



California Governor Inks Numerous Expansive Employment Laws for 2020

By Jonathan Judge & Casandra Secord, partners with Atkinson, Andelson, Loya, Ruud & Romo

On Sunday October 13, 2019, California concluded another legislative session with new Governor Gavin Newsom signing significant employment-related legislation. The following summarizes the bills that will affect employers going in to 2020. New laws are generally effective January 1, 2020 unless otherwise indicated.

AB 5 and AB 170

AB 5 codifies the California Supreme Court's controversial *Dynamex* decision (*Dynamex Operations West v. Superior Court* (2018) 4 Cal.5th 903) and "ABC" test to determine whether an individual is properly classified as an independent contractor. To pass the ABC test, employers must prove the following three elements:

- The person is free from the control and direction of the hiring entity in connection with the performance of the work, both under the contract for the performance of the work and in fact;
- The person performs work that is outside the usual course of the hiring entity's business; and
- The person is customarily engaged in an independently established trade, occupation, or business of the same nature as that involved in the work performed.

AB 5 clarifies that the ABC test applies to California's IWC Wage Orders, Labor Code, and Unemployment

Insurance Code.

AB 5 exempts certain classifications of workers from the ABC test and instead submit such workers to the traditional multi-factor *Borello* test for purposes of the Labor Code and Wage Orders. Those workers include, insurance brokers; physicians, surgeons, dentists, podiatrists, psychologists, or veterinarians; lawyers, architects, engineers, private investigators, and accountants; registered securities broker-dealers, investment advisers, their agents, and representatives; direct sales salespersons; commercial fishermen working on American vessels; marketing, human resources administration, travel agents, graphic designers, grant writers, and artists; photographers, photojournalists, freelance writers, editors, and newspaper cartoonists; licensed estheticians, electrologists, manicurists, barbers, or cosmetologists; real estate agents; licensed repossession agencies; bona fide business-to-business contracting relationships; construction subcontractors; construction trucking services; certain referral agencies, and motor club services. AB 170 exempts newspaper carriers in the same manner.

The exemptions apply retroactively to existing claims and actions to the maximum extent permitted by law. The exemptions do not appear in the section of AB 5 amending the Unemployment Insurance Code and it is unclear whether the exemptions extend to such claims. However, legislative history to AB 170

suggests the intent of the Legislature was to apply the exemptions to both unemployment insurance and wage and hour claims.

What this means for employers: Businesses should review their independent contractor agreements and relationships in light of AB 5. Special attention must be paid to the various exemptions created by AB 5 for particular occupations and industries.

AB 9 extends the statute of limitations for employees to file a complaint with the Department of Fair Employment and Housing ("DFEH") from one year to three years for complaints of discrimination, harassment, and retaliation.

What this means for employers: Employers must be more diligent about documenting complaints from employees and the response to the complaints. Document retention policies will need to be adjusted accordingly to ensure that the employer's documentation of complaints, investigations and resolution of complaints are not prematurely discarded. Proper documentation of performance issues and documentation of the reasons for disciplinary action and termination decisions will become even more important given the lapse in time it will take to prosecute claims with the extended statute of limitations because supervisors' memories will fade in such time.

AB 51 prohibits employers from requiring applicants or employees to

agree, as a condition of employment, to mandatory arbitration, class action or jury waivers relating to the Labor Code and the Fair Employment and Housing Act ("FEHA"). Under AB 51, an agreement that requires an employee to opt out of a waiver or take any affirmative action in order to preserve their rights is deemed a condition of employment. Arbitration agreements subject to the Federal Arbitration Act ("FAA") are excluded from this bill. AB 51 does not apply to post-dispute settlement agreements or negotiated severance agreements.

What this means for employers: Prior bills that attempted similar restrictions on arbitration agreements were vetoed by Governor Jerry Brown based on federal pre-emption. The reach of this bill is uncertain

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See what's inside

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City Council Candidates

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Lions International Peace Poster Contest Winner

WHITTIER AREA CHAMBER OF COMMERCE
8158 Painter Avenue
Whittier, CA 90602

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Whittier Chamber of Commerce joins prominent organizations in support of Measure W

The voters and taxpayers of the City of Whittier will have the opportunity to invest in our city's future by approving Measure W on the March 3, 2020 ballot. Measure W will increase the sales tax in Whittier by 0.075%--which is not even a penny on the dollar - to the maximum state cap of 10.25%. Yet what a difference the funds generated by that small percentage will make!

All of us are proud to call ourselves Whittierites--whether our families have been here for generations or we are recent arrivals. We enjoy a quality of life that includes beautiful tree-lined streets; professional, responsive police officers; strong, profitable businesses; and caring, effective non-profit organizations. So much of what make Whittier a great city, though, depends on the revenues available in our city

budget to fund and maintain services and programs.

Our City and our city budget need our help right now. Despite responsible stewardship of the public's funds by our elected officials in the past, the City of Whittier is looking at a serious budgetary deficit. If it is not addressed, the residents of Whittier are facing a future that will change our City in ways no one can want. Over 30 nearby cities have already raised their taxes to the maximum 10.25% allowed. Whittier has held back, looking for alternative solutions to the tax increase, but the time has come to catch up to our neighbors. "If we don't raise the tax, someone else is going to do it," said Whittier Mayor Joe Vinatieri, referring to other groups such as the County, MTA or Air Quality District that could also ask for a sales

tax increase. "If those organizations do it first, the money will leave Whittier and that would be extremely hurtful to our city," Vinatieri explained.

Here is what happened to create the current budgetary crisis. First and foremost was the Great Recession. The City experienced a huge loss of revenue as the car dealerships along Whittier Boulevard closed, and the overall economy, not just in Whittier, suffered. Then along came the end of state funding for our local redevelopment projects which supported the needs of our community concerning revitalization and economic growth. Finally, was the state's shifting of pension costs onto local governmental agencies like cities and school districts. What does this mean in dollars and cents? The

Continued on page 5

THE WHITTIER AREA CHAMBER OF COMMERCE INVITES YOU TO CELEBRATE WITH US AS WE HONOR THE

WHITTIER POLICE DEPARTMENT

FRIDAY, FEBRUARY 21, 2020

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Whittier Chamber Business Focus
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 this publication is not an endorsement by the Whittier Area Chamber of Commerce.

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A MESSAGE FROM THE CHAIR



Elizabeth Martinez,
Chair of the Board

Happy New Year! I hope your holidays were special and relaxing. Now, it's time to get back to business!

Since the holiday season has officially ended, you've probably experienced the resurgence of energy that comes with the start of a new year. For many, that means making New Year's resolutions and committing to doing things a little differently.

No matter if your goal is to grow your business, lose those extra 10 pounds, or cut down on your monthly spending, here are some handy tips to ensure that your resolution is not all but forgotten by February:

- Keep it simple – don't aim for a complete overhaul of your business or lifestyle. Instead, focus clearly on one or two of your most important goals.
- Choose carefully – concentrate on those that will have the greatest impact on your business/happiness/health
- Be realistic – the surest way to fall short of your goal is to make it unrealistic and unattainable.

Remember the SMART criteria when setting goals: make it specific, measurable, attainable, relevant and time-based.

- Create bite-sized portions – break your goals down into manageable chunks. The more planning you do, the more likely you are to reach your goal.
- Establish a time-frame – Plan your actions for the coming weeks or months and decide how often you will evaluate.
- Write it down – keep notes with specific details and pictures of what you're aiming for so you can keep your motivation.
- Treat yourself – your plan should include small rewards and treats you will give yourself at specific milestones.
- Receive support – Choose to share your goals with those who are supportive and trustworthy who can get you through if the times get tough.
- Don't give up! – Draw on your inner strength and past achievements to

- keep going and start again.
- Put yourself in charge – while others may offer counsel and guidance, you are in control of your actions which will lead you to see the results you want.

Of course, the Whittier Chamber is here for you and has the resources to help you reach your goals, whether they are business or personal. If you are not a Chamber member, I encourage you to become one. It is an investment in your business and in the community in which you do business. We have a convenient payment option which allows you to keep your expenses manageable. If you are a member, are you utilizing all the benefits of your membership like networking, informative seminars, advertising and more? Have you made it part of your business plan to take advantage of the connection opportunities the Chamber offers? Remember that even if you are

Continued on page 4



Debi Rhinehart

Although terminations can be an extremely traumatic event, depending on your situation, the tax aspects can be quite complex, and require you to make decisions that can affect your tax picture this year and for years to come. Here are just a few of the factors that should be considered..

