

What Does ADA Compliance Mean for My Website?

By: SiteImprove.com

As organizations around the world scramble to bring their sites into compliance with the World Wide Web Consortium's Web Content Accessibility Guidelines (WCAG), focus on other, preexisting accessibility regulations has also intensified. The United States' Americans with Disabilities Act (ADA) is one of the most visible and one of the most complicated pieces of legislation in the sphere of accessibility. Let's look at what an ADA compliant website means.

What is ADA compliance? - The Americans with Disabilities Act was instituted in 1990 in an effort to end discrimination based on differing abilities. Drawing heavily from the landmark Civil Rights Act of 1964, which established protections against discrimination based on race, religion, sex or national origin, the ADA went a step further by requiring organizations to provide "reasonable accommodations" to employees with disabilities.

This was a fairly revolutionary addition that led to the widespread adoption of wheelchair access ramps, accessible restroom facilities, and many other equal-access accommodations that have become a regular part of most American workplaces. In 1990, however, legislators had no way of knowing that the then-infant internet would soon become not just a key element of doing business, but the very backbone of global commerce.

What does the ADA say about websites? - The ADA's relationship with websites has been a complicated and often confusing story. The ADA does not explicitly address online compliance, even after undergoing several amendments in the far more web-oriented era of 2008. With no specific coverage under the law, it usually falls to the courts to determine how ADA standards apply to websites—or whether they do at all.

(ADA Compliance - continued on page 7)

Get Permission in Writing Before Posting Employee's Photo Online

By: CalChamber Alert

Can I choose to post photos of my employees on my company's website and social media page? Do I need each employee's consent first? What if an employee refuses?

Posting photos of your employees on the internet can raise serious privacy concerns in California. Some employees may be happy to see their smiling faces online, but others may object for a number of reasons.

An employee who has been the victim of stalking or who has a restraining order may not want others to know where he/she works. Another may be a private person who is not comfortable having his/her photo online. Other employees who don't like the way they look in photos simply may not wish to have their picture made public.

Regardless of the reason, posting photos online without the employee's permission may be illegal.

Right of Publicity Laws

Many states, including California, have so-called "right of publicity" laws that limit the way a person's image can be used for commercial purposes.

(Photo Permission - continued on page 4)

39TH ANNUAL GOLF TOURNAMENT

Thursday, May 9, 2019

@ San Dimas Canyon

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Phone: (626) 960-6606

IrwindaleChamber.org
info@irwindalechamber.org



Calendar of Events

March

26	Board of Directors	3:30 p.m.	Chamber Office
28	Good Morning Irwindale	7:30 a.m.-9:00 a.m.	TBD

April

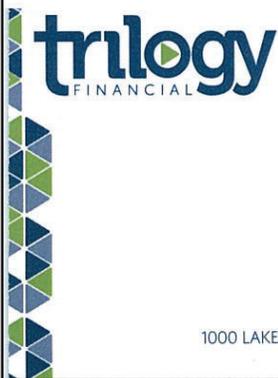
4	Business Ambassadors	8:00 a.m.	Chamber Office
10	Where's Lunch	11:30 a.m.-1:30 p.m.	Canyon City BBQ
11	IEF Board Meeting	7:30 a.m.	Chamber Office
17	Ribbon Cutting	3:30 p.m.-5:30 p.m.	Bee Imagin
24	State of the City	11:30 a.m.-1:30 p.m.	Edison Energy Education Center
30	Board of Directors	3:30 p.m.	Chamber Office
30	Mixer	5:30 p.m.-7:30 p.m.	Huy Fong Foods

May

2	Business Ambassadors	8:00 a.m.	Chamber Office
9	Golf Tournament	CHAMBER CLOSED	
29	Board of Directors	3:30 p.m.	Chamber Office
30	Good Morning Irwindale	7:30 a.m.-9:30 a.m.	TBD



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39th Annual Golf Tournament

Thursday- May 9, 2019

Sponsorship Opportunities

- Eagle Sponsor- 3,500 (includes foursome)
- 19th Hole Sponsor- \$3,000 (Includes foursome)
- Birdies (Lunch) Sponsor- \$3,000 (Includes foursome)
- Fairway (Dinner) Sponsor- \$3,000 (Includes foursome)
- Corporate Sponsor- \$1,750 (Includes foursome)
- Club Sponsor/Skill Contest Sponsor/Snack & Beverage Sponsor- \$250
- Tee or Green Sponsor- \$150



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 Call 626-960-6606
www.register.irwindalechamber.org



Mark Your Calendar STATE OF THE CITY



PICASSO'S
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Wednesday, April 24, 2019

11:30 – 1:30 p.m.

