

### CELEBRATING WITH OUR NORWALK CHAMBER MEMBERS!

From Ribbon Cuttings to Ground Breakings, January was a busy month for celebrating with our Norwalk Chamber Members. We had the Norwalk Chamber of Commerce at the Doubletree by Hilton, Los Angeles – Norwalk with many of our Board members and Ambassadors to help cut the ribbon on the newly renovated hotel. General Manager Adam Stanchina shared with attendees that the new owners had completed renovated guests rooms and suites, bringing a fresh face to the hotel. Guests were treated to culinary delights created by Chef Hugo and special beverages for the evening. A risotto bar, potato martini bar and avocado toast were the hits of the event. Presentations were made by representatives from Congresswoman Linda Sánchez, California State Assembly Majority Leader Ian Calderon, State Senator Tony Mendoza and Supervisor Janice Hahn. The Norwalk Chamber of Commerce, along with the Cerritos Regional Chamber and the Santa Fe Springs Chamber also made presentations to the Doubletree. Norwalk City Council Member Margarita Rios was also in attendance at this event.

After the ceremony, all of those in attendance gathered for a multi Chamber Ribbon Cutting and then got to tour the newly renovated rooms. We want to thank our partners, the Cerritos Regional Chamber and the Santa Fe Springs Chamber for celebrating with the Norwalk Chamber and the Doubletree by Hilton, Los Angeles – Norwalk on this occasion. We encourage you to visit the newly renovated hotel and "check it out."



President Elect Trisha Gutierrez presents a congratulations plaque to GM Adam Stanchina of the Doubletree.



Adam Stanchina is presented with a certificate from Congresswoman Linda Sánchez, by Norwalk Chamber Board Member Gordon Stefenhagen.



Ambassador Jose Rios of Berkshire Hathaway presents Adam Stanchina with a certificate of congratulations from the office of State Senator Tony Mendoza.



The Ribbon is being cut at the newly renovated Doubletree Hotel. Helping General Manager Adam Stanchina cut the ribbon are Norwalk Chamber Board Members and Ambassadors, and Norwalk City Council Member Margarita Rios.



Having a great time celebrating at the Doubletree are: (l to r) Ambassador Holly Noble of Mary Kay & For the Love of Horses, President Elect Trisha Gutierrez, QM Fundraising, Board member Joe Derthick, AFLAC, Board Member John Alba, Alba Professional Services/H & R Block, VP Communication, Adam Stanchina, Doubletree Hotel, Board Member Rich LeGaspi, TNT Fireworks, Stacy Rancharan, Doubletree Hotel, Ambassador Jose Villalobos, New York Life Insurance, Ambassador Susan Arthur and Ambassador Teri Bazen, Norwalk La Mirada Plumbing, Heating & Air Conditioning.

Our next celebration was with Norwalk La Mirada Unified School District for the ground breaking ceremony for the new Synthetic Turf Sports Fields, Accessory Buildings and Stadium Project. This is going to bring a much anticipated addition to John Glenn High School and the students and faculty in addition to the School District. Superintendent Dr. Hasmik Danielian led the event by providing information on the future facilities. Norwalk La Mirada USD School Board President Chris Pflanzler was also in attendance and thanked the community for approving the Bond Measure that is helping provide many improvements for schools in the district. Norwalk Vice Mayor Leonard Shryock was on hand to assist with this event as the shovels came out and the official ceremony took place. We look forward to the future of this great addition to John Glenn High School.

Norwalk Chamber of Commerce also spent time celebrating with CAPC, Inc. on the grand opening of their new facilities this last January. Executive Director Caroline Reggio spoke to the attendees about the wonderful opportunity they received when the City of Whittier chose their nonprofit organization to be the newest tenant in City of Whittier's Special Activities Building. Having this new home will allow this great organization to provide services to current and future clients. At the event all six of the Chambers that CAPC, Inc. is affiliated with were in attendance. In addition to Norwalk Chamber, Cerritos Regional, Santa Fe Springs, Pico Rivera, La Habra and Whittier Chambers were also represented. We wish CAPC, Inc. much success in their new location. Also be sure and mark your calendars for the upcoming Kaleidoscope Six Chamber Mixer scheduled for Thursday, May 10th, 2018 at the Doubletree Hotel in Norwalk.