Although severance pay is taxable and is subject to federal income tax withholding, some elements of a severance package may be specially treated. For example: If you sell stock acquired by way of an incentive stock option (ISO), part or all of your gain may be taxed at lower long-term capital gain rates rather than at ordinary income tax rates, depending on whether you meet a special dual holding period. If you received or will receive what is commonly referred to as a golden parachute payment, you may be subject to an excise tax equal to 20% of the portion of the payment that's treated as an "excess parachute payment" under extremely complex rules, along with the excess parachute payment also being subject to ordinary income tax. The value of job placement assistance you receive

from your former employer usually is tax-free. However, the assistance is taxable if you had a choice between receiving cash or outplacement help.

You should also be aware that under the so-called COBRA rules, most employers that offer group health coverage must provide continuation coverage to most terminated employees and their families. The cost of any premium you pay for insurance that covers medical care is a medical expense and as a general rule results in a tax benefit to you if you claim itemized deductions and your total medical expenses exceed 10% of your adjusted gross income. If your employer pays for some of your medical coverage for a period of time following termination, you will not be taxed on the value of this benefit. And if you lost your job as a result of a foreign-trade-related circumstance, you may qualify for a refundable credit for 72.5% of your qualifying health insurance costs.

Employees who terminate employment also need tax planning help to determine the best course of action for amounts they've accumulated in retirement plans

sponsored by their former employer. For most, a tax-free rollover to an IRA is the best move, if the terms of the plan allow a pre-retirement payout. If the distribution from the retirement plan includes employer securities in a lump-sum, the distribution is taxed under the lump-sum rules except that "net unrealized appreciation" in the value of the stock isn't taxed until the securities are sold or otherwise disposed of in a later transaction. If you are under age 59 1/2, and must make withdrawals from your company plan or IRA to supplement your current income, there may be an additional 10% penalty tax to pay unless you're positioned to qualify under one of several escape hatches.

Further, any loans you've taken out from your employer's retirement plan, such as a loan from a 401(k) plan, may be required to be repaid immediately, or within a specified period of your termination of employment, or be treated as it were in default. If the balance of the loan is not repaid within the required period, it will typically be treated as a taxable deemed distribution.

If you have any questions concerning this matter, please do not hesitate to call me at (562) 698-9891.

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If you have a Facebook account and want to get instant Chamber updates directly on your phone, scan this code!



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.



COMMUNITY CONNECTIONS

Member Appreciation Week



We LOVE our members! In celebration of Member November, we took a week to visit our members to show our appreciation!
 For more photos, visit bit.ly/MemberAppreciationWeek2019



Holiday Luncheon Mixer attendees participate in a Holiday gift card exchange after a delicious meal and networking



New and prospective members learn how to utilize Whittier Chamber membership



Over 160 business professionals attend the last Wake Up Whittier of 2019 at Dexter Middle School



Southern California University of Health Sciences celebrates the grand opening of OUCH! Urgent Care with Congresswoman Linda Sanchez and a ribbon cutting



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City Of Whittier UPDATE



MAYOR

Joe Vinatieri



MAYOR'S MESSAGE

Happy New Year Whittier and welcome to 2020! I hope you had a restful, joyful holiday season and that you had a chance to participate in the Chamber's Shop Home for the Holidays contest. The City is proud to sponsor the annual campaign to promote shopping locally, especially during the busy gift-giving time of the year. Thank you to all of the Whittier area businesses who donated prizes and congratulations to all of the local shopper winners!

With the new year, I also want to formally welcome our new City Manager, Mr. Brian Saeki, who joined us just before the holidays. Brian brings with him a breadth of knowledge and experience, having held a variety of leadership roles in the cities of Rosemead, Arcadia, Downey, San Fernando, and Covina. He has the right mix of experience and familiarity with the challenges and opportunities facing Whittier. I know I speak for my colleagues on the City Council in saying how excited we are to have Brian on the Whittier team.

Moving into January, I encourage you to reflect on last year's accomplishments, dust off your business plan, identify financial projections, and outline your marketing activities for 2020. The City is here to support you, whether it's helping with an existing business or helping you start a new business. We're committed to assisting you with finding a new office or retail space and streamlining your

permit process via ombudsman services at no cost to you. Call the Business Development Manager at (562) 567-9351 to schedule an appointment if you are looking to expand or relocate your business in 2020. A thriving City is only as strong as its business community!

This year, you will see a variety of housing and commercial projects moving forward around town. Our shopping centers are enhancing the shopping experience with experiential uses as the retail landscape continues to evolve. The City is also exploring sustainable transit options to move folks around our City and local hubs. The Groves development will soon feature over 700 homes and approximately 150,000 square feet of retail including new businesses like In-N-Out Burger, Raising Cane's, and Panera Bread, as well as family-friendly activity areas and open space to enjoy. It was recently announced that Stater Bros. will be anchoring The Groves with a new sleek design, making way for Cardenas Market, which features traditional Latin-American fare, to take its place off of Sorensen. Uptown changes include the opening of Poet Gardens at the Nixon Plaza, the Super Mex restaurant on Greenleaf and La Bodega Brewery on Comstock Avenue. The Whittier Uptown Association and Uptown Whittier Improvement Association will continue to host fun community events, enhance security, and address cleanliness and beautification within our historic Uptown district. Plus, a new state-of-the-art

parking structure will break ground in early January.

Supporting fellow Chamber members and local businesses is always important, but did you know that a portion of sales tax generated from many of your purchases made in Whittier also helps fund important City services and programs throughout the year? Due to increased Sacramento and local costs, the City is now facing a projected cumulative budget deficit of nearly \$19 million over the next five years. To support the City's long-term financial stability, the City Council unanimously voted to place a three-quarter cent Neighborhood Safety and Community Service transaction and use tax, commonly known as a sales tax, on the March 3, 2020 ballot. If approved by the voters, this locally-controlled revenue source could raise over \$6 million a year to fund programs for youth and seniors, hire and retain public safety personnel, address homelessness, and keep our open spaces and parks green and clean. Our highest priority is maintaining the quality of life our residents have come to expect, keeping our neighborhoods safe, and ensuring long-term fiscal sustainability. Share your feedback with us by emailing publicinfo@cityofwhittier.org and visit www.cityofwhittier.org to

learn more about Measure W.

I hope you all plan to attend the upcoming Business Expo on Wednesday, January 15, 2020 at the DoubleTree Hotel from 4 to 7 p.m. It's a great opportunity for anyone looking to establish or expand their business and continue "soaring to new heights" in the New Year. Enjoy entertainment, tasty food, and quality networking with other local professionals. Thank you to the Whittier Chamber for coordinating this event each year.

Lastly, please save the date for the annual Silver Shield Awards Banquet on Friday, February 21, 2020 at the Pacific Palms Resort honoring the brave men and women of the Whittier Police Department. The event is a great way for Whittier residents and businesses to show our gratitude to local law enforcement and support for their continued service, either by attending the dinner or sponsoring an officer. I look forward to seeing our community come together for this very special evening to recognize our dedicated officers.

We're hitting the ground running in 2020 and look forward to working together with all of you to continue making Whittier a great place to LIVE, WORK and SHOP. Happy New Year to you and your family!

Message from the Chair - continued from page 3

busy working on your business and don't have time to attend events, the Chamber is working on your behalf and giving you opportunities to gain leads and referrals all the time! Our goal is to help create a strong local economy and we need your support to continue our efforts to do that!

Whether you are a Chamber member or community supporter, we have a few important opportunities we have coming up to include in your calendar. Our Business Expo on January 15 from 4-7 at the DoubleTree Hotel Whittier, the 2020 City Council and Mayoral Candidates' Forum on January 22 at

the Whittier Community Center at 6 p.m. and the 22nd Annual Silver Shield Awards Banquet honoring our Whittier Police Department on February 21 at Pacific Palms Resort at 5:30 p.m. More information on all of these important programs can be found in the pages of this issue.

Call the Whittier Chamber at (562) 698-9554 or visit our website at www.whittierchamber.com to find out more about our resources, programs and services. Take advantage of the opportunities we have to offer and let the Whittier Chamber help make 2020 your most successful year in business!



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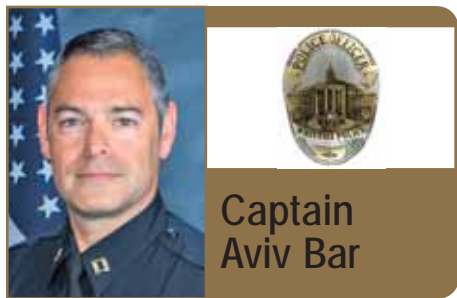


City Of Whittier UPDATE



10-4 tips from the

WHITTIER POLICE DEPARTMENT



Captain Aviv Bar

Protect Yourself from the Latest Scams!