**Edison Energy Education Center
6090 N. Irwindale Avenue**

Presenting Sponsors: MillerCoors, City of Irwindale

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**Executive Sponsors: Athens Services, Foothill Transit, Vulcan, & Phoenix Decorating
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Sponsorship Opportunities Available

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Executive Sponsor: \$550 (includes table of 8)

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626 960-6606



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John Sun

Budget Blinds of San Gabriel

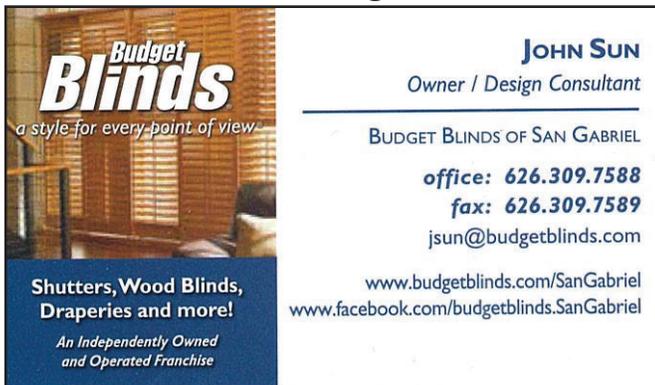
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JOHN SUN
Owner / Design Consultant

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fax (626) 387-6890
fhardy@sgvhabitat.org

President/CEO Update



Last month our Irwindale Chamber of Commerce Board of Directors got together and asked one question... "What do our members want?"

That one question resulted in a 7-question survey that was sent out to our

entire membership base and with a response rate of close to 40% it is safe to say THE MEMBERS HAVE SPOKEN!!

The goal was to help us further understand the priorities, needs, and concerns of our members, and to ensure that we are advancing the mission of the Irwindale Chamber in the most effective ways possible. The survey allowed for respondent anonymity in hopes to obtain the most accurate and honest responses. A desire of ours was to also acquire member expectations, interests and trends for future implementations.

It's worth noting that 50% of the respondents have been members for 0-5 years, and 30% for over 10 years!

Overall the Irwindale Chamber of Commerce received exemplary marks in 2 key areas:

100% of respondents will be renewing their membership for 2019/2020

100% of respondents stated that the chamber communicates at high level

Opportunities for improvement were also solicited and our membership base gave us some great takeaways to consider.

63% Desire Social Media Exposure for businesses through Chamber platform

50% Desire Social Media Training for their business

68% Would like more Networking Events opportunities

23% Seeking a platform for Gov. Affairs/Emergency Preparedness Info

The Chamber Staff and Board of Directors are excited about not only these results but also the future. We can assure you that our members voices are not only heard but action will be taken!

Jonathan Rodriguez

626-960-6606

Jon@IrwindaleChamber.org

March Business of the Month



California Custom Fruits and Flavors creates and supplies processed fruits and flavors to various segments of the food industry, including cultured yogurt and ice cream manufacturers, industrial bakeries, beverage manufacturers, and restaurant, dessert, and coffee chains. We differentiate ourselves from the competition through unparalleled service at all levels of our company. With a highly talented staff and state of the art manufacturing equipment, we are large enough to successfully supply major national brands, yet flexible enough to maintain our reputation for outstanding service.

As our name implies, we are a “custom” supply house. California Custom Fruits and Flavors does not supply “off the shelf” or “stock items”. Every item that we provide has been custom formulated for a particular customer and their particular application. A processed fruit base or flavor can be formulated from a variety of ingredient choices. For instance, a yogurt fruit base, otherwise known as a fruit prep, can be sweetened with conventional sugar, corn sweetener, fruit juice concentrate, evaporated cane sugar, non-caloric sweetener, or several other choices. Likewise, fruit preparations can be stabilized with modified food starch, natural starch, pectin, gum, alginate, or other stabilizers. Our food scientists will design each product to meet your application by working closely with your technical staff.

