



(Scholarships-continued from coverage)



Past scholarship recipient and volunteer at the event, Karolina Arteaga, spoke of her educational goals and how assistance from the Foundation would help her ultimately enter the field of law enforcement. There were wonderful raffle gifts, all donated by various organizations and persons. In addition, cash prizes in the amounts of \$250, \$500 and \$3,000 were given. Special thanks to **United Rock**

**Products** for donating back to the Foundation a cash prize of \$500 after their winning ticket was drawn! All this fun supported a very worthy cause – helping deserving students fund their continuing education. The net proceeds of the event along with other generous donations were used to award fortyone students \$30,250 in scholarships for the 2013-2014 academic year.

This event could not have been possible without the generous support of our sponsors, contributors, attendees and volunteers. For the past fourteen years, **MillerCoors** has provided the beautiful site, contributed the beer and has been a PRESENTING Sponsor! Special thanks to **Vulcan Materials** who was DOCTORATE sponsor. MASTER sponsor was **Bear Trucking**. BACHELOR sponsors included **Athens Services, City of Hope, and Royal Coaches**. The **City of Irwindale, Geologic Associates, San Gabriel Valley Tribune, and Security Bank of California** were ASSOCIATE sponsors. SCHOLAR sponsors, whose contributions provide for direct contribution to a scholarship, were **Aleshire & Wynder, AMEC, Irwindale Lions Club, Rick Goacher Planning, RSG Inc., and Royal Coaches**. Many thanks also go to the student volunteers who helped us at the event including the Irwindale Explorers Post.

Since 2002 the IEF has provided \$388,000 in scholarships – thank you for your support and commitment to education in the Irwindale community. Watch for information about our 2014 fundraiser!!!



## Dramatic Penalty Increase Passes Assembly Committee

By: CalChamber Alert

The Assembly Natural Resources Committee this week passed a California Chamber of Commerce-**opposed** “job killer” bill that dramatically increases penalties for a single-day violation triggered by a release of an air toxic contaminant.

**SB 691** dramatically increases existing strict-liability penalties for nuisance-based, nonvehicular air-quality violations without adequately defining what types and levels of pollution would trigger those penalties.

Businesses, public agencies, universities, power producers and hospitals are among entities subject to the increased penalties.

In her testimony to the committee, CalChamber Policy Advocate Mira Guertin said that SB 691 is just too broad.

“There’s nothing in the bill that limits this to events that affect large numbers of people and more importantly to large amounts of a chemical being released,” said Guertin. “That has been the subject of negotiations for the last five months, all through the Senate and all through the summer, and the language is still not in the bill.”

SB 691 proposes a tenfold increase in penalties for Title V facilities for a one-day violation from a maximum of \$10,000 under current law to a maximum of \$100,000.

Although the proponents claim SB 691 is intended to apply only to “major events,” it does not define “major events” or criteria for this enhanced penalty.

As a result, this increase could affect any Title V facility in California. There are more than 700 Title V facilities in the Bay Area Air Quality Management District, South Coast Air Quality Management District and San Joaquin Air Pollution Control District alone.

**Casts Broad Net** - Nuisance penalties are relatively low because “nuisance” is a strict liability offense. This means that someone accused of creating a nuisance can be held liable even if they had no knowledge of the event and no intent to create a nuisance.

An air district simply has to allege that several people have complained about an air emission and the alleged violator would be subject to enormous liability.

While the bill sponsor contends the bill is meant to address major air emission incidents within an air district or jurisdiction that disrupts the lives of thousands of people, the bill has no standards of review or criteria to determine if any such standard has been met.

Rather, the bill would cast a broad net. Examples of those affected under this new penalty ceiling include: universities, public agencies, food processors, manufacturers, power producers and hospitals.