Scammers continue to work hard to get your money and their scams hit elderly community members the hardest. Here are some of the most popular scams to watch out for:

1. Letters, emails, phone calls about someone having private information about you or your family asking for money to keep quiet. They will threaten to "go public" with the information if they are not paid.
2. Letters, emails, phone calls about you or someone in your family having warrants, or owing a debt, or being late on utility bills, IRS debt, student loan, social security/medicare card reissue fees, asking for payment over the phone or Internet to "clear them up".
3. Fake online coupons that show up in your social media feed promising free shopping sprees, hundreds of dollars to spend at local stores... just for clicking? Nope. Avoid these as they will lead to other websites connected to scamming operations.
4. Official looking virus pop-up windows and unsolicited phone calls stating your computer has a virus. Don't click, don't call the number, hang up as soon as you hear this information. They want access to your computer to fix something that isn't broken for a fee.
5. Pet adoption from distant places - usually starts on Craigslist, offerup etc. and the scammers will require various payments for various "stages"

Aviv Bar is a Captain with the Whittier Police Department and oversees the Patrol Division. He can be reached at (562) 567-9253 or via email at abar@cityofwhittier.org

of the delivery including: licensing, immunizations, flight fees, customs, etc. Victims will get multiple phone calls asking for more money to complete the "journey" of their desired pet. There is no pet.

6. There are many scams going around relating to the very popular online game. Kids are always looking to get more "stuff" for their online characters - weapons, skins, dances etc. and there are many scammers out there willing to "sell" your kid a "fully loaded" account. Most of these offers are fake, with payment being made by a gift card but nothing delivered in exchange.

7. Deposit a check you get in the mail, keep a little for yourself and wire the rest to someone's account? Nope. You will deposit a worthless check, wire real money to an off-shore scammer, and then the bank will tell you in a few days that the check was fake. You will be out some major money. Throw these types of envelopes away.

8. Phone calls, emails, texts from the police department (sometimes showing our station phone number in caller ID) asking for payment for fines, warrants, donations... we do not do this - hang up.

Scammers LOVE payment via cash cards or gift cards. It's hard to trace and you can't get your money back like with most credit card protections. If anyone is asking you or a family member to pay for anything with gift cards or cash cards, you know it's a scam.

our residents deserve: to hire and retrain our police officers, to address the complex issue of homelessness, to build stronger families, and to support local businesses. In addition, a clear system of accountability and transparency will ensure funds are spent as intended by the voters.

"There are very few of us who look forward to having to pay more taxes," explained Elizabeth Martinez, Whittier Chamber of Commerce Chair of the Board. "This proposition, Measure W, is crafted to serve, not to hurt, all of Whittier's residents and that's why the Chamber Board has voted to endorse it," she continued. Having a firm economic base will allow Whittier to remain a Most Business-Friendly City. Sales revenue (from both our residents and visitors who come to Whittier to shop) will benefit both our businesses and our City. Our unique personality as a City will remain and thrive—at less than one cent per shopping dollar!

Now is the time to invest in our City and in our people. For the future of the City that we cherish, join your Chamber in supporting Measure W.

Website Accessibility

Is your website accessible to people with disabilities? More than the general benefit of reaching a larger audience, and the less well known benefits for search engine optimization (SEO).

Making your website accessible to everyone is also the ethical thing to do, and U.S. courts have recently agreed.

Following a landmark court case in 2016 (Gil v. Winn-Dixie Stores) in which the grocery chain was ordered to update its website to be accessible to visitors with disabilities, "a lack of standards [has been] blamed for the flurry of website accessibility lawsuits (2,258 in 2018, up from 814 in 2017)". And yet there are still no government guidelines for accessibility online, leaving judges to determine case-by-case what requirements are reasonable.

"At this time, the Web Content Accessibility Guidelines (WCAG) is the go-to resource covering every conceivable aspect of accessibility for those willing to confront a complex, but manageable, set of voluntary guidelines." Though the WCAG is helpful and is the best guide available, here are a few tips to make your website more accessible.

Website components

- Alt-tags for images
- Alt-tags for menus and buttons
- Utilize button animation
- Captions for videos

Alt-tags are descriptions created for images, buttons, and menus to describe what they are. This is the text a screen-reader needs to be able to read. For images these alt-tags should describe

the picture itself, and for menus and buttons alt-tags should label what they do or where they go. Animation of buttons and other elements can also be used effectively to show what elements are interactable. Closed-captions for video content need to be added manually. There are a few software solutions to automatically add captions to videos, but they still require some editing. The following tips are for testing your website further for accessibility, specifically for varied visual impairments.

Website accessibility testing

- Browse website image free
- Check with color blindness filters
- Use visual impairments simulator

Accessibility matters, and not just to avoid legal liability. Addressing accessibility also has a competitive advantage, adding alt-tags and captions give more relevant words for Google and other search engines to read, thereby improving your SEO. Being accessible to a wider market benefits both the consumer and the business and, just like physical businesses, websites need to provide access to people with disabilities and impairments. When a business is accessible, it's a demonstration that they care about all of their customers.

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Measure W - continued from front page

result for Whittier has been a loss of a quarter of its previous sales tax revenue and another loss of \$8 million in state redevelopment funds over time. The increased pension costs are projected at another \$6 million over the next five years. The total accumulated deficits by 2024 will reach \$19 million.

Despite the best efforts of our City Council and our city employees, going to the voters and asking them for a sales tax increase is our only way to avert disastrous decisions in the future. City staff numbers have already been reduced and city employees have increased their personal contributions to their pensions significantly. Out-sourcing has been seriously considered and rejected as not in the best interests of our residents. All that is left are cuts to services and programs such as police protection, parks and recreation or senior services. To do so would seriously change the very nature of Whittier as "Ye Friendly Town."

If approved by the voters, Measure W funds will stay local. They will be directed at the kind of long-term use



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(213) 220-0713

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- Talk through issues and ways of coping.
- Share feelings, needs and concerns.
- Learn about community resources.



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Employment Laws

continued from front page

due to the FAA carve out and potential legal challenges. The law only applies to agreements entered into after January 1, 2020. Current arbitration agreements remain enforceable. Employers should contact their employment counsel to determine if their arbitration agreement is affected by this bill.

AB 673 provides that penalties for late payment of scheduled wages (weekly, biweekly, or semimonthly) shall be recovered by the Labor Commissioner, payable to the affected employee, as a civil penalty or by the employee as a statutory penalty in a hearing before the Labor Commissioner. The affected employee may also enforce civil penalties for late payment of wages through the Private Attorneys General Act ("PAGA") actions but cannot also recover statutory penalties for the same violation.

What this means for employers: The penalties for late payment of scheduled wages (as opposed to final wages) were uncertain prior to the passage of this bill. Employers will have to be especially careful about meeting scheduled paydays as missed payroll now carries significant penalties that may attract litigation.

AB 749 prohibits settlement agreements from containing a provision that prohibits an employee from working for the employer or any parent company, subsidiary, division, affiliate, or contractor of the employer. AB 749 states that the restriction on no-rehire provisions will not apply if the employer makes a good faith determination that the person engaged in sexual harassment or sexual assault. Under AB 749, an employer is not required to continue to employ or rehire a person if there is a legitimate nondiscriminatory or non-retaliatory reason for terminating or refusing to hire an individual.

What this means for employers: This is another bill in the wave of #Metoo legislation. Employers will need to review severance and settlement agreements and consult with counsel to determine whether the no-rehire provision is appropriate in each individual case.

AB 1223 requires employers to grant an employee an additional unpaid leave of absence, not exceeding 30 business days in a one-year period, for the purpose of organ donation.

What this means for employers: Employers must amend their Employee Handbook policies concerning this additional time off. The organ and marrow donation leave law requires employers maintain health insurance for the duration of the leave.

AB 1554 requires an employer to notify an employee who participates in a flexible spending account of any deadline to withdraw funds before the end of the plan year, excluding plans governed by ERISA. Employers must provide notice electronically and in one other manner.

What this means for employers: Employers must determine if non-ERISA FSAs (such as for dependent care) impose a deadline for withdrawal of funds prior to the end of the plan year, particularly for employees who terminate employment or lose eligibility mid-year.

SB 83, which was signed earlier this summer will extend the maximum duration of paid family leave (PFL) benefits from six to eight weeks beginning on July 1, 2020.

