



A QUARTARLY PUBLICATION OF THE WHITTIER AREA CHAMBER OF COMMERCE VOL. 31 NO. 1



'Tis the Season for California's 2025 Legislative Update: **Employer Considerations**

Go-To Guide:

- · California employers should be aware of new laws taking effect in 2025, including expanded protections violence, restrictions on driver's license requirements in job postings, and new rules for freelance worker contracts.
- Companies must post a new notice outlining employee whistleblower rights and update workers an attorney about claims.
- employees to use vacation time before receiving paid family leave benefits, and agricultural workers can now use paid sick leave to avoid hazardous conditions during emergencies.
- The Private Attorneys General Act (PAGA) underwent significant reforms, including limiting claims to violations plaintiffs personally

experienced and giving courts to bring civil actions in court for authority to narrow claim scope.

California's minimum wage will for victims of qualifying acts of increase to \$16.50 per hour in 2025, raising the salary threshold for most exemptions to \$68,640 annually, with higher rates applying to certain industries.

Victims' Time Off (AB 2499)

With this new law, jury, court, compensation notices to inform and victim time-off protections employees of their right to consult (originally found within the California Labor Code) will fall under the Fair Employers can no longer require Employment and Housing Act (FEHA). This change will allow employees

violations of these provisions, rather than before the California Department of Labor Standards Enforcement. In addition, victim time-off protections will encompass new protections for "qualifying acts of violence" (replacing the slightly narrower protections for victims of "crime or abuse" and "domestic violence, sexual assault or stalking"). Under the new law, "gualifying acts of violence" include domestic violence. sexual assault. stalking, or any act, conduct, or pattern of conduct that includes (i) bodily injury

Continued on page 6





Chamber Unites community to honor the Whittier Police Department Silver Shield Awards Banquet February 21

We take immense pride in our steadfast is proudly celebrating the 25th Anniversary support for the dedicated officers of the Whittier Police Department, expressing deep gratitude for their commitment to safeguarding the communities of Whittier and Santa Fe Springs.

On February 21, the Whittier Chamber



of the Silver Shield Awards Banquet & Appreciation Dinner at the Pacific Palms Resort in the City of Industry. This meaningful event honors the officers, civilian employees, and volunteers who have pledged to protect and serve our cities. The evening provides a heartfelt glimpse into the lives and sacrifices of the men and women who selflessly protect us, featuring inspiring stories, recognition of those who go above and beyond, tributes to retirees, and the strengthening of bonds between the community and law enforcement.

Law enforcement officers shoulder the profound responsibility and authority to maintain public order while embracing the unique opportunity to engage with citizens and positively impact their communities daily. The Whittier Police





Department responds to thousands of service calls each year, with officers and civilian personnel playing vital roles in shaping the guality of life in Whittier and Santa Fe Springs. As a community, we are thankful for their service and dedication.

Where you can make it to the event the night of, or want to buy an officer's dinner, there are many ways to support the Whittier Police Department.

See Sponsorship Levels on page 6

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Official Publication of the Whittier Area Chamber of Commerce

This publication is mailed to 12,000 licensed businesses in the city of Whittier, all Whittier Chamber members, and Whittier residents in selected areas. We welcome comments, press releases, and community interest stories. The Whittier Chamber reserves the right to approve and edit submitted material.

The inclusion of advertising, logos, or paid advertorial, or reference to any products, process, service, trade name, trademark, or manufacturer in tion is not an endorsement by the W

A MESSAGE FROM THE CHAIR

Looking Ahead: A Year of Growth and Collaboration with the Whittier Chamber in 2025

As we step into 2025, I am honored to serve as your Chair of the Board for the Whittier Chamber of Commerce. This year holds incredible opportunities growth. for collaboration, and innovation within our vibrant business community. Together, we will continue to foster connections, champion local businesses, and support initiatives that strengthen Whittier as a thriving hub for commerce and community.

One of the highlights of the year will be our highly anticipated Silver Shield Awards Banquet, where we celebrate the outstanding achievements and contributions of our members. Stay tuned for more details as we prepare to honor the excellence that makes our Chamber so special.

With your partnership and the collective dedication of our Chamber members, we can achieve great



things in 2025. Here's to a year of success and meaningful impact!

Curt Skotnicki Chair of the Board, 2025 Whittier Chamber of Commerce

The 110% Club

CLUB

The

Thank you to our generous members who have chosen to be part of our 110% Club. Their additional investment of 10% of their dues allows the Chamber to support business growth and strengthen the economic vitality of our region.

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Area Chamber of Commerce.

Whittier Area Chamber of Commerce 8158 Painter Avenue, Whittier, CA 90602 (562) 698-9554 · (562) 693-2700 FAX www.whittierchamber.com · info@whittierchamber.com



Chair's Message	2
Mayor's Message	4
■ 10-4 Tips from the WPD	4
■ 2024 Christmas Parade	5
■ Silver Shield Sponsor Levels	6
Member Marketplace	10
Community Connections	11
Around Town	12-13
Renewing Members	14
Chamber Calendar	14
■ Milestone Members	14
New Members	15
Ambassador Spotlight	15

CHAIRMAN'S CIRCLE

The CHAIRMAN'S CIRCLE is a dedicated group of influential businesses that help shape our community vision and support the Whittier Area Chamber of Commerce's ability to strengthen the regional economy.







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studio is more than just a place to learn dance—it's experience. a space where dreams take center stage and special moments come to life.

Discover the Joy of Dance

RMH Dance offers expert instruction across a wide variety of styles to suit every passion and skill level. Whether you're drawn to the elegance of Ballroom and Latin, the energy of Hip Hop and Tap, or the fun of Swing and Line Dancing, we have a class for you. For those seeking wellness and fitness, our Yoga and Dance Exercise Classes provide the perfect balance of movement and mindfulness.

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Our choreography services add a touch of magic to your special events. From the romance of a Wedding First Dance to the heartfelt connection of a Parent/Child Dance, we help you create memories that will last a lifetime. Celebrate milestones with perfectly tailored choreography for Quinceañeras, Sweet 16s, and Anniversary Dances that reflect your unique style.

Dance for Everyone, Everywhere

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We're proud to bring the joy of dance and event expertise to schools in the Whittier City, East Whittier City, Los Nietos, South Whittier City, and Lowell Joint School Districts. Our programs inspire creativity and confidence in students, helping them shine both on and off the dance floor.

