

Five Reminders About Time Off For Holidays and Holiday Pay Under California Law

By Anthony Zaller, California Employment Law Report

Entering the holiday season, it is a good time to review employer's obligations to accommodate requests for time off for holidays and best pay practices during holiday leaves. This Friday's Five covers five reminders for employers about holiday leaves and pay:

1. California employers are not required to provide employees time off for holidays.

There is no requirement that California employers provide time off (except for religious accommodations – see below) for holidays. California's DLSE's website states the following:

Hours worked on holidays, Saturdays, and Sundays are treated like hours worked on any other day of the week. California law does not require that an employer provide its employees with paid holidays, that it close its business on any holiday, or that employees be given the day off for any particular holiday.

2. California employers are not required to pay for time off for holidays, nor are they required to pay additional wages if employees work on holidays.

Likewise, there is no requirement that employers pay employees extra pay or "holiday pay" for work performed on holidays. Employers can voluntarily agree to pay employees extra pay for work that is required during holidays, but these terms would be governed by policy set forth by the employer. Therefore, employers are urged to make sure their holiday pay policies are clearly set forth.

(Holiday Pay - continued on page 6)

GOP Betting That Its Fix For US Economy Will Defy Warnings

By: CalChamber Daily Headlines

The tax overhaul of 2017 amounts to a high-stakes gamble by Republicans in Congress: That slashing taxes for corporations and wealthy individuals will accelerate growth and assure greater prosperity for Americans for years to come.

The risks are considerable - A wide range of economists and nonpartisan analysts have warned that the bill will likely escalate federal debt, intensify pressure to cut spending on social programs and further widen America's troubling income inequality.

Congress is expected to vote this week on the bill, the most far-reaching rewrite of the U.S. tax code since 1986. It would shrink corporate taxes, prod companies to return trillions in profits they've kept overseas, cut taxes on wealthy estates and drop tax rates — but only temporarily — for individuals.

It puts its faith in the prospect that lower taxes will make corporate America turn more generous and spend more expansively.

"This is a bet on our country's enterprising spirit, and that is a bet I am willing to make," Tennessee Republican Sen. Bob Corker said Friday after dropping his previous opposition to higher deficits and throwing his support behind the bill.

In pushing the plan through a divided Congress — no Democrat in either the House or Senate backs it — Republicans have insisted that the economic virtues they envision from (GOP - continued on page 7)

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February 2, 2018

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Calendar of Events

December

25	Holiday	CHAMBER CLOSED
26	Holiday	CHAMBER CLOSED

January 2018

1	Happy New Years	CHAMBER CLOSED
2-3	Holiday	CHAMBER CLOSED
4	Business Ambassadors	8:00 a.m. Chamber Office
15	Martin Luther King	CHAMBER CLOSED
17	Where's Lunch	11:30 a.m.-1:30 p.m. TBA
18	Good Morning Irwindale	7:30 a.m. Irwindale Community Center
23	Board of Directors	3:00 p.m. Chamber Office

February 2018

1	Business Ambassadors	8:00 a.m. Chamber Office
2	Installation Celebration of Leadership and Excellence	6:00 p.m. Embassy Suites
14	Where's Lunch	11:30 a.m.-1:30 p.m. TBA
22	Luncheon	11:30 a.m.-1:30 p.m. TBA
27	Board of Directors	3:00 p.m. Chamber Office

Celebration of Leadership and Excellence

Irwindale Chamber Installation & Awards Dinner
Friday, February 2, 2018
Embassy Suites - Arcadia

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Register today at www.register.irwindalechamber.org

2018 Labor Law Seminar

THURSDAY, FEBRUARY 1st

Complimentary (2) sessions offered:

Morning Session*

9:00am - 10:30am

Location:

11740 Telegraph Road
Santa Fe Springs - 90670

Santa Fe Springs Town Center Hall
(Light Breakfast provided)

Lunch Session*

11:30pm - 1:00pm

New Bigger Location:

6090 Irwindale Ave
Irwindale - 91706

Edison Energy Education Center
(Light Lunch provided)



Speaker: Jeanne Flaherty

Jeanne Flaherty has practiced labor and employment law exclusively for over 20 years. She began her legal career as a Field Attorney with the National Labor Relations Board at Region 31 in Los Angeles, California. Jeanne also served as Assistant General Counsel/Labor Counsel for Beverly Enterprises responsible for all employment-related legal matters.

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Our seminar is designed to help our communities and businesses understand how Labor Laws can impact your business in 2018.