What this means for employers: Employers should update policies including any discussion of PFL benefits in employee handbooks accordingly.

SB 142 requires an employer to provide a lactation room, which meets the following requirements:

- A) The lactation room shall not be a bathroom and shall be in close proximity to the employee's work area, shielded from view, and free

City Council, Mayoral candidates to share plans for Whittier's future at Candidates' Forum

Three candidates who are vying for a seat on the Whittier City Council representing District 1, four candidates who are running for District 3 and five candidates competing for the city-wide elected Mayor position will share their visions for Whittier at the 2020 Whittier City Council Candidates' Forum in January. The event will be held on Wednesday, January 22 at the Whittier Community Center located on Washington Avenue at Mar Vista St. Doors will be open at 5:30 p.m. and the Candidates' Forum will begin promptly at 6:00 p.m. This event is free to the public and is hosted by the Whittier Area Chamber of Commerce.

This year's candidates for Mayor are business owner Louis Reyes, security director Rolando Cano, accounting bookkeeper I. L. Leon Savage, internet

communications manager Christine Singer-Luna, and attorney and current Mayor Joe Vinatieri.

District 1 candidates include ironworker Andrew Roble, educator Jessica Martinez, and small business owner Magdalena Barragnon, Moe.

District 3 candidates are small business owner and current City Council member Cathy Warner, higher education professional Yasmin Ferrada, nonprofit director/businessman Alex Moisa, and historian/property manager Lucian Petrusan.

The Candidates' Forum will give Whittier residents the opportunity to hear city council and Mayoral candidates' views and opinions on a variety of topics. The information that attendees take from this forum will enable them to make a more informed decision when

they vote in the Whittier City Council election on Tuesday, March 3.

The Forum will begin with opening statements from each candidate. Pre-selected questions drafted by the Chamber's Legislative committee will then be asked of each candidate, with each person having a set amount of time to answer. Topics may include economic development plans, homelessness, sales tax increase ballot measure, housing and new businesses to Whittier. In addition, members of the audience will have a chance to submit a question for the candidates. Questions will be categorized and vetted for appropriateness and redundancy.

For more information on the Candidates' Forum visit the Chamber's website at www.whittierchamber.com.

MAYORAL CANDIDATES



Rolando Cano



I. L. Leon Savage



Christine Singer-Luna



Louis Reyes



Joe Vinatieri

DISTRICT 1 - CITY COUNCIL CANDIDATES



Magdalena Barragnon



Jessica Martinez



Andrew Roble



Yasmin Ferrada



Alex Moisa



Lucian Petrusan



Cathy Warner

DISTRICT 3 - CITY COUNCIL CANDIDATES

from intrusion while the employee is expressing milk;

- B) The lactation room shall be safe, clean, and free of hazardous materials;
- C) The lactation room shall contain a surface to place a breast pump and personal items;
- D) The lactation room shall contain a place to sit; and
- E) The lactation room shall have access to electricity or alternative devices, including, but not limited to, extension cords or charging stations, needed to operate an electronic or battery-powered breast pump.

SB 142 further requires an employer to provide access to a sink with running water and a refrigerator suitable for storing milk in close proximity to the employee's work space. If a refrigerator cannot be provided, an employer may provide another cooling device suitable for storing milk, such as an employer-provided cooler.

SB 142 deems the denial of a reasonable break time or adequate space to express milk a failure to provide a rest period in accordance with state law. This bill also prohibits an employer from discharging, or in any manner discriminating or retaliating against, an employee for exercising or attempting to exercise rights under this statute.

What this means for employers: This bill expands on existing requirements under federal and California law to provide accommodations and time off for employees desiring to express milk for their infants. This bill also requires employers to update their employee handbooks with a policy regarding lactation accommodation.

SB 188 amends the definition of race under the California Fair Employment and Housing Act ("FEHA") to include traits historically associated with race, including, but not limited to, hair texture and protective hairstyles. "Protective hairstyles" include, but are not limited

to, such hairstyles as braids, locks, and twists.

What this means for employers: Employers should review their dress code policies and practices to ensure compliance with the expansion of law.

SB 707 penalizes an employer for failing to timely pay arbitration fees and costs. Specifically, SB 707 provides that in an employment arbitration that requires the drafting party (usually the employer), to pay certain fees and costs before the arbitration can proceed, if the fees or costs to initiate an arbitration proceeding are not paid within 30 days after the due date, the employer is in material breach of the arbitration agreement, is in default of the arbitration, and waives its right to compel arbitration. If this occurs, the employee may withdraw the claim for arbitration and proceed in court, and the statute of limitations shall be tolled as of the date of the first filing of a claim in any court, arbitration forum, or other dispute resolution forum. SB 707 also requires courts to impose mandatory sanctions against the employer for the reasonable expenses, including attorneys' fees and costs, incurred by the employee as a result of the material breach.

What this means for employers: Employers seeking to compel arbitration must be mindful to deposit the necessary fees on a timely basis or endanger losing arbitration as a forum to resolve their dispute with the employee. This law likely will be challenged on the basis that it is preempted by the FAA, so stay tuned for further developments.

SB 778 and SB 530

Last year, Senate Bill 1343 amended Government Code section 12950.1 to require employers with five or more employees to provide two hours of sexual harassment prevention training to all supervisory employees and one hour of sexual harassment prevention

training to all nonsupervisory employees by January 1, 2020.

SB 778 extends the deadline to provide the above sexual harassment prevention training to January 1, 2021.

SB 530 extends to January 1, 2021, the date on which employers of seasonal, temporary, or other employees hired to work for less than six months must begin to provide harassment training to such employees. The law requires such employees to receive training within 30 days after the hire date or within 100 hours, whichever occurs first.

SB 530 also allows construction firms signatory to multiemployer collective bargaining agreements to satisfy harassment training obligations by demonstrating that employees received training in one of specified circumstances, such as receiving training from another signatory employer or an apprenticeship program.

What this means for employers: Did you think this was going to be all "doom and gloom?" Employers can breathe a sigh of relief regarding their obligations to provide harassment training has been extended with this bill. Employers who provided the training in 2018 are not required to provide refresher training until 2020, and employers who provided training in 2019 are not required to provide refresher training until 2021. Thereafter, employers shall provide sexual harassment prevention training to each employee once every two years.

Employers with questions regarding the legislation may contact the authors or their usual employment law counsel at Atkinson, Andelson, Loya, Ruud & Romo by calling (562) 653-3200.

This article is intended for informational purposes only and should not be relied upon in reaching a conclusion in a particular area of law. Applicability of the legal principles discussed may differ substantially in individual situations. © 2019 Atkinson, Andelson, Loya, Ruud & Romo



CHAMBER CALENDAR

Stay connected with what's happening at the Whittier Chamber!

JANUARY

MON	TUES	WED	THURS	FRI
		1. HAPPY NEW YEAR! & CHAMBER CLOSED		
	14. SCORE MENTORING	15. 2020 BUSINESS EXPO: SOARING TO NEW HEIGHTS	16. RIBBON CUTTING @ PLANET FITNESS	
20. MLK JR. DAY CHAMBER CLOSED				
	28. SCORE MENTORING		30. SPEED NETWORKING AT BROOKDALE UPTOWN WHITTIER	

For more information on our events, visit our website, whittierchamber.com

FEBRUARY

MON	TUES	WED	THURS	FRI
3.	4. RIBBON CUTTING @ CENTURY 21 CORNERSTONE		6. RIBBON CUTTING @ SUDDATH RELOCATION SYSTEMS	
	11. SCORE MENTORING			14. VALENTINE'S DAY
17. PRESIDENT'S DAY CHAMBER CLOSED		19. WAKE UP WHITTIER @ LOCATION TBD		21. SILVER SHIELD AWARDS BANQUET
	25. SCORE MENTORING & TASTY TUESDAY @ DE LUCA'S			



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Credit Union Sponsors Whittier Union Intervention Program with \$50,000 Endowment

The Credit Union of Southern California, a longtime supporter of La Serna High School's award-winning and life-changing intervention program, OASIS, has launched a \$50,000 endowment to ensure students in the program find enduring success after graduation.

CEO Dave Gunderson and Executive Vice President Eric Day have provided thousands of dollars in scholarships over the years to students in La Serna's Organized Academic Support in School (OASIS) program, which motivates students who are underperforming to earn higher GPAs and graduate high school.

They will regularly contribute to the endowment, with the funds going toward scholarships as well as other methods of support to ensure OASIS students have the support necessary for successful futures.

The Whittier Union Board of Trustees recently recognized the duo for their support and generosity.