At RMH Dance & Productions, we're passionate about bringing people together through dance and At RMH Dance, we welcome dancers of all ages ---- celebration. RMH Dance & Productions is here to

For more information contact Rudy Hernandez Rudy@RMHdance.com • 562-693-9911 • 👩 @RMHDance



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Visiting Angels



2025 Anaheim Ducks **Chamber Night**

Join the Ducks & Fellow Chamber Members for Pregame Networking & Premium Seating at the game!



Register at: bit.ly/WC-DucksGame2025 Contact: McKenna Carrasco McKenna@WhittierChamber.com (562) 698-9554

Tuesday, February 4, 2025 *Location:* Honda Center

Check-In: Starting at 6 PM

Brewery X Biergarten Patio near the Southeast Fire Pit Reception: 6 PM - 7:15 PM Raffle Winners Announced: 7 PM Puck Drop: 7:30 PM

Tickets are \$60 each Ticket Includes:

- Ducks signed raffle auction entries
- 1 Drink voucher
- Premium seating
- Primetime networking opportunites





Buy Your Tickets **TODAY! GO DUCKS!**



PROVISIONS

Visiting Angels

White Emerson Mortuary



YMCA of Greater Whittier







Thank you to Mayor Joe Vinatieri for helping us wrap up our 25 Days of Giveaways and present our \$1000 prize!



Congratulations to our \$1000 winner, Jeanette Festa, and for Shopping Home for the Holidays and keeping the cheer here in Whittier!

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WINTER 2025



MAYOR'S MESSAGE

Happy New Year, Whittier! I know we are already off and running in 2025, but I hope you had a wonderful holiday season filled with joy, relaxation, and local shopping! Let's maintain this positive momentum throughout the year by continuing to shop Whittier first. Your ongoing support not only . boosts our local economy, but also directly contributes to important City programming including activities for youth and seniors, park maintenance . and improvements, investment in public safety, and other essential community services.

The past year was another productive • one and I am grateful for the dedicated work of my colleagues on the City Council and City staff for crossing a few . big-ticket items off our community's todo list. A few major accomplishments included important rate adjustments to the City's water service to maintain and improve infrastructure and delivery over the next few years; securing a solid waste franchise agreement with Athens Services streamlining pickup for residents and businesses; and completion of a comprehensive Parks Master Plan that will help prioritize and guide future park projects.

to-begin projects the City will make on a firm financial base. The new year progress on this year including:

- gateway and park signage;
- committee tasked with marketing police department with the partnership

Whittier has to offer;

- implementation of a Broadband Master Plan with improved connectivity and a new Ask Whittier feature improving navigation on the City's website;
- critical upgrades to Los Angeles County Fire Station 17;
- upgrades to the Whittier Union High School District athletic fields;
- demolition of the former Bright Motel and purchase of vacant lots in Uptown to offer parking and additional park space;
- development and revitalization of the former Alpha Beta site on Comstock Avenue;
- redevelopment of the King Richard's property to include new uses and communal, pop-up dining;
- the much-anticipated opening of the Rodeo 72 food hall at The Groves;
- and getting started on our exciting full-scale renovation of Parnell Park.

2025 is shaping up to be an exciting year for Whittier with numerous projects that will improve our parks and public spaces, and I again attribute much of this to our community's support for There are many current and soon- Measure W, which continues to put us also brings with it a renewed focus · unveiling and rollout of refreshed on community safety. The arrival of citywide branding featuring new District Attorney Nathan Hochman and his common sense approach to the establishing a collaborative tourism prosecution of criminals will provide our

and attracting visitors to enjoy all needed to ensure those who commit crimes in Whittier are held accountable for their actions. Additionally, the passage of Proposition 36 will increase penalties for repeat offenders, thieves, and drug dealers, especially those coming weeks as the changeover in who distribute fentanyl. I hope you all will join me at the Silver Shield Awards Banquet in February to personally thank the brave men and women of FAQs, and we look forward to serving the Whittier Police Department for you in the New Year! their service. We are dedicated to ensuring that Whittier is the best place City's annual Arbor Day celebration, in Southern California to raise a family, which will be held on March 13th at and that begins with public safety.

> Finally, the long-desired annexation of portions of Whittier Blvd. in West Whittier has begun, making way for future relinquishment, and the City is officially ready to welcome new residents and businesses into the fold. Through a process governed by the Local Agency Formation Commission (LAFCO), the City of Whittier organizations, and representatives expanded its boundaries in November and added nearly 90 acres of land in unincorporated West Whittier to year in Whittier, I share my gratitude the City. This milestone brings new and thanks to all of you for your opportunities and improved services, continued partnership with the City. allowing City staff to provide better customer service nearby at City Hall, and will allow us more local control including the application of City design standards, code enforcement, community continues to thrive. I landscape and maintenance, and the appreciate all you do to make Whittier addition of our new branding. Those impacted by this transition have been notified and will continue to receive and your family - cheers to 2025! instructions and guidance in the



various services takes place. More information is available at www. cityofwhittier.org along with a list of

Mark your calendar now for the Central Park in Uptown, where we look forward to removing a 20 ft. sapling from Whittier's historic Walnut tree on the green belt and planting it at the park. The event will again welcome local students to learn more about sustainable gardening and other green-friendly activities, with participation from local garden clubs, from Cal Fire.

As we gear up for another promising Whittier is a community comprised of engaged residents, non-profits, and small businesses that each contribute in meaningful ways to ensure our the best place to live, work, shop, and raise a family. Happy New Year to you



Most Car Burglaries are Preventable

We have known for many years that basic crime prevention is the most effective way to reduce the likelihood of becoming a crime victim. We also know that most criminals are opportunistic in nature and will look for an easy job with the least amount of resistance to complete their crime.

Officers conduct interviews with car burglary suspects after their arrests. When asked how they committed their crimes, the criminals tell us they spent hours walking through parking lots and residential streets looking into vehicles for anything of value that was visible through the windows. When they saw an item, they simply smashed the window and took it. In other cases, the suspects said they parked in shopping centers and watched people place purses, backpacks, and other valuables in the trunk before heading to shop or use a fitness facility. When the owners walked away, the suspects smashed a window, opened the trunk, and removed the valuables. When the suspects examined a vehicle with nothing visible through the windows, they simply moved on to another vehicle.

This information should remind all of us that on any given day and any given time, criminals are looking for an easy target. In addition, the theft of purses and wallets from vehicles is a pre-curser to identity theft.