- CA Fair Pay Act
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Veronica Cruz | (626) 339-2200
Veronica.Cruz@expresspros.com



2017 Ambassadors of the Month



Gaby Flores
January & August



Sarah Parker
February & June



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March & November



Yelena Salazar
April & October



Stefanie Shook
May & December



Mark Blue
July



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September

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 - Longo Toyota Arcadia
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 - Monrovia Gardens Healthcare Center
 - Payroll Vault
 - Picasso's Cafe
 - Rogers & Associates
 - Santa Anita Park
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 - Two Men and A Truck
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Ambassadors: Sharon Hall, American Cancer Society; Latascha Johnson, City of Hope; Iris Espino, City of Irwindale; Tara Gadsby, Courtyard by Marriott; Gaby Flores, DoubleTree By Hilton Monrovia Pasadena; Yelena Salazar and Mark Blue, Embassy Suites Arcadia Pasadena; Russell Hollinhurst, Hollinhurst Printing; Dave Carson, Kare Youth League; Victoria Lopez, Payroll Vault; Brenda Reuter & Sarah Parker, Retired; Teri Bainbridge, Spaghetti Eddie's; Perry Johnson, Trilogy Financial Services; and Stefanie Shook, Two Men and a Truck.

Courtyard By Marriott December Business of the Month

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2018 IRS Mileage Rates Announced

By: Gail Cecchettini Whaley, CalChamber



The Internal Revenue Service (IRS) issued the 2018 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes. This year, the business rate increases one cent per mile.

Beginning January 1, 2018, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

54.5 cents per mile for business miles driven (up from 53.5 cents in 2017).

18 cents per mile driven for medical or moving purposes (up from 17 cents in 2017).

14 cents per mile driven in service of charitable organizations (same as 2017).

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile, including depreciation, insurance, repairs, tires, maintenance, gas and oil. The rate for medical and moving purposes is based on the variable costs, such as gas and oil. The charitable rate is set by law.

Employees always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

Under California Labor Code section 2802, employers must fully reimburse employees for all expenses actually and necessarily incurred. Many employers typically choose to use the IRS mileage reimbursement rate, but its use is optional.

The Division of Labor Standards Enforcement has stated that using the IRS mileage rate will generally satisfy an employer's obligation to reimburse for business-related vehicle expenses, absent evidence to the contrary.

However, if an employee can show that the chosen mileage reimbursement rate, even the IRS rate, does not cover all actual expenses the employee has incurred, the employer must pay the difference.

Business vehicle expenses do not include only gasoline, but also wear and tear (depreciation), repairs, oil, insurance and other costs.

Gail Cecchettini Whaley, CalChamber Senior Employment Law Counsel

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(Holiday Pay - continued from coverage)

California's legislature has proposed bills that would require certain employers to pay employees double time for work done on Thanksgiving, but none of these bills have become law. For example, the "Double Pay on the Holiday Act of 2016" proposed to require an employer to pay at least 2 times the regular rate of pay to employees at retail and grocery store establishments on Thanksgiving. None of these attempts by the legislature have been successful yet in requiring California employers to pay any extra "holiday pay."

3. Employers must provide reasonable accommodations for employees who cannot work on certain holidays due to religious observances.

Employers need to be aware of any religious observances of their employees since employers need to provide reasonable accommodations for employees due to religious reasons. The analysis of reasonable accommodation is required is a case by case analysis based on the company's type of business and the accommodation requested by the employee. If the employer's operations require employees to work during normally recognized holidays, such as a restaurant, then this should be communicated to employees in the handbook or other policies and set the expectation that an essential function of the job requires work during normal holidays.

4. If an employer does pay for time off during holidays, the employer does not have to allow employees to accrue holiday paid time off.

If an employee leaves employment before the holiday arrives, the employer is not required to pay the employee for the day off. But the employer's policy regarding holiday pay must be clearly set out and be clear that this type of benefit does not accrue to employees and that they must be employed during the specific holidays to receive the holiday pay. Often the employer will also require that the employee works the days leading up to and following the holiday in order to be eligible for the holiday pay.

5. If a pay day falls on certain holidays, and the employer is closed, the employer may process payroll on the next business day.

If an employer is closed on holidays listed in the California Government Code, then the employer may pay wages on the next business days.

Don Sachs

Special Assistant to the President

President's Office
dsachs@mtsac.edu

(909) 274-5722
Cell: (909) 536-8182
Fax: (909) 274-2994

1100 North Grand Avenue
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(GOP - continued from coverage)

the tax-cut package outweigh the risks that many analysts are warning about.

“This is going to be one of the greatest gifts for the middle income people of this country that they’ve ever gotten for Christmas,” President Donald Trump said Saturday as he prepared to leave the White House for the weekend. “Jobs are going to come pouring back into this country.”