Helping break the ground for the new athletic area at John Glenn High School were members of the NLMUSD School Board, Norwalk Vice Mayor Leonard Shryock and NLMUSD Superintendent Dr. Hasmik Danielian.



Dr. Hasmik Danielian is ready to get started on the new athletic area for John Glenn High School.

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

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Norwalk Chamber Board Member Joe Derthick presents a certificate of congratulations to Carolyn Reggio, Executive Director of CAPC, Inc.



Norwalk Ambassador Teri Bazen is pictured here with Executive Director Carolyn Reggio with a special raffle prize donated by Norwalk La Mirada Plumbing & HVAC.

**NORWALK CHAMBER  
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**Norwalk  
Chamber of Commerce**

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**PRESIDENT  
YOVANI FLORES**

**EXECUTIVE DIRECTOR  
EDITOR, NCBC  
CAREN SPILSBURY**

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**CALENDAR  
OF EVENTS**

**February 3rd**

Community Congress  
Norwalk Arts & Sports Complex  
8am to 4pm

**February 8th**

Coffee with a Cop  
Mr. Rosewood Family Restaurant  
9am to 11am

**February 13th**

Meet & Greet new City Manager  
City of Norwalk  
City Hall Lawn  
11am to 1pm  
RSVP to City Hall  
mreyes@norwalkca.gov or 562-929-5735

**February 14th**

Mayor's Prayer Breakfast  
Doubletree by Hilton, Norwalk  
6:30am  
Donation \$25.00  
Contact Pastor Arthur McKibben  
310-809-7679

**February 14th**

Women in Business Luncheon  
Frantone's Spaghetti Villa  
11:30am for networking  
12noon for Lunch & learn

**February 21st**

Board of Directors  
Doubletree Hotel  
7:45am

**February 28th**

Leadership Series Breakfast  
Norwalk Arts & Sports Complex  
7:30am for Networking  
8am for Workshop & Breakfast  
\$20.00 for Members  
\$30.00 for Non Members

**March 2nd**

State of the City  
Doubletree by Hilton, Norwalk  
Tickets: \$45.00  
Contact bluecamino85@yahoo.com  
562-400-8188

**March 8th**

Cerritos College  
Hall of Fame  
5:30pm  
Doubletree by Hilton, Norwalk  
For tickets:  
www.cerritos.edu/hof

**March 14th**

Annual 9-Hole Golf Tournament  
Don Knabe Golf Center  
4pm to 8pm



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**NEW AND RENEWING MEMBERS**

**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.

**43 Years**

**Norwalk Business Services**

Richard Cavish  
562-863-4808  
www.norwalkbusinessservice.com

**35 Years**

**Best Western Norwalk Inn**

Allen Chi  
562-929-8831  
www.bestwestern.com

**25 Years**

**Best Buy Tire Pros**

Andy Kasbarian  
562-868-7724  
www.bestbuytirepros.com

**23 Years**

**SARP Corporation dba Espana Motel**

Anil Patel  
562-864-5951

**20 Years**

**Friends of the Norwalk Libraries**

Sue Kane  
562-406-2759

**11 Years**

**Mid Cities Credit Union**

Bessie Griffin  
310-638-5147  
www.mcscu.org

**10 Years**

**Agave Junction Cantina**

Michelle Herrick  
562-864-4044

**Susan Arthur**

Community Member

**9 Years**

**Pat's 605 Cyclery**

Ron Patterson  
562-864-0740  
www.pats605cyclery.com

**5 Years**

**Shree Pashupatinath Foundation**

Bhakta Thapa  
562-259-7278  
www.pashupatinathfoundation.org

**Dragon Computer Services**

Rainer Thornhill  
562-698-4690  
www.dragoncomputerservices.com

**MEMBERS IN THE NEWS**

Norwalk Chamber member Mujeres Extraordinarias Foundation, Inc. received a financial grant from the Mexican Consulate in Los Angeles for their Community Resource Room known as their Education Movement for all immigrant women. Their Memorandum of Understanding between the Consulate General of Mexican and the Mujeres Extraordinarias Foundation is to provide services to these women that will help them find success in business and teach them financial literacy.