To reduce the chance of becoming a victim, do not leave ANYTHING visible in your parked vehicle. This includes when parked in your driveway. Even cheap sunglasses or a phone charger could entice a criminal to break the window and take them.

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2024 CHRISTMAS PARADE



Mayor Joe Vinatieri welcomes everyone to the 70th Uptown Whittier Christmas Parade



The Whittier Museum spread the history and holiday spirit in the 70th Uptown Christmas Parade





Santa Claus closed out the 70th Uptown Christmas Parade riding with his elves!

Bethany Gilbertson, City of Whittier Staff Photographer

The Whittier Police Department giving a wave to everyone who attended the parade

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Continued from front page -Legislative Update

or death to another; (ii) brandishing, exhibiting, or and protective hairstyles. "Protective hairstyles" drawing a firearm or other dangerous weapon; or (iii) a perceived or actual threat to use force against another to cause physical injury or death.

The law also prohibits discrimination and retaliation against any employee who participates in the legal process, including to take time off for jury service, to appear in court as a witness, and where they are a victim and take time off to obtain relief for their own or their child's health, safety, and/or welfare.

For employers with at least 25 employees, these protections further expand to protect employees with a family member who is the victim of a qualifying act of violence and who takes time off for purposes related to that act, including:

- obtaining or attempting to obtain relief, such as a restraining order or other injunctive relief;
- · seeking or obtaining medical attention for or to recover from injuries;
- · seeking or obtaining services from a domestic violence shelter or similar victim-services organization;
- · seeking or obtaining psychological counseling or other mental health services;
- participating in safety planning;
- relocating or engaging in the process of securing a new residence, including temporary or permanent housing or enrolling children in a new school;
- caring for a family member who is recovering from injuries;
- seeking or obtaining civil or criminal legal services;
- · preparing for, participating in, or attending any civil, administrative, or criminal legal proceeding;
- seeking, obtaining, or providing childcare or care to a care-dependent adult if necessary to ensure their safety.

While some of these purposes are already provided for under existing law, others will take effect Jan. 1 with this new law. Employers can limit the total leave time taken, and the amount depends on whether the victim is the employee (in which case leave may be limited to 12 weeks) or the employee's family member (in which case leave may generally be limited to 10 days unless the victim is deceased as a result of the qualifying act of violence). As is the case with existing law, reasonable accommodations may also be required under the new law.

In addition, employers must permit employees to use available paid sick leave for matters relating to qualifying acts of violence, jury service, and to appear in court as a witness in response to a subpoena or other court order.

The California Civil Rights Department (CRD) will publish a new model notice regarding employees' protections under AB 2499 by July 1, 2025. Once the CRD publishes that notice, employers must notify employees of their rights under this law. While employers are not required to use the CRD's form notice, they must at least provide a notice substantially similar in content and clarity. Employers will be required to inform employees of their rights in writing at time of hire and upon request.

Employers should consider updating their policies to comply with these new requirements.

Driver's License Requirement Prohibited

includes, but is not limited to, hairstyles such as braids, locs, and twists.

Protections for Intersectionality (SB 1137)

The Unruh Civil Rights Act, the Education Code, and the FEHA will prohibit discrimination and harassment not only on the basis of individual protected traits but also on the basis of the intersectionality (e.g., a combination) of two or more protected traits. While not necessarily a change to existing law, this law codifies a Ninth Circuit court decision, Lam v. University of Hawai'i, 40 F.3d 1551 (9th Cir. 1994), holding that when an individual claims multiple bases for discrimination or harassment, it may be necessary to establish whether the discrimination or harassment occurred based on a combination of these factors, not just one protected characteristic.

Increased Protections for Independent Contractors/Freelance Workers (SB 988)

This new law imposes minimum requirements relating to contracts entered into or renewed on or after Jan. 1, 2025, between a hiring party and a freelance worker, and provides new protections for freelance workers against retaliation. Under the law, a "freelance worker" refers to a person or organization composed of no more than one person, whether or not incorporated or employing a trade name, that is hired or retained as a bona fide independent contractor by a hiring party to provide "professional services" (as defined in California Labor Code Section 2778(b)(2)) in exchange for an amount equal to or greater than \$250, either by itself or when aggregated with all contracts for services between the same hiring party and independent contractor during the immediately preceding 120 days. Notably, the definition excludes any "individual hiring services for the personal benefit of themselves, their family members, or their homestead."

Specifically, any agreement between a hiring party and freelance worker must be in writing and include (1) names and addresses of both parties; (2) an itemized list of services, their value, and the compensation method; (3) payment due dates or mechanisms for determining them; and (4) due dates for the freelance worker to submit a list of services rendered under the contract to meet the hiring party's internal processing deadlines for timely payment.

An aggrieved freelance worker can bring a civil action to enforce the Act, and a prevailing plaintiff will be entitled to reasonable attorneys' fees and costs, injunctive relief, and damages as follows:

- If the freelance worker requests a written contract prior to commencing work and the hiring party refuses, the freelance worker shall be awarded an additional \$1,000.
- If the hiring party fails to pay the freelance worker the contracted compensation on or before the date the contract specifies, or, if the contract does not specify a date, within 30 days of job completion, the freelance worker shall be awarded damages up to twice the remaining unpaid amount. If the freelance worker requests a written contract before commencing work and the hiring party refuses, the amount unpaid shall be determined by the rate the freelance worker reasonably understood to apply to the work.
- If the hiring party violates any other provision of the law, the freelance worker may be awarded damages equal to the value of the contract or the work performed, whichever is greater.

There are also new record retention requirements, as hiring parties must retain contracts for no less than four years.

Protections Regarding 'Digital Replicas' in the Entertainment Industry (AB 2602)

AB 2602 aims to protect performers, especially in the entertainment industry, from AI replicating their likeness or voice without their consent. Starting Jan. 1, 2025, contract clauses allowing AI-generated replicas of a performer will be unenforceable if all

Continued on page 8

Cost	Name	Benefit
\$3,950	Badge Sponsor	Two full page tribute advertisements in program Two tables at event (24 guests) Recognition at event and in program Power-point tribute advertisement during dinner Marketing in the Business Focus and online
\$2,350	Chief Sponsor	Full page tribute advertisement in program One table at event (10 guests) Recognition at event and in program Power-point tribute advertisement during dinner Marketing in the Business Focus and online
\$1,750	Captain Sponsor	1/2 page tribute advertisement in program 1 table at event (8 seats) Recognition at event and in program Marketing in the Business Focus and online
\$1,350	Patrol Sponsor	1 table at the event (8 seats) Recognition at event and in program Marketing in the Business Focus and online
\$135	906 Friend Sponsor	906 is the Police code for "backup & support" Sponsor an officer to attend the event Recognition in program
\$150	Individual Ticket	Cocktail reception and dinner

in Job Postings (SB 1100)

SB 1100 amends the FEHA to prohibit statements in job advertisements, postings, applications, and other employment materials that an applicant must have a driver's license, unless (1) the employer reasonably expects driving to be one of the job functions for the position, and (2) the employer reasonably believes that satisfying the job function using an alternative form of transportation would not be comparable in travel time or cost to the employer. "Alternative form of transportation" includes, but is not limited to, all of the following: (A) using a ride hailing service; (B) using a taxi; (C) carpooling; (D) bicycling; and (E) walking.