The legislation would add at least \$1 trillion to federal deficits that were already sure to swell as baby boomers retire and draw on Social Security and Medicare. And the tax-cut’s gains are skewed toward wealthy taxpayers, who historically are less inclined to spend additional money than are households of more modest means. One likely result is that corporations and rich individuals will widen the economic gap between themselves and everyone else.

Even the political calculus for the Republicans looks questionable: A Quinnipiac University poll found that American voters, convinced that the benefits will flow mainly to corporations and the wealthy, oppose the plan 55 percent to 26 percent.

But Republicans have characterized the brew of tax cuts as an economic elixir. The job market appears healthy. But the pace of economic growth, though it’s perked up the past two quarters, has been underwhelming for years. From 2010 to 2016, U.S. growth averaged 2.1 percent a year, a pittance compared with the 3.2 percent average annual growth from 1948 through 2016.

Like its counterparts in Europe and Japan, the U.S. economy has been slowed by a slump in worker productivity, a vital ingredient for a robust economy. U.S. productivity — worker output per hour — trudged ahead at an average annual rate of just 0.6 percent a year from 2011 to 2016, down sharply from a post-World War II average of 2.1 percent.

The more productive that workers are, the more their employers can afford to pay them. And the more that workers are paid, the more they can propel consumer spending, the economy’s primary fuel.

Republicans say their corporate tax cuts offer a solution to the productivity slump. Their plan will cut the corporate tax rate from 35 percent to 21 percent. Multinational corporations would receive a one-time tax break on profits they’ve kept overseas, thereby encouraging them to return the money to the United States. Companies could write off the full cost of new equipment.

The thinking is that these changes would induce companies to invest in equipment, software and plants that would make their workers more productive. As these workers became more efficient, the thinking goes, they would be rewarded with higher pay. An effusive White House predicted in October that the average American household would enjoy a \$4,000 raise.

Rising wages could ease another big economic problem: a shortage of workers. The percentage of Americans who are either working or are looking for work has declined as the vast baby boom generation retires. To grow at a healthy pace, an economy steady needs a steady infusion of workers.

“To the extent this heats up the economy, that will help draw people back into the labor force,” says Phillip Swagel, a University of Maryland economist who served in President George W. Bush’s Treasury Department.

But it’s more than just an aging population: Even working-age Americans — ages 25 to 54 — are less likely to work than they used to, in part because so many blue-collar jobs have disappeared.

Douglas Holtz-Eakin, president of the conservative American Action Forum and former director of the Congressional Budget Office, and other supporters of the tax plan don’t deny that the tax plan will elevate deficits. But they insist that it will be worthwhile. They argue that companies will use their windfalls to hire, expand, invest and raise pay — and thereby energize the economy.

“The calculation at one level is pretty simple,” Holtz-Eakin says. “We’re going to have larger deficits, and that is worth it for the growth we’re going to get.”

But most nonpartisan economists have expressed doubts that the plan will give the economy much of a jolt. They recall that wages actually fell after Congress cut the corporate tax rate in 1986.

What’s more, though the corporate tax cuts would be permanent, the tax cuts for individuals would expire after 2025. And a change in how the government accounts for inflation would lift many individuals into higher tax brackets over time. If Americans had to pay higher taxes, they would be less likely to spend and boost the economy.

Beyond everything else, the timing of the Tax Cuts and Jobs Act of 2017 could work against it. Today’s economy doesn’t need much help. The unemployment rate is at a 17-year low of 4.1 percent. Many employers are already complaining that they can’t find enough qualified workers. And in a vote of confidence in the economy, the Federal Reserve has just raised short-term interest rates for the third time this year.

So a stimulus from a big tax cut could overheat the economy and potentially ignite inflation.

“You throw deficit-financed tax cuts on a full-employment economy, and you’re playing with fire,” says Mark Zandi, chief economist at Moody’s Analytics. “It’s going to get pretty toasty out there this time next year.”

The Fed could respond by raising rates even faster to slow economic growth, offsetting the tax cuts. But the unintended result could be not much growth at all.



EMPLOYEE SERVICE AWARDS

A dedication to service and the community are hallmarks of Irwindale city employees. On December 7th, City Council members and Staff gathered to celebrate that employee dedication and honor those who achieved employment milestone anniversaries in 2017.