**Members of Mujeres Extraordinarias Foundation Inc, along with Norwalk City Council Member Margarita Rios and representatives from the Mexican Consulate are preparing to officially sign the paperwork for their grant.**

January found out Norwalk Chamber Women in Business Council hearing from John Alba of Alba Professional Services/H & R Block about tax law changes coming in the next year and ideas on how to keep more of your tax dollars for your business. Lots of great information was shared by John with those who were in attendance. With that in mind we have invited John Alba to be our speaker at our next Leadership Series Breakfast. This event will take place on Wednesday, February 28th at the Norwalk Arts & Sports Complex. Be sure and attend to hear about the many changes coming our way with taxes in 2019.



**Norwalk and Downey Chambers Women in Business members are pictured here with John Alba of Alba Professional Services/H & R Block.**

**MESSAGE FROM THE PRESIDENT**



Dear Norwalk members and supporters,

We hope you all spent a joyous holiday season and that you are ready for a prosperous 2018. The Norwalk Chamber is thrilled to announce the dates and times for our upcoming events in 2018.

\* Women in Business Luncheon, Wednesday February 14th at Frantone's Restaurant 11:30am  
\* Leadership Series Breakfast, Wednesday, February 28th, Norwalk Arts & Sports Complex,

7:30am

\* After Hours Networking Mixer, Wednesday, March 7th, Starbucks (605 & Firestone) 5pm to 7pm  
\* 5th Annual 9-Hole Golf Tournament, Wednesday, March 14th, Don Knabe Golf Center, 4pm to 8pm

You are invited to help shape these events through your collaboration, attendance, and participation. In 2018 we want to be part of your business growth strategy and encourage every business owner in Norwalk and the surrounding neighborhoods to join our chamber. I also want to take this opportunity to thank all our current members for their ongoing support. Your membership, participation, and support are greatly appreciated. Thank you for electing to be part of our Chamber.

*Sincerely,  
Yovani Flores  
2017-18 President  
Norwalk Chamber of Commerce*

# NORWALK HAPPENINGS

## Bloomfield Avenue is Officially Open

Members of the community, various government leaders, Caltrans employees and the Norwalk Chamber of Commerce were on hand to help celebrate the official opening of Bloomfield Ave. at Firestone Blvd. For the first time in over 60 years, residents and visitors are now able to drive under the I-5 Freeway at Bloomfield. The Ribbon Cutting for this project took place on January 10th 2018 and on hand to help with this was our Los Angeles County Supervisor Janice Hahn, Norwalk Vice Mayor Leonard Shryock, Caltrans District 7 Director Carrie Bowen, Federal Highway Associate Division Administrator Monica Gourdine and David Moeller, Captain, California Highway Patrol. This project is the third in a series of six construction projects to widen the I-5 South Corridor by adding one HOV lane and one general purpose lane in each direction from the Orange County line to the I-605. The project will provide congestion relief, improved safety and better facilitate the movement of goods and services throughout the region.



Getting ready to cut the ribbon on the Rosecrans Avenue/Bloomfield Avenue Bridge Project.



Community volunteers come together once again to participate in a count of the homeless for Los Angeles County.



Norwalk City Staff and Chamber of Commerce Members are on hand to help celebrate the opening of Bloomfield Ave.