(Penalty Increase-continued on page 8)

# Calendar of Events

## September 2013

"I'm a great believer in luck, and I find the harder I work the more I have of it." -Thomas Jefferson-



2	Labor Day	<b>CHAMBER CLOSED</b>	
4	Environmental Committee	Noon	Chamber Office
5	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
10	IEF Board Meeting	7:30 a.m.	Chamber Office
12	Environmental Award Luncheon	11:30 a.m.-1:30 p.m.	City of Hope Cooper Auditorium
19	AmericanWest Bank Mixer	5:30 p.m.-7:30 p.m.	AmericanWest Bank
23	Board Meeting	3:00 p.m.	Chamber Office
26	GMI/Mini Expo	7:30 a.m.-9:00 a.m.	Picasso's Cafe
Presenting Sponsor: MillerCoors			

## October 2013

Learn how to be happy with what you have while you pursue all that you want. -Jim Rohn-




2	Environmental Committee	Noon	Chamber Office
3	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
3	Luncheon	11:30 a.m.-1:30 p.m.	TBA
Heroic Acts of Business: The Sequel			
4	World of Food Poker Tournament	6:00 p.m.	MillerCoors
Presenting Sponsor: MillerCoors			
8	IEF Board Meeting	7:30 a.m.	Chamber Office
17	"On the Rocks"	4:00 p.m.-6:00 p.m.	Courtyard by Marriott Baldwin Park
24	Milestone Breakfast	7:30 a.m.-9:00 a.m.	Picasso's Cafe
Presenting Sponsor: AmericanWest Bank			
28	Board Meeting	3:00 p.m.	Chamber Office

## November 2013

It isn't what you have in your pocket that makes you thankful, but what you have in your heart. -Author Unknown-



6	Environmental Committee	Noon	Chamber Office
7	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
12	IEF Board Meeting	7:30 a.m.	Chamber Office
13	Speaker Series	11:30 a.m.-1:30 p.m.	Edison EEC
21	GMI/Mini Expo	7:30 a.m.-9:00 a.m.	Picasso's Cafe
Presenting Sponsor: MillerCoors			
25	Board Meeting Dark		
28-29	Thanksgiving	<b>CHAMBER CLOSED</b>	



**DAVIS WIRE CORPORATION**  
A HEICO WIRE GROUP COMPANY

P.O. Box 2145  
Irwindale, CA 91706-1097

5555 N Irwindale Ave. **626-815-3223**  
Irwindale, CA 91706-2070 **626-815-3232**

[www.daviswire.com](http://www.daviswire.com)



Rock  
Sand  
Gravel  
Ballast  
Rip Rap  
Recycled

**Hanson Aggregates**  
Los Angeles  
Sales / Administration  
13550 Live Oak Avenue  
Irwindale, CA 91706  
Tel 626-856-6700  
Fax 626-962-4420



**HARRISON-NICHOLS**  
**HN**  
SINCE 1924

[www.HarrisonNichols.com](http://www.HarrisonNichols.com)  
**(800) 451-6054 Fax: (626) 338-1610**



**Building Private Clouds**  
**For Small to Medium**  
**Size Businesses**

**(877) 715-5262**  
[www.amcsolutions.net](http://www.amcsolutions.net)

**Reservations Guarantee Admission**

**Good News:** Our events have been at capacity.  
**Bad News:** We may have to turn away walk-ins.  
**Solution:** RSVP to guarantee your entrance.

All reservations must be honored (Paid). Cancellations must be received at least 24 hours prior to event.

For details, future events, or to RSVP please visit our calendar at [www.irwindalechamber.org](http://www.irwindalechamber.org) or call us at 626-960-6606.



