edu or contact them by phone at 562-865-7111.



MEDIEVAL TIMES. Step back in time with epic battles, jousting tournaments, royal feasts, knights and romance. Surrender to an age of bravery and honor and witness epic battles of steel and steed during our ALL-NEW SHOW. From ringside seats, discover a feast of the eyes and appetite with more action, more fun & more excitement than ever before. As you thrill to a rousing live jousting tournament, marvel at awe-inspiring horsemanship and falconry, Medieval Times serves a four-course meal fit for royalty. Medieval Times is a great location to celebrate a birthday, anniversary or other special occasions. For a different experience, check out their Celebration packages and experience an unforgettable time! To purchase tickets, visit www.medievaltimes.com, or contact the Norwalk Chamber of Commerce to find out about discount tickets.



NORWALK AUTO AUCTION has been independent owned and operated since 1979. They are located at 12405 E. Rosecrans Avenue, here in Norwalk CA. In addition to closed weekly auctions exclusively for car dealers, they also feature regular auto auctions, open to the public with government-driven or seized vehicles. Earlier this year, Norwalk Auto Auction was recognized by Toyota Financial Services (TFS) with a "Premier Auction Award," the company's highest recognition of excellence in the remarking industry. This award was given to Norwalk Auto Auction in recognition of their high performance in administration, operations, sales and retention. This was the first time an independent auction was recognized with this award! Visit their website at www.norwalkautoauction.com to find out more about attending an auction.



City of Los Angeles Office of Finance
City of Los Angeles Tax Amnesty 2013

"Save up to 40% in penalties!"

When: September 1 – December 2, 2013
What: Penalty waiver for City of Los Angeles:
 ○ Business Tax
 ○ Telephone, Electricity & Gas Users Tax
 ○ Commercial Tenant's Occupancy Tax
 ○ Transient Occupancy Tax
 ○ Parking Occupancy Tax
Who: Businesses who have
 ○ Unpaid taxes
 ○ Under-reported gross receipts
 ○ Not registered
How: Just ask! and,
 ○ Complete an application; and
 ○ Pay principal, interest and fees due by December 2—but no penalty!
\$\$ Up to 40% savings and avoid enforcement action! \$\$
Where: Go online to pay at finance.lacity.org/amnesty for more information
 or
 ○ Call the Office of Finance Call Center M-F 8-5: 213-473-5901
 ○ Visit our public counters:
 ♦ City Hall – 200 N. Spring St., Room 101 (Mon. – Fri. 8-5)
 ♦ Downtown One Stop – 201 N. Figueroa, 3rd Fl. #17 (Mon/Tue/Thu/F 7:30-4:30, Wed 9-4:30)
 ♦ Hollywood – 6501 Fountain Ave. (Mon. – Fri. 8-5)
 ♦ Van Nuys – 6262 Van Nuys Blvd., Room 10 (Mon. – Fri. 8-5)
 ♦ West L.A. – 1828 Sawtelle Blvd., Room 102 (Mon. – Fri. 8-5)
Hurry! Amnesty ends December 2nd!

merry maids
 Relax. It's Done.
\$100.00 OFF
 \$10.00 OFF First 10 Cleanings
 Expires 12/1/13
 Julie & Sandra
 562-929-6177
 562-281-0138
 13923 San Antonio Drive, Norwalk, CA 90650 Email: merrymaids397@aol.com

Advertise Your Business
 Norwalk Chamber
BUSINESS
 Connections
 As Low As **\$31** Per Month (Min. Print 12x)
 ♦ Norwalk Chamber Members Only
 ♦ Direct Mail to All Members ♦ 22,000 Distribution
 Call **Dorothy (562) 904-3668**

NORWALK/LA MIRADA
 Plumbing
 Heating & Air Conditioning
 11661 Firestone Blvd. • Norwalk
(562) 868-7777 don@laplumber.com
 St. Lic. #271767
\$20 OFF WITH THIS AD!

DENTAL PLAN
\$5 CO-PAY
 For More Information
MICHAEL PETTIT
 Telephone 1 (562) 219-6266 Email mpettitinsurance@aol.com CA. Lic. #0613132

TACOS 3 AMIGOS
 Restaurant
 16441 Pioneer Blvd. Norwalk, CA 90650
(562) 924-0546
 Phone Orders Welcomed
\$2.00 OFF
 Minimum Purchase \$10.00
 Original Coupon Only. 1 coupon per person per visit.
 Monday-Thursday: 8:00am - 11:00pm • Friday & Saturday: 8am - midnight • Sunday: 8:00am - 11:00pm

"Know what to do with your W-2? Alba do!"
Alba Rapid Tax & Services
 Since 1964
 Serving Norwalk - Over 49 Years!
 Low Preparation Fees
 Best of Norwalk 2012
 www.AlbaRapidTax.com
562-868-3518 | 562-868-9511
 15700 S. Pioneer Bl - Norwalk
 AUTHORIZED IRS PREPARED PROVIDER

FIRST CLASS COPIERS
562.928.5091
www.FirstClassCopier.com
 Multi-Function Copiers ★ Sales ★ Service ★ Supplies ★ Leasing
 Isaac & Tammie Buckroff, Owners
ClassCopiers@hotmail.com

AMERICARE WEST
 HOME HEALTH SERVICES
 • Skilled Nursing • Physical Therapy
 • Home Health Aide • Speech Therapy
 • Occupational Therapy • Social Services
 12440 Firestone Blvd., Suite 310 Tel: (562) 466-1822 Fax: (800) 865-6724
 Norwalk, CA 90650 WWW.AMERICAREWEST.COM

ST. JOHN OF GOD SCHOOL
 Ms. Mary J. Pekarcik
 Principal
 562-863-5721 school@sjogschool.com
 13817 S. Pioneer Blvd. Norwalk, CA 90650
www.sjogschool.com