Covered employers should review their employment documents and job postings to ensure they do not reference a driver's license requirement unless the requirement fits into the above exception.

Definition of 'Race' Expanded (AB 1815)

This new law removes the term "historically" from the definitions of race and expands the definition within the FEHA to include traits associated with race, including but not limited to, hair texture



If you, or a business or organization you know, is interested in getting involved for 2025, please contact the Whittier Chamber at (562) 698-9554 or by emailing McKenna@whittierchamber.com.

HELLO WHITTIER. WE'RE GLAD TO BE HERE.

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Continued from page 6 - <u>Legislative Update</u>

the following conditions are met:

- The AI replica is used instead of the performer's actual in-person work.
- The contract does not clearly describe how the AI replica will be used.²
- The performer did not have proper representation when agreeing to the use of their digital replica. This means either
- they did not have a lawyer negotiate the terms, which must be clearly stated in a contract signed or initialed by the individual, or
- they were not represented by a union with a collective bargaining agreement that specifically covers the use of digital replicas.

This law seeks to ensure performers have a say in how the industry creates and uses AI versions of them, preventing unauthorized digital replications of their work.

As used in this law, "digital replica" refers to a computer-generated, highly realistic electronic representation readily identifiable as the voice or visual likeness of an individual embodied in a sound recording, image, audiovisual work, or transmission in which the actual individual either did not actually perform or appear, or the actual individual did perform or appear, but the fundamental character of the performance or appearance has been materially altered. "Digital replica" does not include the electronic reproduction, use of a sample of one sound recording or audiovisual work into another, remixing, mastering, or digital remastering of a sound recording or audiovisual work the copyright-holder authorized.

Protections Regarding 'Digital Replicas' of Deceased Performers (AB 2602)

AB 1836 amends the Civil Code relating to intellectual property and generally prohibits commercial use of digital replicas of deceased performers in film, TV shows, video games, audiobooks, and sound recordings, etc., without first obtaining those performers' estates' consent. Violators will be liable to the injured party or estate in an amount equal to the greater of \$10,000 or the actual damages the rightsholder suffered.

The bill exempts certain specified uses generally protected under the First Amendment, including using digital replicas (i) in connection with news reports, (ii) for purposes of comment, criticism or parody, (iii) in a fleeting or incidental manner, and (iv) for historical or biographical purposes (so long as the use does not falsely imply that the replica is an authentic recording of the personality).

Employee Rights and Responsibilities Poster Requirement (AB 2299)

This new law requires all California employers to post a notice outlining employee rights and responsibilities under existing whistleblower laws. That notice must be in a font larger than 14 point and contain the whistleblower hotline number for the California State Attorney General's office. The California Labor Commissioner has developed a model notice and employers displaying this notice will be deemed compliant with state posting requirements.

Under existing law, employers must post general workplace notices about whistleblower protections, but no specific notice from the Labor Commissioner is mandated. AB 2299 codifies the requirement for the Labor Commissioner to create a compliant model notice to eliminate uncertainty and ensure consistency in how whistleblower rights are communicated in the workplace.

Changes to Workers' Compensation Notices (AB 1870)

Under existing law, employers must display a workers' compensation informational poster in a conspicuous location that employees frequent. They are also required to provide new hires with a workers' compensation pamphlet outlining their rights and benefits at hire or by the end of the first pay period. Under this new law, California employers are required to update their workers' compensation notices to inform employees of their right to consult a licensed attorney about their workers' compensation rights. The notice must also state that attorney's fees may be paid from the employee's recovery if they pursue a claim pursuant to their workers' compensation rights. The California Department of Industrial Relations has updated the Notice and Time of Hire Pamphlet provided to employees.

Notably, AB 1870's provisions do not apply to certain employee categories defined under Labor Code Section 3351(d), including domestic workers employed by households, family members working for familyowned businesses, individuals in certain work training or rehabilitation programs, and certain volunteers.

Paid Sick Leave for Agricultural Employees (SB 1105)

California's existing paid sick leave law will expand to allow agricultural employees who work outside to use their currently entitled paid sick leave to avoid smoke, heat, or flooding conditions created by a local or state emergency, including but not limited to when the employee's worksite is closed due to the smoke, heat, or flooding conditions. According to the new law, there are "smoke, heat, or flood conditions created by a local or state emergency" if the governor proclaims a state of emergency pursuant to California Government Code section 8625, or a local emergency is proclaimed pursuant to Government Code section 8630 due to smoke, heat, or flooding conditions that prevent agricultural employees from working.

Vacation and Paid Family Leave Benefits (AB 2123)

Employers may no longer require employees to take up to two weeks of earned and unused vacation before the employee's initial receipt of paid family leave benefits during any 12-month period in which employees are eligible for these benefits.

PAGA Exemption for Construction Industry





Discount on newly funded auto loans



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1. Monthly Rewards Checking fee will be waived the following month the account is eligible for Rewards+. Auto loan rate discount is up to .25%. The rate discount starts in the month you become eligible to receive Rewards+ benefits. If you are eligible for Rewards+ benefits at the time of funding, the loan discount will be reflected the following day. Rate cannot go below the current floor rate. Qualified Signature and/or POS based transactions must be posted to the account by the end of each month to qualify. ATM transactions are not included. Bonus Dream Points for qualifying months will be credited annually within 60 days of account opening anniversary date. Member must have a Rewards Checking or Platinum Rewards Visa® Credit Card to receive annual bonus points. Rewards+ Members are eligible annually for one free box of corporate image design checks. Call or visit a CU SoCal branch to place your order. Member must be in good standing to qualify. Visit CUSoCal.org to view our Schedule of Fees. The \$200 value is an estimate and may differ depending on product and service usage. Offer subject to change.