"We are extremely grateful to the Credit Union of Southern California for their continual support of our student programs, especially OASIS, which has done a tremendous job of turning around the lives of students who often didn't believe in themselves, but are now on their way to brighter futures," Superintendent Martin Plourde said.

Launched in 2007, OASIS pairs sophomores and juniors who are in danger of dropping out of high school with high-achieving peer mentors, who provide daily motivation and emotional and academic support, helping them regain their joy of learning and setting them on a path to graduation.

OASIS students learn study skills, accountability, time management, goal setting, notetaking, character building and self-esteem development.

"The Credit Union of Southern California has been absolutely incredible in supporting our OASIS students and this program through their scholarships and contributions," said Ken LaVigne, who directs and teaches the OASIS program. "Its leadership team members have also participated in panel presentations, mock interviews, and job shadowing activities that have helped immensely as students prepare for their futures. I want to thank them for impacting the lives of our students."

Rio Hondo College Receives \$477,000 Grant to Expand Online Career Training Programs

Rio Hondo College's Office of Online Education has received a \$477,000 grant as part of the California Virtual Campus Online Education Initiative to add or update 16 industry-valued online certificate programs in fields ranging from Wildland Fire Technology to Web Design.

The 16 programs were strategically chosen from a diversity of campus programs with the goal of transforming online education within each division. Rio Hondo College anticipates the degree and certificate programs will be open to students in fall 2020.

"This grant is a strong endorsement of the strength of Rio Hondo College's career instructional program," Superintendent/President Dr. Arturo Reyes said. "The funds will allow us to strengthen an already top-notch program to ensure our students receive the training necessary to enjoy amplified career opportunities that, in turn, will enrich our communities."

The 16 online Associate of Arts/Certificate programs include: Deaf Studies; Foundations of Interpreting; Wildland Fire Technology; Sports and Fitness Management; American Sign Language; Sports Coaching; Art Studio Entrepreneurship; Elementary Education; Online Digital Technology; Graphic Design; Packaging Design; Branding and Image Design; Advertising Design; Web Design; Health Information Technology; and Publications.

The certificates reflect the workforce need and employment landscape in key sectors regionally and across California. All of the courses and certificates will be designed to ensure Rio Hondo College's online education promotes student engagement and provides learners with the tools they need to be successful.

"Rio Hondo College is committed to extending educational opportunities to a diverse population of students with alternative methods and delivery formats," said Grant Linsell, dean of arts and cultural programs; distance education. "These approaches to instruction outside the traditional classroom setting provide an array of credit and non-credit courses, programs, training and associated services via technology."

In addition to enabling the College to expand online and CTE programs, the grant will also jumpstart campus-wide investment in and student accessibility to online courses, certificates and degrees.

The overarching goal of Rio's Online Education program is to increase accessibility and create visibility of online certificate programs that lead to entry-level job opportunities or opportunities for career advancement within a selected field. Additionally, certificate programs such as American Sign Language, Wildland Fire and Graphic Design feed into existing degree programs, strengthening these pathways to completion.

Rio Hondo College's online program currently includes 11 local degrees, eight certificate options and three Associate Degrees for Transfer (ADT), which guarantee admission to the California State University system.

In 2017-18, 22.3% of Rio Hondo College students took online courses.



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California Grill to get a fresh, new look

A community staple that has been family-owned and operated since the days when it took over from the former Bob's Big Boy restaurant, California Grill has created an atmosphere that fits their slogan of "fresh, fast and fun."

Over the next few months, California Grill is adding more fun as it goes under construction both inside and outside of the restaurant to give it a fresh, new look. "It's time to update the look of California Grill," said owner Nick Kiouftis. "Like our food, we like to stay on trend and raise the bar in Whittier and that includes some updates to our décor and building." The restaurant will remain open for business during the updates. The Kiouftis family, including Nick, mom Jenny and sister Lena, has owned the restaurant located on the corner of Painter Avenue and Philadelphia Street, since 1996.

The new look will include expansion of the bathrooms, a new bar area which will feature 16 rotating draft beers, a full variety of mocktail wines, an upgraded, state-of-the-art kitchen, and an expanded and upgraded patio area which will double the seating capacity. Also planned for the patio area is an outdoor beer garden with TVs.

Kiouftis, a Le Cordon Bleu trained chef, will continue to stay current with the delicious meals California Grill serves daily. Described as an American restaurant with a California twist to their cuisine, California Grill has stayed on trend by offerings such as the impossible burger on a red beet bun, acai bowls and more. Soon the menu will also feature beer dinners, wine

dinners and tasting dinners.

With all the changes to the menu, one thing stays constant: fast and friendly service and fresh, quality ingredients. "We make our own dressing and chop everything fresh," explained Nick. "Even our delivery comes straight from the restaurant so we can ensure the quality," he continued.

In the midst of planning and construction, California Grill continues to keep things fresh, fast and fun. A new mobile app has been created and new daily social hours include Mondays where kids eat free with an adult purchase, Taco Tuesdays including free chips and salsa with entrée, Industry Night Wednesday where everything is 15% off when guests dine in with a business card, \$5 off a bottle of wine Thursdays and bottomless mimosas offered 7 days a week. Their catering menu includes delicious offerings such as a burrito box, burger bars, pasta bars and more.

The new and improved California Grill promises to remain dedicated to creating a unique family experience, quality customer service and the Whittier community.



Chamber brings community together to honor the Whittier Police Department Silver Shield Awards Banquet set for February 21

Law enforcement officers are empowered with the awesome responsibility and authority to maintain public order. At the same time, officers have the unique opportunity to engage with citizens, identify and solve problems, and positively affect their communities daily. The Whittier Police Department responds to thousands of calls for service each year. Our officers and civilian personnel all play an important role in defining the quality of life in Whittier and, as a community, we couldn't be more grateful for their service.

The past few years have been a tumultuous period for law enforcement and communities throughout the nation. Our own police department experienced tragedy first hand a few years ago and, in its wake, our community came together without hesitation to show support for the men and women of the Whittier Police Department. Thousands of businesses and residents participated in the *Whittier Strong* campaign by wearing buttons of support, visiting our beautiful police memorial, sharing condolences and demanding change in legislation. While other communities are now understanding the importance of rallying behind their police, sheriffs and first responders, we are proud to say the Whittier community has ALWAYS stood with the Whittier Police Department and never wavered in our appreciation for their dedication to protect and serve the people of Whittier and Santa Fe Springs.

This year marks the 22nd Anniversary of the Silver Shield Awards Banquet & Appreciation Dinner. "It is our honor to organize this very important community event which salutes the officers, civilian employees

and volunteers of the Whittier Police Department," stated Silver Shield chair Laurie Perschbacher. "On this very special night, attendees get a small glimpse into the lives and sacrifices of the men and women who protect us daily," she continued. At the event, stories are told, those who went above and beyond the call of duty are honored, retirees are recognized and the connection between community and law enforcement is strengthened.

There are a variety of ways residents and businesses can show their sense of pride and partner with the Whittier Chamber to celebrate and honor our Whittier Police Department officers, staff and volunteers. For only \$100 you can sponsor an officer to attend the Silver Shield event. "We have named this donation level the 906 Friend Sponsor because 906 is police code for "backup and support" and that is what we are asking the community to do for our officers," explained Carol Crosby, Chamber President/CEO. Residents and businesses can also purchase a tribute advertisement in the printed program for as little as \$180. Additional sponsorships which include special recognition and a table of 8 or 10 are also available.

The event is taking place on Friday, February 21 at the Pacific Palms Conference Resort in the City of Industry. Tickets to attend the dinner and awards banquet are \$100 per person. If you, or a business or organization you know, is interested in getting involved this year, please contact the Whittier Chamber at (562) 698-9554 or info@whittierchamber.com. For your convenience, you can view sponsorship and advertising options, purchase tickets, and make payments online at whittierchamber.com.

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Rose Hills Memorial Park & Mortuary Unveils New Mausoleum Dedicated To Our Lady Of Guadalupe

After 8 years in the planning, Rose Hills Memorial Park & Mortuary opened a new, beautiful mausoleum dedicated to the much beloved religious icon of Our Lady of Guadalupe nestled in the Mission Hills complex which is located at 3888 Workman Mill Road, Whittier 90601.

This special place of remembrance features a beautiful replica image of Our Lady of Guadalupe and an original foundation stone that were gifted to Rose Hills by the Basilica de Santa Maria de Guadalupe in Mexico City. Rose Hills built the Our Lady of Guadalupe Mausoleum and the unique reliquary to permanently enshrine these gifts.