Pictured here are City of Norwalk Vice Mayor Leonard Shryock, LA County Supervisor Janice Hahn and District 7 Director Caltrans Carrie Bowen.



Getting ready to head out for the homeless count are (l to r) Natalie LeGaspi, Norwalk Soroptimist Club, Rich LeGaspi, TNT Fireworks and Caren Spilsbury, Norwalk Chamber of Commerce.



Attending the Ribbon Cutting for the Bloomfield Ave project are (l to r) Norwalk Chamber Ambassador Jose Rios, City of Norwalk Interim City Manager James Parker, Norwalk Chamber Ambassador Sue Arthur, City of Norwalk Deputy City Manager Gary DiCorpo, Norwalk Chamber Ambassador Teri Bazen and City of Norwalk Acting Director of Community Development Bing Hyun.



City of Norwalk City Council welcomes new Norwalk City Manager Jesus Gomez at a Council Meeting. Pictured here are (l to r) Council Member Tony Ayala, Council Member Margarita Rios, new City Manager Jesus Gomez, Mayor Luigi Vernola, Vice Mayor Leonard Shryock, Council Member Jennifer Perez and Interim City Manager James Parker.

**Norwalk Chamber of Commerce**  
Serving and Supporting the Business Community Since 1923

### Leadership Series: Tax Tips for the New Year

**Alba Professional Services**  
IN ASSOCIATION WITH

**H&R BLOCK**

**John Alba of Alba Professional Services/H & R Block is the featured speaker for this informational workshop.**  
**Tax Laws are changing so come and get informed!**

**Where: Norwalk Arts & Sports Complex**  
**13200 Clarkdale Ave Norwalk CA**

**When: Wednesday, February 28th, 2018**  
**7:30am - 8:00am Networking**  
**8:00am - 9:00am Breakfast & Workshop**

**Cost: Members \$20.00 Non Members \$30.00**

**RSVP to [info@norwalkchamber.com](mailto:info@norwalkchamber.com) or (562) 404-0909**

- 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.**

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- Recreation Programs

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## LABOR LAW CORNER

### Employers Can Keep Drug-Free Workplace, Despite Weed Legalization

California's new law on recreational marijuana can create some difficulties for employers. This law was enacted in 2017, but as of January 1, 2018, people in California now have the right to sell and/or purchase marijuana. Employees may think they can use marijuana and come in to work; however, the law is unchanged in one regard: Employers have the right to have employees who are not impaired—be it under legal or illegal drugs. As a comparison, alcohol is legal, but one cannot drink it on the job.

**Drug Testing:** Employers still have the right to conduct pre-employment drug testing, as well as reasonable suspicion testing if a stated policy is in place. Testing for marijuana, however, is more problematic than for other drugs. The drug stays in the body's system far longer than other drugs or alcohol, and the results are not as precise.

**Marijuana in the Workplace:** There appears to be some confusion on employees' part. They may think that employers can't fire employees now that marijuana is legal, but employers still can enforce employment policies as there is nothing in the law which states that an employer has to accommodate the marijuana usage. Other predictable problems come up, including the possibility that employees might "indulge" during their meal breaks. It must be stressed that using marijuana while driving is just as illegal as using alcohol while driving. A new state law makes smoking marijuana while driving or riding as a passenger illegal—a move to combat a type of intoxicated driving officials fear may become more common and more dangerous. The best practice might be to freely inform your employees of these issues. Any ambiguities need to be clarified, and employees need to be aware of the consequences of indulging while at work.

*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](http://www.hrcalifornia.com)*

#### New Law Restricts Immigration Enforcement at Worksites

As of January 1, California employers must comply with strict rules passed under the new Immigrant Worker Protection Act (AB 450), which protects workers in the state from immigration enforcement while they're on the job. Under AB 450, all employers, regardless of size, must limit U.S. Immigration and Customs Enforcement (ICE) agents' access to both the worksite and employee records, and must follow new notice obligations. The Labor Commissioner and the Attorney General have authority to enforce the act's provisions and employer missteps can result in fines of \$2,000 to \$5,000 for a first violation and \$5,000 to \$10,000 for each subsequent violation.