Continued from page 8 -Legislative Update

Workers (AB 1034)

AB 1034 extends the exemption from the California Private Attorneys General Act (PAGA) for certain construction industry employees until Jan. 1, 2038. This extension applies to employees covered by a collective bargaining agreement (CBA) in effect not limited to: before Jan. 1, 2025, provided the CBA meets specific criteria.

To qualify, the CBA must define wages, hours of work, and working conditions; provide premium pay for overtime; and ensure an hourly wage at least 30% above the state minimum wage. It must also bar California Labor Code violations that are redressable under PAGA, provide a grievance and binding arbitration process for resolving those disputes, include a clear and explicit waiver of PAGA's requirements, and authorize arbitrators to award any remedies available under the California Labor Code, except for penalties payable to the Labor Workforce Development Agency.

PAGA Reform (SB 92 and AB 2288)

On July 1, 2024, AB 2288 and SB 92 were signed into law as urgency statutes, taking effect immediately. However, the new amendments apply only to civil actions where the required PAGA notice was filed on or after June 19, 2024.

These reforms change California's PAGA landscape, reshaping how claims are brought and defended. Plaintiffs must now personally experience the Labor Code violations they seek to enforce, with a one-year statute of limitations applying to establish standing. Additionally, courts have codified authority to limit evidence or narrow the scope of claims to ensure and those engaged in emergency trial manageability and promote more operations directly protecting life or efficient and focused litigation.

Earlier this year, our colleagues charted the text of AB 2288 and SB 92. For further details on the specific changes to PAGA, see our June 2024 blog post.

CAL/OSHA Indoor Heat Rule

On July 23, 2024, Cal/OSHA's Indoor Heat Illness Prevention Standard took effect. See July 1 blog post. The rule applies to most California workplaces where indoor temperatures reach 82°F or higher, requiring employers to take specific measures to protect workers from heat illness.

Covered workplaces include restaurants, warehouses, and manufacturing facilities where indoor temperatures frequently rise. However, on specific circumstances. Failure the standard does not apply to prisons, to provide a required cool-down

telework locations outside employer protecting life or property.

Covered employers must implement several key measures to comply. These requirements include, but are

- Heat Illness Prevention Plan: Establish and maintain a written plan detailing procedures for providing water, cool-down areas, training, and emergency aid.
- Cool-Down Areas: Provide easily accessible, open-air, or ventilated areas shielded from heat sources.
- Drinking Water: Ensure employees always have access to potable drinking water.
- Health Monitoring: Observe employees for signs of heat illness, especially during acclimatization. Employees showing symptoms cannot be ordered back to work until at least five minutes have passed since the last observed symptom.
- Supervisor Training: Train supervisors on recognizing and responding to heat illness symptoms, including activating emergency procedures.
- Reporting Time Pay: Pay nonexempt employees at least half of their scheduled work hours if excessive heat suspends operations.

The standard includes several exceptions. It does not apply where employees experience incidental heat exposure between 82°F and 95°F for less than 15 minutes in any 60-minute period, excluding vehicles without functional air conditioning. Teleworking employees outside employer-controlled environments property are also exempt.

While many requirements mirror Cal/ OSHA's outdoor heat illness standard, the indoor rule introduces additional temperature monitoring obligations. Employers must measure and record the greater of the temperature or heat index when temperatures reach 87°F, or 82°F in high-radiant-heat or restrictive-clothing work environments.

Non-compliance with Cal/OSHA's indoor heat illness regulations may result in significant penalties. Regulatory or general violations carry fines of up to \$15,873 per violation. Willful or repeat violations may cost employers up to \$158,727 per violation. Serious violations may result in fines up to \$25,000 per violation, depending

local detention and juvenile facilities, rest period will result in one hour of from liability. Alternatively, prosecutors premium pay at the employee's regular may pursue enforcement by seeking control, or emergency operations rate for each missed recovery period, as mandated by California Labor Code Section 226.7.

> Employers should review their workplace heat illness protocols to enhance compliance and avoid costly penalties.

Certification OSHA **Requirements for Live** Entertainment Events (AB 2738)

Vendors involved in live entertainment event set-ups, operations, and teardowns must meet strict training and certification standards:

complete Cal/OSHA-10, OSHA-10/ industry-specific OSHA-10 training. Department Heads or Vendor test is satisfied. Certification: Department heads Safety, or equivalent training, or are fully trained.

Contracts between vendors and event venues must also (1) specify the names of employees and 2024. and subcontractors involved; and (2) provide details of completed training and certifications.

Violations are enforced through citations and civil penalties under "ABC" test for classifying workers as Labor Code Section 6317, with appeal employees under AB 5 will expire for rights available under Section 6319. Penalties apply to vendors, venues, and certain subcontractors providing and contracting entities, though individual employees are exempt

injunctive relief and imposing fines of up to \$500 per violation, bypassing the standard enforcement and appeals process. Courts may award reasonable attorney's fees to prevailing plaintiffs.

The law remains in effect until Jan. 1, 2029, with ongoing applicability for any actions filed before the repeal date.

AB 5 Exemption Extension for **Newspaper Distributors and** Carriers (AB 224)

AB 224 extends the exemption from California's "ABC" test for classifying workers as employees under AB 5 for newspaper distributors and carriers Employee Training: Employees must until Jan. 1, 2030. During this period, these workers may continue to be General Entertainment Safety, or classified as independent contractors if the more flexible multi-factor Borello

The bill also extends annual must complete Cal/OSHA-30, reporting requirements for newspaper OSHA-30/General Entertainment publishers and distributors that hire or contract with newspaper carriers. From vendors must certify in writing that 2025 through 2029, they must report all employees and subcontractors payroll taxes, wage rates, and wage claims to the Labor and Workforce Development Agency (LWDA), continuing the reporting obligations previously required for 2022, 2023,

'ABC' Exemption Sunsets for Certain Workers

The exemptions from California's workers in licensed manicurist roles

Continued on page 10





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Continued from page 9 -Legislative Update

construction trucking services. Employers should will increase to \$16.50 per hour for both small evaluate worker classifications to comply with California labor laws.

Labor Contracting Law for Port Drayage Motor Carriers (AB 2754)

AB 2754 amends Sections 2810 and 2810.4 of the California Labor Code to extend labor contracting compliance requirements to port drayage motor carriers.³ Previously, these rules applied only to the construction, farm labor, garment, janitorial, security guard, and warehouse industries. The amendment includes port drayage motor carriers, except for contracts involving 30 days or fewer of cumulative labor or services within a one-year period.