The mausoleum features above ground burial options and elegant glass-front niches for those who choose cremation. La Virgen de Guadalupe's image is an integral part and symbol used throughout Mexican history, not only as a religious icon but also as a sign of patriotism.

Patrick Monroe, President & CEO, Rose Hills Company, said, "We welcome the image of Our Lady of Guadalupe to Rose Hills. Her new home at Mission Hills demonstrates

our respect for the traditions and cultures of our diverse communities."

At the special dedication and reception with community leaders and elected officials on Thursday, Cal State Los Angeles Professor Manuel Aguilar, spoke of the cultural significance of Our Lady of Guadalupe to U.S. Latinos.

Manuel Aguilar said, "Our Lady of Guadalupe is a powerful symbol of hope and faith in our Latino communities in Los Angeles because of her history in the Americas. Having a replica image and a foundation stone from the Basilica de Santa Maria de Guadalupe in Mexico City is an invaluable gift that will be shared with the community."

The new Our Lady of Guadalupe Mausoleum is a beautiful place to share treasured beliefs and traditions across generations. The mausoleum was inspired by El Portal De la Paz Mausoleum, a prestigious Spanish Mission style building at Rose Hills built in the 1930's which attracts many visitors each year and sold out in the 1950's.

For more information, please contact Stephen Chavez (310) 486-4104 or email stephen@aras-inc.com.



Chef Alcazar brings tasty new ideas and food to Crooked Gaff Kitchen

Tony Alcazar, formerly co-owner of The Bottle Room, has returned to Whittier as the owner/chef of Crooked Gaff Kitchen. Located on the corner of Penn and Bright streets in the Uptown Whittier area, CGK is known for their oyster bar, craft beers, warm atmosphere and delicious Sunday brunch.

Chef Alcazar's broad culinary background has taught him that cooking is all about the effort that goes into creating a great dish. His approach towards CGK's American Bistro style menu is simple: fresh ingredients, familiar dishes, and no shortcuts. Tony is all about keeping the food fun and properly paired with their incredible line-up of craft beer and wines. His creative menu changes with the season, or when inspiration strikes, but one thing remains constant – the friendly service and his commitment to the Whittier community in which he and his family live.

Formally starting his culinary career in 1998, Chef Alcazar graduated from the California School of Culinary Arts, Le Cordon Bleu, in Pasadena. Since then, he has polished his culinary abilities by working in several prominent restaurants: Congregation Ale House (Corporate Chef), The Bottle Room (10 years), Mako in Beverly Hills, the Patina Group's Downtown L.A. restaurant Nick &



Stef's, and most notably the Dining Room at The Ritz-Carlton Pasadena (now The Langham).

It was at the Ritz-Carlton for six years that Tony had the privilege of working along side and learning from Craig Strong, one of the few Michelin Star rated chefs in the Los Angeles area. Under Chef Strong, Tony describes learning a "Modern American" cooking style based on classical training and prepared using contemporary techniques with a blend of fresh international products.

Crooked Gaff Kitchen is open Tuesdays – Thursdays from 3-10 p.m., Fridays and Saturdays 12-11 p.m., and Sundays 10 a.m.-3 p.m. including a special brunch menu. Visit them on Instagram (@cgk_2.0) and Facebook (@crookedgaff) for updates on menu items, new craft beers and special events.



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Quilah Quidilla wins local competition in Lions International Peace Poster Contest

Quilah Quidilla, a sixth-grade student at East Whittier Middle School, has taken the first step to becoming an internationally recognized artist by winning a local competition sponsored by the East Whittier Lions Club.

Quidilla's poster was among more than 450,000 entries submitted worldwide in the annual Lions International Peace Poster Contest. Lions Clubs International is sponsoring the program to emphasize the importance of world peace to young people everywhere.

"I have faith that someday the world will live in peace. If we work together on building up happiness and harmony within us, then the journey to peace is attainable," the 13 year-old from Whittier said. The poster was selected by a panel of judges including Marc Patterson, Superintendent of EWCS, Gabriela Aldana, Principal of E W Middle School, Vicki Schramm, president of the Whittier Art Gallery, and East Whittier Lions Miriam Miranda and Art Reveultas. The posters are rated on originality, artistic merit and portrayal of the contest theme "Journey of Peace." The judging was held November 13 at the Community Room Whittwood Branch Library.

East Whittier Lions Club President

Eleanor Costello said she was impressed by the expression and creativity of the students at East Whittier Middle School.

View past international grand prize winners at www.lionsclubs.org. Lions Clubs International is the world's largest service club organization with more than 1.4 million members in 210 countries and geographical areas around the world. Since 1917, Lions clubs have aided the blind and visually impaired and made a strong commitment to community service and serving youth throughout the world. For more information, please contact Fran Coeur at (310) 994-9961 or email frances.coeur@yahoo.com.



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THURS · FRI · SAT | 8:30 AM TO 9 PM

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Whittier Hospital Medical Center
AHMC Healthcare



AROUND TOWN

Golden Optometric Celebrates 60 Wonderful Years in Whittier

For over 60 years, Golden Optometric has been dedicated to serving their community through compassionate care and a personalized experience to ensure that their patients' eyes see, feel, and look their best. Golden Optometric has grown to be a proud family of doctors and staff delivering quality family eye care. Their centralized laboratory, with over 2000 prescription lenses in stock and computerized pattern-less edging technology, allows their practices to quickly and accurately deliver quality eyeglasses to their patients. For more information, visit goldenoptometric.com.

Local Dentist, John K. Sudick, DDS, and Team Introduces New Technology and Dentist

Dr. John Sudick is proud to announce Dr. Brian Choi is joining the dental practice to bring new technologies and services to the office including digital scanning impressions, Invisalign orthodontics, implant surgery, oral and perio-surgery, advanced diagnostic CBCT 3-D x-ray technology, and additional General Dental services to aid in more advanced patient care. Dr. Brian is originally from Michigan but completed his General Practice Residency in 2012 here in California where he has become a local resident and practiced for the past 7 years. Dr. John and his Team ask you to welcome Dr. Brian to Whittier and to the Whittier Chamber. For more information, call (562) 698-8739.



JANUARY

The Whittier Art Gallery presents exciting events for January

On Saturday, January 11, artists will donate supplies that are no longer being used, but still in great shape. Whether you are a beginner, an experienced artist looking to change direction, or a teacher up against the endless chore of finding supplies for your classes, here you will find everything from watercolor paper, canvases, brushes, pencils, pastels, oils and acrylics—to equipment, including cameras and easels, in short, just about everything you can imagine. There is no charge for any of the items, but donations are very welcome and are tax deductible because we're a non-profit. From January 15 to 18, Laurel School will present their entries to the national PTA event, this year called *Reflections*. Laurel's show is titled, "Look Within". The paintings and sculptures are inventive and hard to believe they were done by children! There will be a reception on Wednesday, January 15 from 5 to 6 p.m. and the public is invited to attend. Michelle Popoff will present *A Burst of Creativity* from January 21 to 25. She has gathered some of the best of local artists in a very colorful and exciting show. There will be a reception on Saturday, January 25 from 5 to 7 p.m. and the public is invited.

FEBRUARY

The Whittier Art Gallery Presents Exciting Events for February

During the month of February, the Gallery will feature the 2020 Scholarship Show for the East Whittier City School District. The show will run February 19 to 29. Gallery hours for this event are Wednesday through Friday 2 to 7 p.m. and Saturday & Sunday 1 to 5 p.m. For 2020, all elementary and middle schools in the East Whittier City School District have been given scholarships by the WAA to enter their students' work, ranging from drawings to sculptures. Paintings in all mediums, from pastel to oil, will also be on display. There is wonderful new talent emerging in the Whittier area and these shows (this is the fifth) have become a favorite for Gallery goers. For more information about Reception date and time, please call (562) 698-8710. Whittier Art Association and Gallery 8035 Painter Avenue, Whittier, CA 90602-2508.

Boys' & Girls' Clubs of Whittier Recognizes the Youth of the Year

Join the Boys & Girls Clubs of Whittier in recognizing their fantastic youth for their outstanding achievements and accomplishments on Thursday, February 6th at the Robinson Theatre at Whittier College. An event that wholly encapsulates the spirit and mission of the Boys & Girls Club, guests will listen to four moving speeches by the candidates detailing the impact that the Club has had on their lives. The reception starts at 6 p.m., the awards start at 7 p.m., and the winner will move on to the state level competition. Tickets and more information are available on the Boys and Girls Club website.