**Securitas Security Services USA, Inc.**  
4981 Irwindale Ave, Suite 900  
Irwindale CA 91706  
626-480-5000

## FROM CONCEPT TO CREATION...

*It's not just a motto! Here is a sampling of what some of our hundreds of customers have to say:*

Pro Printing has been my go-to printing business for several years. Whether the order is big or small, rush or not, I always receive excellent service. More importantly, if an issue does arise, it is resolved in a timely and satisfactory way.  
– Shanda Tapia, PHR, Client Care & Marketing Manager, Express Personnel

Pro Printing is great to work with. They are efficient, professional, and turn around our orders quickly. – Lisa, Irwindale Chamber of Commerce

As busy as they get, the Pro Printing staff are always willing to accommodate our needs. They often provide problem-solving when we aren't sure where to turn, and they make every effort to work with our schedule and deadlines.  
Nely Alcocer, Seaboard Envelope, Irwindale

# PRO PRINTING, Inc.

Free exposure for you! Tell us how Pro Printing helps your business. Email your short statement to [sharon.proprinting@verizon.net](mailto:sharon.proprinting@verizon.net) along with your name and company name. Testimonials will rotate in our ongoing ad, month to month.

4981 Irwindale Ave., Suite 600, Irwindale, CA 91706  
phone 626.814.3338 • email [proprinting@aol.com](mailto:proprinting@aol.com)  
website [www.ProPrinting.CCEasy.com](http://www.ProPrinting.CCEasy.com)



621 N. Azusa Ave.  
(626) 339-7337

106 S. Grand Ave.  
(626) 967-6450

## ARBONNE.

Anti-Aging Skin Care  
Cosmetics  
Aromassentials  
Health and Wellness

Phone (626)967-9105  
[bettyfutter@verizon.net](mailto:bettyfutter@verizon.net)  
[www.bettyfutter.myarbonne.com](http://www.bettyfutter.myarbonne.com)



**Betty Futter**  
#10396603  
Executive  
District Manager

# Royal Coaches



## Auto Body & Towing

Bill Salazar  
14827 Ramona Blvd.  
Baldwin Park, CA 91706  
Tel (626) 960-1824

208 N. Aspan  
Azusa, CA 91702  
Tel (626) 334-0438  
[www.royalcoaches.com](http://www.royalcoaches.com)

## Citrus College Superintendent/President Named 27th Congressional District Educator of the Year



U.S. Representative Judy Chu of the 27th Congressional District has selected Dr. Geraldine M. Perri, superintendent/president of Citrus College, as Educator of the Year. Dr. Perri recently received the award at Congresswoman Chu's fourth annual DiverCities celebration, an event honoring the people, organizations, and businesses that foster and support cultural diversity in the cities and communities of the 27<sup>th</sup> District.

"I am profoundly grateful to Congresswoman Chu for choosing me to receive a DiverCities award," said Dr. Perri. "It is a privilege to be included among these outstanding community leaders who have dedicated their careers and their lives to serving others."

"DiverCities is a very special occasion to recognize the *diverse* leadership and volunteerism in the *cities* that make up the 27<sup>th</sup> District," stated Congresswoman Chu. "This event provides an opportunity to honor some of the outstanding and diverse businesses, volunteers and non-profit organizations in the San Gabriel Valley."

Under Dr. Perri's leadership, which began in 2008, Citrus College has witnessed the highest number of graduates in its 98-year history. The college has been recognized nationally in *Community College Week's* annual "Top 100 Associate Degree Producers" and *The Hispanic Outlook in Education's* "Top 50 Community Colleges" for awarding degrees. In addition, Dr. Perri led the college in its reaffirmation of accreditation.

Dr. Perri's has worked in higher education her entire professional career. She served as president of Cuyamaca College in San Diego, vice president of instruction at San Diego Mesa College, and dean at Mt. San Jacinto College in Riverside County. Dr. Perri began her career as a professor and later served as associate dean of academic affairs at her alma mater, Hostos Community College, City University of New York, where she earned an associate degree in dental hygiene. She has a bachelor's degree and a master's degree in health education from New York University, a master's degree in organizational development, and a doctorate in human and organizational development from the Fielding Graduate University.

"The Citrus College community was thrilled to learn of Dr. Perri's honor from Congresswoman Chu," said Mrs. Susan M. Keith, president of the Citrus Community College District Board of Trustees. "Dr. Perri is a tireless advocate for higher education and student success—not only at Citrus College, but also at the regional, state and national levels. I am very proud of how the college has thrived under her leadership."