Celebrating 30 Years of Service



Yvonne Benner with Council member Manuel Garcia and Mayor Mark Breceda



Monica Robles with Council member Manuel Garcia and Mayor Mark Breceda

Celebrating 15 Years of Service



Cathy Huicochea with Council member Manuel Garcia and Mayor Mark Breceda



Margarita Padilla with Council member Manuel Garcia and Mayor Mark Breceda

(Continue on page 9)

Celebrating 15 Years of Service



Pedro Rodriguez with Council member Manuel Garcia and Mayor Mark Breceda

Also celebrating milestone anniversaries but not pictured are:

- 30 Years – Albert Sariñana
- 25 Years – Dolores Barbosa
- 15 Years – Danny Spangler
- 10 Years – Maricela Avila, Rudy Campos, and Ally Velasco
- 5 Years – Gloria De La Torre

Celebrating 10 Years of Service



Rebecca Bardales with Council member Manuel Garcia and Mayor Mark Breceda



Francisco Carrillo with Council member Manuel Garcia and Mayor Mark Breceda

(Continue on page 10)





Celebrating 10 Years of Service



Jeanette Duran with Council member Manuel Garcia and Mayor Mark Brededa



Ismael Escrcega with Council member Manuel Garcia and Mayor Mark Brededa



Brandi Jones with Council member Manuel Garcia and Mayor Mark Brededa



Natalie Nocom with Council member Manuel Garcia and Mayor Mark Brededa

CITY HALL – HOLIDAY CLOSURES

City Hall offices (except for Police and Recreation) will be closed from December 22, 2017 through January 5, 2018. Offices will open on January 8, 2018.

The Dan Diaz Recreation Center will be closed on Christmas Day and New Year's Day.

The City Council and Staff wish the Irwindale Community a safe and Happy Holiday Season and a Prosperous 2018!



IRWINDALE CHAMBER OF COMMERCE

Street Address: 16102 E. Arrow Highway, Irwindale, CA 91706
Mailing Address: P.O. Box 2307, Irwindale, CA 91706-1168
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Website: www.irwindalechamber.org

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CHAMBER MEETINGS

Board of Directors 4th Tuesday
3:00 p.m. Location Varies
Business Ambassadors 1st Thursday at the Chamber
8:00 a.m.
Breakfast/Luncheon 4th Thursday-Location Varies
Breakfast 7:30 a.m. - Lunch 11:30 a.m.
Toastmasters 1st & 3rd Wednesday
8:00 a.m.

IRWINDALE SERVICE ORGANIZATIONS

Irwindale Educational Foundation
P.O. Box 2307, Irwindale, CA 91706-1168
Board Meets 2nd Thursday, 7:30 a.m. at the Chamber
Irwindale Sister City
PO Box 2333, Irwindale, CA 91706
Meeting information call Marguerite Lopez @ 626-329-6405
Irwindale Lions Club
PO Box 2093, Irwindale CA 91706
Board Meets 2nd & 4th Tuesday at Irwindale Community Center-11:45 a.m.
Contact Dolores Amador (626) 340-5734

City of Irwindale

City Hall
5050 Irwindale Avenue
Irwindale, CA 91706-1168

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Fax: (626) 430-2295 (Building Dept.)
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City Council

Mayor: Mark A. Breceda
Mayor Pro Tem: Albert F. Ambriz
Council Members: Larry Burrola, Manuel R. Garcia
and H. Manuel Ortiz

City Council Meetings

2nd and 4th Wednesday, 6:30 p.m. at City Hall

City Staff

City Manager John Davidson
Assistant City Manager Theresa Olivares
Development Services Director/City Engineer: William Tam
Finance Director & City Treasurer: Eva Carreon
Deputy City Clerk: Laura Nieto

Planning Commission

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Parks & Recreation Commission

Chair: Dan Diaz Vice Chair: Paula Fraijo
Commissioners: Jason Hickman, Marguerite S. Lopez, and Belen Zepeda

Senior Citizen Commission

Chair: Maggie Guzman Vice Chair: Iris Rodriguez
Commissioners: Virginia Diaz, Arline Miranda, and Natalie Orosco

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City Librarian: Shayna Balli
5050 Irwindale Avenue Fax: (626) 430-2266

Recreation.....(626) 430-2224
16053 Calle de Paseo Fax: (626) 962-3022
Recreation Manager: Priscilla Zepeda

Senior Center.....(626) 430-2283
16116 Arrow Highway Fax: (626) 430-2275
Senior Citizen Coordinator: Eloise Beltran

Service Yard.....(626) 430-2280
16034 Calle del Norte

Police Department

Police Chief Ty Henshaw
Emergency..... 9-1-1
Phone (non emergency)...(626) 430-2244
5050 Irwindale Avenue Fax: (626) 856-0471

Los Angeles County Fire- Irwindale Station
Emergency..... 9-1-1
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IRWINDALE

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LEADING THE WAY FOR OTHERS

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"Jardin de Roca" Garden of Rocks

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