BUSINESS ACCOMPLISHMENTS:

California Custom Fruits and Flavors take great pride in the fact that over the years it has earned many awards as a testimonial to its abilities and commitments.

2016- Supplied the Fruit base for the yogurt that won Best in Class in the Yogurt Division of the World Championship Cheese Contest.

2015- Presented with 2015 Environmental Innovation Award by the Irwindale Chamber of Commerce for water sustainability, wellness in the workplace, and waste reduction.

And the list goes on and on with their prestigious work with awards from 2000-2009.

COMMUNITY SERVICE:

CCFF is committed to our community and our world through active contribution and charity involvement. Some of the community contributions, some of which are for employee’s

children’s schools and sports team and charity involvement are:

- Baldwin Park American Little League
- SGV Boy Scouts of America
- Our Neighborhood Homework House
- Sierra Madre Little League & Sierra Madre Girls Softball
- City of Hope Walk
- UCLA Foundation
- Irwindale Education Foundation
- HBIC, La Habra

CHAMBER OF COMMERCE ACTIVITY:

Phyllis Ferguson is on the Irwindale Board and served as chair in 2017 and is serving her 6th year on board of directors. CCFF donates to all chamber events and attends most GMI breakfasts and events.

Kathy White was on the Board for 4 years and was Irwindale Business Person of the Year 2 times. She participates in the Golf Committee as Chair and Co-Chair.

CCFF are Cornerstone Member since 2013. They Support the Irwindale Educational Foundation.

California Custom Fruits and Flavors

626-736-4130

www.CCFF.com

(Photo Permission - continued from coverage)

California Civil Code Section 3344 makes it illegal to use a photo or video of another person for any sort of marketing purpose in most situations without permission.

Because your company’s website and social media page both likely exist to attract customers and potential employees, use of an employee’s photo for such marketing purposes without his/her permission could be a violation of Civil Code Section 3344. As a result, your company could become liable to your employee for monetary damages, attorney’s fees and costs, as well as punitive damages.

Get Permission in Writing

Before posting a photo of an employee online, get express written permission from that employee. You may choose to get a blanket consent for all future use of the employee’s image at the time of hire, although a better practice is to also obtain permission each time an image is used.

If an employee refuses to consent for whatever reason, do not use their image on your website or social media page.

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



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Reporting to Work: No Physical Presence Required

By: CalChamber Alert

Last week, the Second District California Court of Appeal ruled that on-call employees are entitled to reporting time pay if they are required to contact the employer to see whether they must actually report to work.

This significant wage and hour case (*Ward v. Tilly's Inc.*, CA2/3 B280151 2/4/19) applies to employees governed by Wage Order 7 (Mercantile Industry).

In a class action lawsuit, retail employees claimed that they were entitled to reporting time pay because they were required to call in to find out whether they needed to physically report to work two hours before their scheduled shift would begin.

Potential Game-Changer

This ruling is a potential game-changer because this decision:

- Broadens the application of reporting time pay for retail employers—employees must be paid reporting time when they call in to find out if they have to work their shifts instead of physically reporting to work only to find there is no work to be performed.
- Departs from the general rule that on-call pay is only required if the employee is restricted in his or her activities while on-call.

Rationale

While this case was brought under Wage Order 7, it is only a matter of time before other courts adopt the same rationale for other wage order claims. The court explained:

“As thus interpreted, the reporting time pay requirement operates as follows: If an employer directs employees to present themselves for work by physically appearing at the workplace at the shift’s start, then the reporting requirement is triggered by the employee’s appearance at the job site. But if the employer directs employees to present themselves for work by logging on to a computer remotely, or by appearing at a client’s job site, or by setting out on a trucking route, then the employee ‘reports for work’ by doing those things.”

Employers governed by Wage Order 7 should consult with legal counsel to determine what impact this decision may have on their workplace policies.

California Chamber of Commerce employment law experts will cover this significant court ruling in an upcoming issue of our *HRCalifornia Extra* newsletter. To subscribe to this free newsletter, visit www.calchamber.com/newsletters.