The law prohibits contracts in covered industries from lacking sufficient funds to comply with labor laws. A rebuttable presumption that no violation has occurred exists if contracts meet specific criteria, such as being in a single document and listing all relevant local, state, and federal contractor license identification numbers required by law. Port drayage motor carriers must now adhere to these standards or face shared civil liability for driver misclassification and other labor law violations.

Transparency Requirements for Social Compliance Audits (AB 3234)

Employers that voluntarily undergo a social compliance audit to determine whether child labor is involved in their operations will now be required to post a link to the audit's findings on their company website. A social compliance audit is defined as a voluntary, nongovernmental inspection or assessment of an employer's operations and practices to verify compliance with labor laws, including child labor regulations.

The posted compliance report must include:

- the date, time, and shift (day or night) when the audit was conducted.
- whether the employer engages in or supports child labor.
- copies of the employer's written policies and procedures on employing minors.
- any hazardous or unsafe workplace conditions affecting children's health and development.
- whether children work outside regular school hours or during night shifts.
- a disclaimer stating that the auditing company is not a government agency and lacks legal authority to verify compliance with labor laws.

The new law does not require employers to conduct a social compliance audit relating to child labor, but if they choose to do so, employers must comply with the requirements summarized above.

Minimum Wage Increases

Proposition 32 did not pass in California, meaning that effective Jan. 1, 2025, the state minimum wage

and large California employers. This also means that the new state salary basis threshold for most California exemptions will increase to \$68,640 per year (\$5,720/month).

In addition, the minimum annual salary for computer professionals paid on a salary basis increases from \$115,763.35 to \$118,657.43; the new minimum hourly rate of pay for licensed physicians and surgeons paid an hourly rate increases from \$101.22 to \$103.75; and the new minimum wage rate to qualify for the collective bargaining exemption rises to \$21.45 per hour.

Healthcare and fast-food employers should keep in mind that their employees may be subject to a higher minimum wage under broad new laws that took effect April 1, 2024, (for fast-food workers) and Oct. 16, 2024, (for healthcare workers), and discussed in our December 2023 GT Alert. The Department of Industrial Relations has released guidance for employers: see health care minimum wage FAQ and fast food minimum wage FAQ, and supplemental minimum wage notices are required to be posted in the workplace next to the statewide minimum wage notice.

- 1. Unless otherwise noted, the new laws will take effect Jan. 1, 2025.
- 2. The failure to include a reasonably specific description of the intended uses of a digital replica does not render the provision unenforceable if the uses are consistent with the terms of the contract for the performance of personal or professional services and the fundamental character of the photography or soundtrack as recorded or performed.
- 3. Port drayage motor carrier: (A) An individual or entity that hires or engages commercial drivers in the port drayage industry; (B) a registered owner, lessee, licensee, or bailee of a commercial motor vehicle, as defined in subdivision (b) of Section 15210 of the Vehicle Code, that operates or directs the operation of a commercial motor vehicle by a commercial driver on a for-hire or not-for-hire basis to perform port drayage services in the port drayage industry; or (C) an entity or individual who succeeds in the interest and operation of a predecessor port drayage motor carrier consistent with the provisions of Section 2684.

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COMMUNITY CONNECTIONS



Our last Wake Up Whittier of 2024 was held at the Boys & Girls Club of Whittier | Pico Rivera



Thank you to the Boys & Girls Club of Whittier | Pico Rivera for hosting our November 2024 Wake Up Whittier (Pictured here Oscar Hernandez, Executive Director)



Whittier City staff, Chamber Board and members celebrate at the 2024 Holiday Lunchtime Mixer at The Mission Square



Attendees enjoyed an amazing lunch spread provided by The Mission Square





The HR Forum provided attendees with employment law updates and information for businesses about what to expect in 2025 led by Sonya L. Kemp

Sonya L. Kemp, Founder and CEO of EveryBusiness HR Essentials, leads the HR Forum in a discussion about Employment Law updates



Join the Whittier Chamber today and learn what we can do to help benefit your business.

AROUND TOWN

California's Commercial Real Estate Rules Are Changing: What SB 1103 Means for You

Governor Gavin Newsom recently signed Senate Bill 1103 (SB 1103), the Commercial Tenant Protection Act of 2024, into law, introducing changes to California's commercial real estate industry. These changes, relevant for small businesses and nonprofits leasing commercial property, will mean increased operational costs and legal exposure, particularly to small property owners and more protections and transparency for tenants. However, this law only applies to businesses with five or fewer employees, restaurants with fewer than 10 employees, and nonprofit organizations with fewer than 20 employees and leases executed, or tenancies commenced or renewed on or after January 1, 2025. Here's what businesses need to understand about the new law and how it may impact their operations.

Key Provisions of SB 1103

1. Extended Notice Periods for Rent Increases and Lease Terminations:

Property owners are now required to provide 90 days' notice for rent increases exceeding 10%.

2. Transparency in Property Operating Costs:

SB 1103 mandates that property owners provide detailed, itemized documentation of common area expenses within 30 days upon written request from tenants.

3. Language Accessibility:

If a lease is negotiated in one of five specified languages (Spanish, Chinese, Tagalog, Vietnamese, or Korean), property owners must provide the lease in that language including every term and condition in that contract or agreement.

Impact on Landlords and Tenants

SB 1103 places a large financial and administrative burden on property owners and exposes them to greater legal and financial risk for non-compliance. Extended notice periods, improved record keeping and translations costs will require changes to administrative processes and potentially a pivot in financial strategies due to the possibility of higher vacancy rates.

Tenants will need to inform the property owner about their status as a qualified



commercial tenant and provide employee details to benefit from certain legal protections under this law. They will have additional time to relocate or adjust their businesses for higher rents and have access to an accounting of their shared expenses and a better understanding of their contractual obligations if they require a translated lease.

The passage of SB 1103 marks a major shift in California's commercial real estate, especially for property owners who self-manage small properties. To successfully navigate this change, local businesses should seek guidance from commercial real estate experts who can help them understand the new law taking effect around the corner.