FoxTale Entertainment Presents the Sounds of Journey by DSB

Revered as the next best thing to Journey, DSB is bringing their tribute band to the Whittier Center Theatre on Saturday, February 1st at 7 p.m. This band of world-class musicians has been able to replicate the lush and signature sounds of Steve Perry and Journey in their prime while remaining true to their musical legacy. Enjoy a nostalgic concert experience that includes free parking and food, beer, and wine available for purchase, provided by Lascari's. Tickets are available online at <https://dsbjourneytributewhittier.brownpapertickets.com> or call 1-800-3006 Ext. 1.

Get "On Board" the "Paris River Cruise" on the SI Whittier Dreamliner

Soroptimist International of Whittier proudly presents their annual fundraiser event: "Bonjour Paris Cruise." On Friday, February 28th at 5:30pm, join the fun at the Doubletree by Hilton Whittier. For information on sponsorship opportunities visit Soroptimist International of Whittier online at www.siwhittier.org.



WHITTIER CHAMBER OF COMMERCE

BUSINESS EXPO

Soaring to New Heights

2020



FREE and Open to the Public

JANUARY 15TH

4-7 P.M.

DoubleTree by Hilton Whittier Los Angeles
7320 Greenleaf Ave., Whittier

Learn more about Whittier and see some of the best local businesses on display

BUSINESS SHOWCASE
GIVEAWAYS
FOOD SAMPLES

For more information call (562) 698-9554

CORPORATE SPONSORS



The Whole Child Receives Bezos Day 1 Families Fund Grant to Help Solve Homelessness

Day 1 Families Fund grants \$98.5 million to 32 nonprofits assisting families experiencing homelessness

The Whole Child, a lead housing agency for families experiencing homelessness in Southeast Los Angeles County, announced that it has been selected to receive a \$5 million grant from the Bezos Day One Families Fund.

"We are honored to be one of the recipients of this year's Bezos Day 1 Families Fund grant," says Constanza Pachon, CEO of The Whole Child. "This grant comes at a critical point in the fight against homelessness in Los Angeles County. It will enable us to serve many more families with children experiencing homelessness."

This one-time grant, awarded to organizations moving the needle on family homelessness, will allow The Whole Child to pilot various initiatives including employment and education/training services, longer term shallow subsidies to support housing retention for families and larger flex fund pools to remove barriers not usually contemplated on regular housing/rental assistance programs. It will also help build needed specialized shelter beds for families experiencing homelessness in the region.

The Whole Child is one of 32 nonprofits across the U.S. to receive the second annual Day 1 Families Fund grants see full list, as part of a broad investment to help solve family homelessness. The Day 1 Families Fund issued a total of \$98.5 million in grants this year. The fund worked with an advisory board of homelessness advocates and experts who identified and invited organizations to submit grant proposals to support their efforts to address homelessness.

"With the help of The Whole Child, my family was able to find a place to call home after leaving a violent partner left us sleeping in motels," explains Melina Gomez, who was helped by The Whole Child Housing. "Having a safe home for me and my boys has provided the stability I needed to find a new job and pay off my student loan debt. For the first time this year, we will be hosting Thanksgiving at our place! The Whole Child helps so many families and children. I can't wait to see how much more they will be able to accomplish with this grant."

The Bezos Day One Fund was launched in 2018 with a commitment of \$2 billion and a focus on two areas: funding existing nonprofits that help homeless families, and creating a network of new, nonprofit tier-one preschools in low-income communities. The Day 1 Families Fund issues annual leadership awards to organizations and civic groups doing compassionate, needle-moving work to provide shelter and hunger support to address the immediate needs of young families. The vision statement comes from the inspiring Mary's Place in Seattle: no child sleeps outside. For more information, visit www.BezosDayOneFund.org/Day1FamiliesFund.

About The Whole Child
The Whole Child is a 62-year-old nonprofit organization providing mental health, family housing, parent enrichment and nutrition education services to some of the most vulnerable families in Los Angeles County. To find out more, please visit us at www.thewholechild.org.



Congresswoman Linda Sánchez Renames Whittier Post Office After Vietnam Veteran Jose Ramos

President Trump signed U.S. Representative Linda Sánchez's (CA-38) bill into law to rename the U.S. Post Office at 8520 Michigan Ave in Whittier, California after Vietnam veteran Jose Ramos. "I'm proud to be a small part of keeping the legacy of Jose Ramos alive," said Rep. Sánchez. "Mr. Ramos bravely served our country in the Vietnam War as an Army Combat Medic, earning a Purple Heart. Like far too many veterans returning home, he was caught in the crossfire of public debate surrounding the Vietnam War. Years later, he made it his mission to advocate for his fellow servicemembers

and inspired me to introduce legislation that would establish a national Welcome Home Vietnam Veterans Day. Read more at whittierchamber.com/news.



Photo retrieved from lindasanchez.house.gov

speed networking

THURSDAY, JAN. 30

4 PM - 6 PM

BROOKDALE UPTOWN WHITTIER

Members online: \$10

Members at the door: \$15

Non-members: \$20

Register on whittierchamber.com

WHITTIER AREA CHAMBER OF COMMERCE



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RENEWING MEMBERS

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

NOVEMBER:

Ashley French Photography
(562) 833-3627

East Whittier Lions Club #2502
(562) 945-6034

Ezaki, Ramsey A., D.D.S.
(562) 947-9958

Home Instead Senior Care
(562) 698-8600

Michaels Furniture
(562) 696-2999

Molina's Automotive
(562) 698-8713

Parminter, Robert, D.D.S.
(562) 698-0943

Rob Marin Realty
(562) 688-1873

Whittwood Town Center (Kimco Realty Corporation)
(949) 252-3873

DECEMBER:

Assistance League of Whittier
(562) 693-6533

Auntie's Restaurant
(562) 464-1959

Calvary Baptist Church
(562) 698-8058

Community Escrow Services, Inc.
(562) 698-2220

Friends Of The Whittier Hills Assoc
(626) 622-6541

James Hardware Company
(562) 691-1711

La Casa Del Cocinero
(562) 295-6678

Paul & Tiffany Real Estate 3Rd Generation Realtors
(562) 225-5728

Servpro Of Whittier
(562) 698-5368

Shelter's Right Hand-Auxiliary To The Women's & Children's Crisis Shelter
(562) 696-6382

U-Haul Of Leffingwell
(562) 943-7294

Wilkinson Barneson Insurance Agency
(562) 789-5704

Zen's Tea House
(888) 866-4299

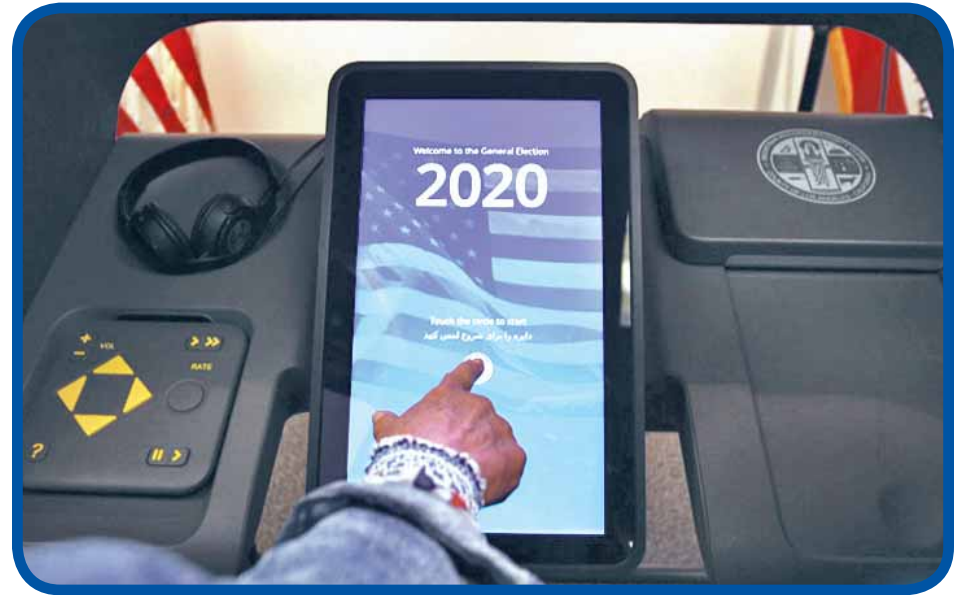
Los Angeles County implements new voting system

Los Angeles County election officials want to make voting easier, more accessible and more secure. That's why this year they are rolling out a new process which will affect the 5.4 million registered voters in the area. The new voting model utilizing vote centers will be implemented in compliance with the California Voter's Choice Act that was passed in 2016.