(ADA Compliance - continued from coverage)

Title III of the ADA requires that every owner, lessor, or operator of a “place of public accommodation” provide equal access to users who meet ADA standards for disability. With roughly 1.66 billion people around the world making online purchases in 2017, one might reasonably presume that this concept extends to websites, but from a legal standpoint, there is a surprising amount of grey area.

Various courts around America have ruled that commercial websites are places of public accommodation and thus subject to ADA rules. Other cases have concluded that websites are bound by ADA regulations if there is a close “nexus” between the site and a physical location, the most famous example being the ruling against the Winn-Dixie supermarket chain for not making its site accessible to users with low vision. Other courts have decided that the ADA as written simply does not offer any protections for online users. With no overarching federal rules in place, it’s difficult to make a definitive statement about whether or not any given website is governed by ADA accessibility rules.

Further complicating the issue, the U.S. recently appeared to be on the verge of adopting more comprehensive accessibility requirements. Federal regulations slated to go into effect in January 2018 would have held federal websites to the standards of WCAG 2.0 Level AA, the set of guidelines that provide the basis for online accessibility rules for most of Europe and many other nations around the world. The current administration, however, has withdrawn this requirement as part of a general push toward deregulation, leaving the online applications of the ADA as murky as ever.

Is ADA compliance mandatory for my website? - As you’ve probably figured out by now, the answer is no, because it’s not at all clear how or even if ADA rules will be applied to any particular website. Still, it’s generally a good idea to err on the side of caution. Many states have adopted their own accessibility laws, and the volume of accessibility-related lawsuits filed against websites has ballooned in recent years. Plaintiffs have been more successful in these suits than ever before. With no clearly defined regulations to follow, it is probably not worth it for most companies to gamble that a court will rule in their favor.

So, without a clear set of accessibility regulations to comply with, how can you tell if your **website is compliant**? The best measure available is the aforementioned WCAG 2.0 Level AA guidelines. WCAG standards have been the guiding accessibility principle in the European Union and other countries since 1999, with the most recent update taking effect in Spring of 2018. While WCAG is a set of recommended actions rather than enforceable legislation, it forms the backbone of many online accessibility laws around the world and offers a strong model for any American organization striving to provide equal access for all users.

What part does WCAG 2.1 play in ADA compliance? - The WCAG guidelines were updated from version 2.0 to 2.1

in June 2019. The updates in 2.1 cover changes in technology that have occurred since the previous version, and also address areas that were underrepresented in 2.0. What does this mean for you? Not a lot right now. The compliance level targeted is still WCAG 2.0 Level AA, and the 2.1 success criteria are in addition to those already existing in 2.0.

We’ve covered WCAG guidelines at length in a number of other articles, but here’s a quick rundown of the basic principles for maintaining a WCAG and ADA compliant website.

Levels of compliance - WCAG guidelines break accessibility issues down into three levels. Level A issues are the most urgent and include problems that can severely limit a disabled visitor’s ability to navigate or use the website. Level AA issues tend to be more rooted in functionality, addressing areas where improvement is needed to give disabled users the full experience of a site. (Level AA is considered the target standard for most commercial websites.) Level AAA issues are the highest standard, fine-tuning and expanding on issues identified as Level A and AA. While it is an excellent goal, full Level AAA compliance is likely beyond the reach of most websites.

Areas of focus - Accessibility issues are categorized in four distinct groups under WCAG guidelines. Conveniently, they can be summed up with the acronym P.O.U.R.

- **Perceivable** issues are those that affect a user’s ability to find and process information on a website (for example, providing audio descriptions for video content).
- **Operable** issues are those that impact a visitor’s ability to navigate and use a website (for example, ensuring that all site functions and navigation can be operated via keyboard-only commands).
- **Understandable** issues concern a user’s ability to discern and comprehend all information and navigation on a website (for example, composing error messages that include a clear explanation of the error and direction for correcting it).
- **Robust** issues involve a website’s ability to adapt and evolve to meet the changing needs of users with disabilities (for instance, testing compatibility with all leading screen readers and ensuring that those capabilities can be upgraded in the future).

While the impact of the Americans with Disabilities Act on online accessibility is likely to remain vague for the foreseeable future, there is no question that equal access is a major concern for users across America, and for the courts that serve those users. In lieu of a clear set of national guidelines, abiding by WCAG accessibility standards remains the best option for most organizations. It’s not just a smart way to avoid accessibility lawsuits and negative publicity—providing accessible solutions for all users is just the right thing to do.