## August Business of the Month



**PROFESSIONAL  
ADVISORY  
SERVICES**

### Business Accomplishments

Professional Advisory Services, Inc. was founded in 1998. In 2008 they joined Girard Securities

### Daily Money Management

as a registered branch office. They are committed to a fee based money management system that specializes in daily management of 270 discretionary accounts. As a fiduciary their number one objective, is to preserve the client's assets rather than take high risks for speculative gains.

### Community Services

Professional Advisory Services, Inc. is currently offering workshops for local community members interested in learning more about investing. They have partnered with LA Works to provide training and guidance to their clientele with regards to retirement planning and strategies to maximize benefits from previous employers' 401k plans. Purpose of workshops is to educate clients so they develop a down-to-earth understanding of their current investments. Further guidance is provided should they need help through a complimentary consultation. The result is that clients leave these experiences feeling more confident about understanding their own investments and ready to make changes that address their investment concerns.

### Chamber of Commerce Activity

Gene DeYoung served as a Business Ambassador with Irwindale Chamber of Commerce for several years. His objective is to promote the growth of businesses in the local and extended communities by assisting businesses develop relationships and opportunities that lead to mutual success. Within this role he has been privileged to receive awards as both Ambassador of the Month and now Business of the Month.

Due to publication deadline the current business of the month is featured on our website at [www.irwindalechamber.org](http://www.irwindalechamber.org)

To nominate your company as Business of the Month please contact the Irwindale Chamber for further information and details at 626-960-6606.

### (Affordable Care Act-continued from coverage)

A special section at [HRCalifornia.com](http://HRCalifornia.com) compiles links to relevant forms, webinar recordings (free to CalChamber members) and government sources of information on the ACA

CalChamber webinars provide a look at ACA employer requirements, tax implications, and employee benefits. More information is available at [www.calchamber.com/acawebinars](http://www.calchamber.com/acawebinars). The 90-minute webinars are free to CalChamber members, \$99 for non-members.

(626) 357-5311

**Air-Tro Heating & Air Conditioning**

1630 S. Myrtle Ave. • Monrovia, CA 91016 • Fax (626) 358-9580  
www.airtro.com • Lic. No. 258228

**FRANK J. HERNANDEZ**  
President

**PRECISION ELECTRIC CO.**

(626) 338-4377 LIC. NO. 697907

ENGINEERING • CONSTRUCTION • MAINTENANCE  
ECM PECO, INC. AZ-CA-NV *Since 1982*

Cell: 818-612-5272 Fax: 626-338-1134  
5454 Diaz St., Irwindale, CA 91706  
PrecisionElectric@ecmpeco.com www.ecmpeco.com

**LAW OFFICES OF  
JAMES A. GALLO**

**JAMES A. GALLO**  
ATTORNEY AT LAW

70 SOUTH LAKE AVE. SUITE 810  
PASADENA, CALIFORNIA 91101  
(626) 304-0909 FAX (626) 304-0071  
TOLL FREE (866) 40-GALLO  
jag@jamesagalloylaw.com



**you are where you go** Life is a series of experiences – so you might as well get out there and live as many of them as you can! Check out the new Foothill Connections Facebook page to discover lots of fun, new places to go in the San Gabriel and Pomona Valleys [facebook.com/foothillconnections](http://facebook.com/foothillconnections).



**Foothill Transit**  
GOING GOOD PLACES

1-800-RIDE-INFO [foothilltransit.org](http://foothilltransit.org)





**FRIDAY, OCTOBER 4, 2013**

Presenting Sponsor:



Designed to drive business to local eateries, everyone is encouraged to utilize the coupon offer to **dine at participating restaurants and get a free beverage with purchase of an entrée from August 22<sup>nd</sup> to October 4<sup>th</sup>.** **Registered Poker Players will also receive bonus poker chips.** The Texas Hold-em style poker tournament will be held in the "Pub" at MillerCoors on October 4, 2013 with professional dealers and tables.