Here are some things you'll need to know when you vote on March 3, 2020.

First, the way you vote is changing. No longer will there be assigned polling places at schools, churches etc. as in the past. Instead, eligible residents will be able to vote at any of the estimated 1,000 voting centers across the county. Each voting center will open 10 days prior to the March 3 Election Day to allow for voting flexibility.

The next change is how you vote. The panned in bubble method is long



gone, now replaced by technology. Voters will now use a touchscreen-based, multilingual system called Ballot Marking Devices featuring more than 13 languages. Once the ballot is completed, the station will print the ballot so voters can verify it. Then the ballot will be submitted into the ballot box.

To make voting accessible to all, all centers must be ADA compliant. In addition, people will be able to change the voting screen (font size, color contrast) for easy reading. The machines can convert text to speech as well.

Also new this year is an official L.A.

County smartphone app for those who want to save time and prepare their ballots in advance. A special "poll pass" QR code will allow voters to scan at the bottom of the Ballot Marking Device.

Do you like the traditional vote by mail? It will still be available. Voters will have the option to send their ballot through the postal service, or drop it off at a local drop box. Each voting center will have a drop box and others are expected to be placed throughout the County.

County officials are assuring that the new electronic system will be secure. The machines are not connected to the internet and voters will be able to verify their selections via a paper printout. The new system neither stores voting information, nor does it tally votes. What it does hope to do is get participation from populations that, in the past, have faced barriers to voting including potential voters ages 18-24, senior citizens and non-English speakers. For more information about the new voting system, visit lavote.net.

New Voter Experience



Congratulations to our Milestone Members this month!

Thanks to the following businesses that have been partners with the Whittier Chamber in helping to create a thriving economy.

JANUARY:

45 years:

Brookdale Central Whittier
(562) 698-0596

25 years:

Brookdale Uptown Whittier
(562) 945-3904

Leads Club Whittier/La Habra
(310) 730-9492

Town House of Whittier
(562) 236-9069

10 years:

L.E.A.R.N.
(562) 945-0150

5 years:

Bridge of Faith
(562) 322-5265

FEBRUARY:

50 years:

Blake P. Sanborn Insurance Agency, Inc.
(562) 943-7174

40 years:

Whittier Union High School District
(562) 698-8121

25 years:

Whittier Area Community Church
(562) 945-4500

20 years:

Associated Cabinets
(562) 266-1940

HADLEY Collision Center & AUTOMOTIVE REPAIR

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Whittier, CA 90601**

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**Mon.-Fri. 8:00am-6:00pm & Sat. 9:00am-1:00pm
mark@hadleytow.net**



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NEW MEMBERS

ATTORNEYS/LEGAL SERVICES

Sailer Law Firm, APC
 AJ Kotanjian
 7915 Painter Ave.
 Whittier, CA 90602
 (562) 945-4911
 Email: info@sailerlawfirm.com
 Website: sailerlawfirm.com



The attorneys at Sailer Law Firm, APC have been serving residents of the City of Whittier in all areas of personal injury claims since Mr. Sailer first opened his doors in Whittier in 1999. If anyone has been injured due to another's negligence or carelessness, contact the Sailer Law Firm to discuss how they may be able to assist you in obtaining the medical care you need, while also seeking compensation for your injuries. Their office represents individuals who have been the victims of automobile accidents, bicycle accidents, dog bites, slip and falls, and medical malpractice. Contact their office today to receive a FREE consultation with our experienced attorneys to determine whether you may have a case.

BUSINESS SERVICES

Brand Gratitude
 Carlos Cintron
 Whittier, CA
 (562) 646-6067
 Email: carlos@brandgratitude.com
 Website: brandgratitude.com



Brand Gratitude's name reflects their philosophy - be thankful for the business you have. Care for every client/user through meaningful solutions and don't be selfish. They begin every problem with optimism never taking for granted the opportunity they have to help others. They are modest agency driven by talented innovative minds, founded in 2019. Their mission is simple - consistently deliver ideas and work that matters and exceeds client expectations. Everything they do, they do in an open, transparent and collaborative environment.

HEALTH & WELLNESS

Hemlock Company CBD Wellness
 Bryan Garrison
 13131 Whittier Blvd.
 Whittier, CA 90602
 (562) 273-5336
 Email: bryan@hemlockcompany.com
 Website: hemlockcompany.com



With a rapidly growing CBD industry, Hemlock Company prides itself in the brands and products they carry. Making sure the CBD you are purchasing is the best the industry has to offer. All their products have a Certificate of Analysis, ensuring the ingredients listed are exactly what you're getting. With some of the largest names in CBD and a focus on knowledge, they make sure their customers understand CBD and the products on their shelves.

PLUMBERS

Elite Plumbing & Hydro-Jetting
 Joseph Rodarte
 12107 Hadley St.
 Whittier, CA 90601
 (562) 907-8719
 Email: elitehydrojet@gmail.com
 Website: eliteplumbingandhydrojetting.net



Elite Plumbing & Hydro-Jetting has been a family-owned business since 2002 and joined the active Whittier community in 2013. A business with strong values of integrity, transparency, and trust, Elite Plumbing & Hydro-Jetting found the Whittier community to be the perfect match to serve all residential and commercial customers. Have a plumbing emergency? Need great pricing? You can count on Elite Plumbing & Hydro-Jetting. They are here to meet all your plumbing needs, big or small, giving you the Elite service you deserve!

RESTAURANTS

Jack's Whittier Restaurant
 Bryan Garrison
 13221 Whittier Blvd.
 Whittier, CA 9602
 (562) 693-8713
 Email: bryan@jacksinwhittier.com
 Website: jacksinwhittier.com



Jack's Whittier Restaurant was founded in 1933 and has since become a staple in Whittier. Under the same ownership since 1975, Jack's strives to bring quality Classic American food at reasonable prices and served with a smile. With generations of customers, Jack's has always had a family feel and home cooked food that you have to experience for yourself!

SIGNS

Sign it! Signs & Graphics
 Mike Garcia
 8724 Millergrove Dr.
 Santa Fe Springs, CA 90670
 (562) 696-1168
 Email: mike@signit.com
 Website: mysignit.com



Sign it! Signs and Graphics is a full-service sign company since 1997. They set the highest standards in the sign industry, providing top-quality signage, customer service, and client satisfaction. They develop great relationships with their customers from day one. Their 35 years' experience and knowledge provide immediate solutions to help their clients achieve all their signage needs. They will work hard to get the job done by working close with their suppliers and vendors from start to finish. Sign it! is here for you!

TELECOMMUNICATION SERVICES

Ooma Inc.
 Steve Rosas
 655 N. Central Ave., Suite 1703
 Glendale, CA 91203
 (714) 221-1339
 Email: tony.white@ooma.com
 Website: ooma.com/office



Ooma Office is the most reliable, easiest to use, simplest to set-up, business phone service. For businesses of all sizes, its features are designed to help you grow sales and contain costs. Automate how incoming calls are managed, work and use your business number anywhere with our mobile app, and at only \$19.95 monthly per user, save a ton as well. Ooma Office is also always contract-free. Learn more at www.ooma.com/office.

JOIN ME IN BECOMING A CHAMBER MEMBER



TESTIMONIAL

“ As a Whittier Native, this was the place I wanted to open my financial practice and be able to help

the people of Whittier make better financial decisions. As a result, the Whittier Chamber was my first stop and I'm glad it was. Since joining the Chamber a year ago, they have given me the platform to brand myself as a professional and the opportunity to meet like-minded individuals. They've introduced me to individuals I otherwise would not have had the opportunity to meet by myself. Some of whom have proved to be vital in growing my practice. If you are looking to brand your company, your club, your non-profit, or yourself, I highly recommend you stop by the Chamber and say hi. You'll be glad you did! ”



Joshua Reyes,
 Thrivent Financial
 (562) 665-7772

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 Hear USA • Maki Yaki Japanese Grill • Marshalls
 Michaels • Natalie's Nails & Spa • Petco • Rite Aid • Ross Dress for Less
 Rubi's Frosty Freeze • Sally Beauty Supply
 Schoolsfirst Federal Credit Union • Staples • Subway • T-Mobile
 The Olive Garden • The Quad Cleaners • The UPS Store • TJ Maxx
 Vallarta Supermarkets • Weight Watchers • Yogurtland

COMING SOON – La Michoacana and Boba Nova

Whittier Boulevard & Painter Avenue • Whittier