For more information about commercial leasing and sales, contact Gloria Jimenez, Associate at GM Properties at 562-762-3113 (office) or gloria@gmpropertiesinc.com



Founded in 2003, the Mamasafi Foundation has become a beacon of hope for women and children in underserved communities. With headquarters in Pomona, California, and Siaya, Kenya, our organization bridges continents to address critical needs. Through providing food, clothing, and life-changing programs, we've empowered over 1,000 individuals, offering them not just resources but also a renewed sense of dignity and possibility.

Mamasafi Foundation: Transforming Lives Across Continents



From feeding families facing food insecurity to equipping children with the tools for education, Mamasafi Foundation's work is rooted in compassion and action. Every donation has directly impacted lives, from helping a child attend school for the first time to ensuring a mother has the clothing needed for employment opportunities. Our reach continues to grow, but the need remains immense.

We invite you to join us in expanding this impact. With your support, we can serve even more communities, provide sustainable programs, and ensure no child or woman is left behind. Together, we can write the next chapter of hope and transformation. Visit us at www. Mamasafi.org to learn more or make a donation today.

Giving out food to local families.

AROUND TOWN



1. A Goal Without a Plan is Just a Wish

Success in fitness, like any area of life, requires a plan. Whether it's a grocery list, a financial strategy, or a family roadmap, planning is key. Fitness is no different. A qualified personal trainer or coach can help you create a safe and effective plan to achieve your goals.

2. Do Something Active Daily

Fitness isn't seasonal—it's a daily commitment. You don't need to spend hours at the gym; small, consistent actions make a big difference:

- Take a 10-15 minute walk during lunch instead of scrolling social media.
- Move around while watching your child's sports practice or games.
- Walk after dinner instead of heading to the couch.
- Walk your dog daily, even briefly. A lazy dog often mirrors a lazy owner!
- Park farther from the store and use the extra steps to your advantage.

3. Discipline Over Motivation

Motivation comes and goes, but discipline lasts. It's tough to exercise after a long day or early in the morning, but remember: you're stronger than your excuses. Prioritize your health, especially if you have young children who depend on you.

Remember: Your health matters — especially if you have young children. You are their world, and they need you to be strong and present. Prioritize your well-being for yourself and your family. Don't assume there's always time or take your health for granted.

Your health is your greatest asset. Don't wait. Start today.



Michael Y. Seril, MS, Master of Science in Kinesiology NSCA Personal Trainer of the Year Owner, Michael Seril Fitness Studio 4x Business of the Year IG: @msfwhittier • www.msf-strong.com • 714-306-9002





Using the Right Tool for the Job

Do you stop setting the alarm and locking the windows and doors once you get home-owners insurance?

John Bogdanov, TelWorx and doors once you get home-owners insurance? To protect your home, you take security measures to stop bad things from happening as well as having an

insurance policy just in case things go wrong. The same applies to proteacting your business. Following are three distinctions between cybersecurity and cyber insurance that will help protect your business.

Cybersecurity is a collection of proactive services to stop criminals from harming your business. It includes security awareness training for your staff, along with hardware and software to help defeat attacks. Insurance is reactive, helping you recover only after an incident occurs.

While there are a variety of reasons a person might be denied auto insurance, no one makes a car without brakes and headlights. Brakes and headlights are essential to the safety and security of the driver as well as others on the road. Auto insurance only comes into play in the event of a collision...or a stop by law enforcement. Similarly, cybersecurity insurance providers will have specific prerequisites and qualifications to issue insurance. Security providers are not concerned with prerequisites. They will move to implement services as quickly as practical. 911 operators act to dispatch the appropriate first responders as quickly as possible. They aren't concerned about what caused the emergency unless it is relevant to helping emergency services respond. When an incident occurs at your business, your security providers, especially your incident respond and disaster recovery providers, are going to move quickly to stop the attack and get you back up and running. Your insurance carrier is going to have a more methodical approach. They will investigate to understand how the incident occurred and whether you were in compliance before taking action. Cybersecurity and cybersecurity insurance are both tools you can use to help protect your business. Security is designed to stop bad things from happening. Insurance is designed to help you recover if something bad happens anyway. Understand the role of each will help you make the best decisions to protect your business.



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Did you know?

The low wall in the photo is a remnant of Sky Church, which was damaged beyond repair in the 1987 Whittier earthquake.

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RENEWING MEMBERS

NOVEMBER/DECEMBER 2024

Auntie's Restaurant (562) 464-1959 Member Since: 2015

Aura's World (562) 698-4500 Member Since: 2021

Automobile Club of Southern California (562) 902-4600 Member Since: 2019

IBE Digital (562) 921-0202 Member Since: 2023

Infonetworks LLC (888) 454-2000 Member Since: 2023

James Hardware Company (562) 691-1711 Member Since: 2018

Law Offices of Alex M. Moisa, The (562) 291-6100 Member Since: 2022

Long Beach Small Business Development Center (562) 938-5100 Member Since: 2019

> M & M Glass, Inc. (562) 945-6212 Member Since: 2014

MAP Property Services, Inc. (562) 945-3404 Member Since: 1996 Michael Seril Fitness Studio (714) 306-9002 Member Since: 2021

> One Heart at a Time (323) 313-3420 Member Since: 2023

Ooma Inc. (213) 277-5660 Member Since: 2019

Optimal Health & Wellbeing (310) 560-7001 Member Since: 2023

> Pacific Pay Inc. (877) 572-2729 Member Since: 2019

> Pipe Technology (310) 644-6800 Member Since: 2022

Poolsaad Family Vision Optometry (562) 945-7300 Member Since: 2012

> Rob Marin Realty (562) 688-1873 Member Since: 2016

Roberts Real Estate & Property Management (562) 903-1139 Member Since: 2015

ServPro of Whittier (562) 698-5368 Member Since: 2010 Shelter's Right Hand -Auxiliary To The Women's & Children's Crisis Shelter (562) 373-5541 Member Since: 1993

Sir Speedy Printing Center (562) 698-7513 Member Since: 1988

> Stand, The (562) 781-7878 Member Since: 2023

Tanabe, Theodore A., D.D.S. (562) 698-0387 Member Since: 1999

> U-Haul Of Leffingwell (562) 943-7294 Member Since: 2017

Warner, David A., D.D.S, Inc Periodontics & Dental Implants (562) 945-7621 Member Since: 2010

Whittwood Town Center (Kimco Realty Corporation) (949) 252-3873 Member Since: 2018

> Zapien's Salsa Grill (562) 942-7072 Member Since: 2023

Zen's Tea House (562) 686-9441 Member Since: 2018

Thanks to the following members for renewing their Chamber membership and for supporting our efforts to build a strong local economy

CHAMBER CALENDAR

JANUARY

Ribbon Cutting Ceremony at De Learning Compass January 9, 2025 • 12 p.m.