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Please join us for the **Wendy's**
Ribbon Cutting Ceremony

March 20, 2019 | 10:30am
15732 Arrow Hwy.



- *Tour the newly opened business*
- *Meet City Officials and staff*
- *Light Refreshments*





Council Actions:

- City Council welcomed Office Specialists Sylvia Tapia (City Hall) and Berlyn Aguila (Community Development)
- Recognized the Chamber of Commerce Business of the Month, Cory's Kitchen (no photo)
- Recognized retirees Cathy Huicochea (Community Development) and Christina Fraijo (Senior Center)
- Approved a Request for Community Center Rental Fee Waiver for Sandra M. Pusey on behalf of Irwindale Lions Club



1/2

**Christina Fraijo
Senior Center Aide**

**We THANK YOU for
11yrs of service**



**Cathy Huicochea
Administrative Secretary**

**We THANK YOU for
17yrs of service**

IRWINDALE CHAMBER OF COMMERCE

Street Address: 16102 E. Arrow Highway, Irwindale, CA 91706
Mailing Address: P.O. Box 2307, Irwindale, CA 91706-1168
Phone: (626)960-6606 • Fax:(626) 960-3868
E-Mail: info@irwindalechamber.org
Website: www.irwindalechamber.org

2019 BOARD OF DIRECTORS

Chair of the Board: Anita Hernandez *MillerCoors*
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Vice Chair Anthony Chiappetta *Advanced Microcomputing*
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Rosemary Luna *Vulcan Materials*
Dan Maydeck *Haynes Family of Programs*
Anita Ron *BriteWorks*

Staff: Jonathan Rodriguez *President/CEO*
Veronica Orosco *Event Manager*
Amanda Arellan *Administrative Assistant*

CHAMBER MEETINGS

Board of Directors Last Tuesday
3:30 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

Phone: (626) 430-2200
Fax: (626) 962-4209 (City Hall)
Fax: (626) 430-2295 (Building Dept.)
Website: www.ci.irwindale.ca.us
e-mail: postoffice@ci.irwindale.ca.us

City Council

Mayor: Albert F. Ambriz
Mayor Pro Tem: Larry G. Burrola
Council Members: Mark A. Brecedas, 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 William Tam
Assistant City Manager Theresa Olivares
Finance Director & City Treasurer: Eva Carreon
Deputy City Clerk: Laura Nieto
City Engineer/Building Official: Arsanious Hanna
City Planner/Community Development Manager: Marilyn Simpson
Economic Development Coordinator: Iris Espino

Planning Commission

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Commissioners: Enoch Burrola, Loretta Corpis, and Robert E. Hartman

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: Natalie Orosco
Commissioners: Virginia Diaz, Natalie Orosco, and Iris Rodriguez

Library.....(626) 430-2229
City Librarian: Shayna Balli
5050 Irwindale Avenue

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

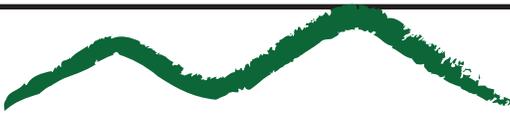
Senior Center.....(626) 430-2283
16116 Arrow Highway Fax: (626) 430-2275
Senior Center Manager: Eloise Beltran

Service Yard.....(626) 430-2211
16034 Calle del Norte
Public Works Services Manager: Elizabeth Rodriguez

Police Department

Police Chief Ty Henshaw
Emergency..... 9-1-1
Phone (non emergency)...(626) 430-2244
5050 Irwindale Avenue Fax: (626) 962-8212

Los Angeles County Fire- Irwindale Station
Emergency..... 9-1-1
Phone (non emergency)...(626) 337-8919
15546 Arrow Hwy, Irwindale



IRWINDALE

CHAMBER OF COMMERCE

LEADING THE WAY FOR OTHERS

P.O. BOX 2307 • IRWINDALE, CALIFORNIA 91706

“Jardin de Roca” Garden of Rocks

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CHAMBER OF COMMERCE

2019 CORNERSTONES

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Small Business Entrepreneur Level



LEADING THE WAY FOR OTHERS

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