#### Warrants/Subpoenas Required

California employers can no longer consent voluntarily to allow ICE to enter nonpublic work areas or to access company records. Instead, ICE must present legal documentation in the form of a warrant or subpoena before employers can allow access. The employer can take a federal immigration enforcement agent to a nonpublic area to verify the warrant, as long as no employees are present and the employer doesn't provide consent to search nonpublic business areas in the process. Employers cannot voluntarily allow ICE agents to gain access to, review or obtain employee records without a subpoena or judicial warrant. The prohibition does not apply to *Form I-9* or other documents for which a Notice of Inspection (NOI) was provided to the employer.

#### Notify Employees

Employers must follow specific requirements related to *Form I-9* inspections. For example, within 72 hours of receiving a Notice of Inspection, California employers must post a notice to all current employees informing them of any federal immigration agency's inspections of *Forms I-9* or other employment records. Employers also have obligations once the inspection is over. Within 72 hours of receiving the inspection results, employers must provide each "affected employee" a copy of the results and a written notice of the employer's and employee's obligations arising from the inspection. The written notice must contain specific information and must be hand-delivered in the workplace, if possible. An "affected employee" is one identified by the inspection results as potentially lacking work authorization or having document deficiencies. Unions also have the right to receive notices. An employer that fails to follow any of these notice requirements can be fined between \$2,000 to \$5,000 for a first violation and \$5,000 to \$10,000 for each subsequent violation. At the same time, federal penalties for *Form I-9* violations can range from a couple hundred dollars to more than \$20,000.

#### Training/Documentation

California employers need to ensure that supervisors and any employees who are likely to interact with authorities arriving at the worksite are aware of the limitations on ICE access and the prohibition against voluntarily granting access without particular documentation. Consider designating a trained point-person(s) for front-line staff to contact if immigration agents arrive at the worksite. These individuals should be trained to ask for a warrant or subpoena. California employers also need to create and document processes to meet all pre- and post-inspection notice requirements. Since the 72-hour timeframes are short, standardized posting and notice processes will help employers meet their compliance obligations. The Labor Commissioner has until July 1, 2018, to create a model posting template. The California Chamber of Commerce has developed a template for CalChamber members to use to meet the posting requirement until the Labor Commissioner develops an official template.

The *CalChamber Notice to Employees: Government Inspection of Employment Eligibility Records* is available for members in English and in Spanish in the Forms & Tools section on [HRCalifornia.com](http://HRCalifornia.com).

#### Workplace Eligibility

The act also makes it unlawful for employers to reverify the employment eligibility of current employees in a time or manner not allowed by federal employment eligibility verification laws. Federal law already prohibits unlawful reverification practices, such as reverifying unexpired documentation. The new state law adds an additional state civil penalty of up to \$10,000. Compliance in this area is going to be tough and only time will tell what legal challenges this new law may bring. In the interim, however, employers will need to comply. Given the potential conflicts or confusion between an employer's obligations under federal law and these new California requirements—as well as the federal administration's statements that it intends to increase worksite enforcement actions in 2018—employers should consult a labor or immigration attorney with any questions or concerns. More detailed guidance is available on [HRCalifornia.com](http://HRCalifornia.com).

*Staff Contact: Gail Cecchetti Whaley*

#### About Gail Cecchetti Whaley

*Gail Cecchetti Whaley, employment law counsel/content, joined the CalChamber in June 2011 with nearly 20 years of practice in employment law. Since joining the CalChamber staff, Whaley has been chief author of the popular HRWatchdog blog and HRCalifornia Extra e-newsletter. She is a contributor and editor for CalChamber's various human resources compliance products, including the HRCalifornia website, and serves as a content expert. She earned a B.A. with high honors from the University of California, Berkeley, and a J.D. from the University of Southern California.*



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