Ribbon Cutting Ceremony for Madsen Financial Coaching (Whittier Chamber Office) January 14, 2025 • 12 p.m.

Wake Up Whittier January 15, 2025 Whittier College (Villalobos Hall) • 7:30 a.m.

> Ribbon Cutting Ceremony at Super Mex Restaurant January 22, 2025 • 12 p.m.

Ribbon Cutting Ceremony at Greater Whittier LGBTQ+ Community Center January 23, 2025 • 12 p.m.

Ribbon Cutting Ceremony for 100% Chiropractic (La Habra) January 29, 2025 • 12 p.m.

Ribbon Cutting Ceremony for Arias Vintage January 30, 2025 • 12 p.m.

Nonprofit Network Whittier Central Library January 31, 2025 • 8:30 a.m.

FEBRUARY

2025 Anaheim Ducks Chamber Night February 4, 2025 • 6 p.m.

Ribbon Cutting Ceremony for Blue White Cleaners & Launders February 6, 2025 • 12 p.m.

Wake Up Whittier February 19, 2025 Whittier Union High School District (California High School) • 7:30 a.m.

Silver Shield Awards Banquet February 21, 2025 Pacific Palms Resort (City of Industry) • 5:30 p.m.

MARCH

Wake Up Whittier March 19, 2025 Helpline Youth Counseling • 7:30 a.m.

CONGRATULATIONS TO OUR MILESTONE MEMBERS THIS MONTH!

Thank you to the following businesses that have been longstanding partners with the Whittier Chamber in helping to support our thriving economy.

JANUARY 2025

30 Years Town House of Whittier (562) 236-9069

Brookdale Uptown Whittier (562) 945-3904

15 Years

LEARN (562) 945-0150

5 Years Mary Kay (562) 322-0123

The Law Offices of Alex M. Moisa (562) 945-2086

FEBRUARY 2025

50 Years Fast Signs of Whittier (562) 698-0711

30 Years Whittier Area Community Church (562) 945-4500



MARCH 2025

50 Years Harrison Electric & Solar (562) 695-8321

25 Years

R2KS Design + Build (562) 907-4426

Shakey's Pizza Restaurant (562) 692-0741

15 Years

Candlewood Country Club (562) 941-1228 x226

5 Years

The Bee Hive Gourmet Café & Market (562) 945-9002

Diego's Auto Repair

12211 Hadley St.

Baker's Express

La Habra, CA 90631

Nancy's Barbershop

13405 Telegraph Rd.

Santa Fe Springs, CA 90605

10650 Regan St., Suite 793

Los Alamitos, CA 90720

7734 S. Greenleaf Ave.

De Learning Compass

16408 Whittier Blvd.

Whittier, CA 90603

www.bluewhitecleaners.com

Whittier, CA 90602

www.cgc.corp.com

www.instagram.com/nancysbarbershop

Blue White Cleaners & Launders Inc.

www.bakersexpress.com

Whittier, CA 90601

www.diegoauto.com

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Blu White

BLUE WHITE CLEANERS

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RESTAURANTS

Jerahm Orozco......(562) 436-4728

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Peralta Management Co. LLC

7007 Washington Ave., Suite #240

Eddie Peralta.



NOVEMBER/DECEMBER 2024 HUMAN RESOURCES **Blooming Bud R** Orchard's BBQ & Grill (323) 721-2264 Troy Silva......(562) 902-1825 www.bloomingbudhr.com 16214 E. Whittier Blvd. DIEGOS Whittier, CA 90603 **Every Business HR Essentials** AUTO REPAIR www.orchardsbbgandgrill.com Sonva Kemp..... (562) 714-6630 11760 Telegraph Rd., #39 Super Mex Restaurants



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Bellissima Body Sculpting		
Laura Quiroz	(562)	351-1500

13682 Telegraph Rd. Whittier, CA 90604 www.masbellissima.com

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Bellissima Body Sculpting
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ORGANIZATIONS

Mamasafi Foundation	
Paul Hudak	
308 W. Artesia St.	
Pomona, CA 91768	***
www.mamasafi.org	MAMASAFI

Simplify Life Organizing

Emma Angevine Narvaez (562) 263-4055 www.emmahelpsme.com

Think Together

10349 Heritage Park Dr., Unit #1 Santa Fe Springs, CA 90670 www.thinktogether.org

Whittier High School Alumni Association

12417 E. Philadelphia St. www.whittierhighalumni.org





Laurie Perschbacher, President/Co-Founder **MAP Property Management & Property Services**

Laurie Perschbacher leads MAP Property Management committees, including Silver Shield and Hathaway,



Be sure to show support and visit these new **Chamber Members**



Ambassador Chair Steve Rosas, Ooma

Ambassador Team

Catherine Badame, Action Trophy

John Bogdanov, TelWorx

Van Broussard, Farmer's Insurance

Whittier, CA 90601 www.Delearningcompass.com

& Property Services, a family-owned and operated company with three generations currently working together to serve Whittier residential property owners and surrounding cities for over 35 years. As a full-service property management company, MAP handles all aspects of property management for residential properties, including single-family homes, individual condos, and multi-family buildings and employs a team of wellequipped in-house maintenance staff and partners with local vendors to handle everything from day-to-day repairs to complete remodels.

Chamber Involvement:

- Chamber Member Since: 1996
- Whittier Chamber Ambassador Since: 2020

Chamber Highlights:

Laurie values networking with other local businesses and vendors, learning about their services, and being a referral resource for them. As an Ambassador, she enjoys collaborating with fellow Chamber members, helping connect businesses, actively participates in various and regularly attends Chamber events such as Wake Up Whittier, Ribbon Cuttings, Business Expo. and Silver Shield activities.

Holiday Traditions:

Laurie celebrates the holidays with her staff at their yearly Christmas party featuring a classic Christmas movie and a visit from Santa and Mrs. Claus, spending quality time with family and friends, and indulging in holidav baking.

A Message to Fellow Members:

Laurie believes the Chamber is an invaluable tool for building a business. Reflecting on her early days as a member, she shares how attending events helped her grow her company. During the COVID-19 pandemic, she relied on the Chamber for critical updates and support, describing it as a "HUGE benefit without involvement."

Laurie's dedication to her business, the Chamber, and the community underscores her commitment to fostering connections and supporting local growth.

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