Download free beverage coupon to use throughout promotional period.



Get your free beverage coupon here!

## **PARTICIPATING RESTAURANTS**

### **Irwindale Restaurants**

El Matador Mexican Food  
5312 N Irwindale Ave. #1D

Mariscos Uruapan  
16034 Arrow Hwy

Pitas to Go  
15652 Arrow Hwy

Picasso's Café, Bakery and Catering  
6070 N Irwindale Ave # A-D

Trendy Thai  
16030 E. Arrow Hwy

### **Arcadia**

Dave & Buster's  
400 South Baldwin Ave., Suite U-930,

### **Azusa**

Canyon City BBQ  
347 N. San Gabriel Ave

### **Baldwin Park**

Casa Guerrero  
4007 La Rica Ave

### **Covina**

Avolio's Italian Restaurant  
15975 E San Bernardino Rd

### **Duarte**

The Old Spaghetti Factory  
1431 Buena Vista St

### **Monrovia**

Doubletree by Hilton  
924 W Huntington Dr

Something Healthy  
1014 S. Shamrock Ave

### **West Covina**

Johnny Carino's  
147 N Barranca St

### **Registration**

- ♣ Players and guests **must** register on Chamber website **www.irwindalechamber.org** to play in or attend tournament.
- ♣ **Poker Players:** \$45 registration fee is due with registration. Fee covers \$1500 in chips, food and up to four beverages (beer, soda and water).
- ♣ **Guests:** \$25 registration fee is due with registration. Fee covers one **bingo card**, food and up to four beverages (beer, soda and water).
- ♣ Visit [www.irwindalechamber.org](http://www.irwindalechamber.org) for full details.

# Tips for Employers Who Outsource Payroll Duties

By: IRS.gov



Many employers outsource their payroll and related tax duties to third-party payers such as payroll service providers and reporting agents. Reputable third-party payers can help employers streamline their business operations by collecting and timely depositing payroll taxes on the employer's behalf and filing required payroll tax returns with state and federal authorities.

bills, notices and other account-related correspondence from the IRS. It also gives employers a way to monitor the third-party payer and easily spot any improper diversion of funds.

Contact the IRS about any bills or notices and do so as soon as possible. This is especially important if it involves a payment that the employer believes was made or should have been made by a third-party payer. Call the number on the bill, write to the IRS office that sent the bill, contact the IRS business tax hotline at 800-829-4933 or visit a local IRS office. See Notices for Past Due Tax Returns on IRS.gov for more information.

For employers who choose to use a reporting agent, be aware of the special rules that apply to RAs. Among other things, reporting agents are generally required to use EFTPS and file payroll tax returns electronically. They are also required to provide employers with a written statement detailing the employer's responsibilities including a reminder that the employer, not the reporting agent, is still legally required to timely file returns and pay any tax due. This statement must be provided upon entering into a contract with the employer and at least quarterly after that. See Reporting Agents File on IRS.gov for more information.

Become familiar with the tax due dates that apply to employers, and use the Small Business Tax Calendar to keep track of these key dates.

Though most of these businesses provide very good service, there are, unfortunately, some who do not have their clients' best interests at heart. Over the past few months, a number of these individuals and companies around the country have been prosecuted for stealing funds intended for the payment of payroll taxes. Examples of these successful prosecutions can be found on IRS.gov.

Like employers who handle their own payroll duties, employers who outsource this function are still legally responsible for any and all payroll taxes due. This includes any federal income taxes withheld as well as both the employer and employee's share of social security and Medicare taxes. This is true even if the employer forwards tax amounts to a PSP or RA to make the required deposits or payments. For an overview of how the duties and obligations of agents, reporting agents and payroll service providers differ from one another, see the Third Party Arrangement Chart on IRS.gov.

Here are some steps employers can take to protect themselves from unscrupulous third-party payers.

Enroll in the Electronic Federal Tax Payment System and make sure the PSP or RA uses EFTPS to make tax deposits. Available free from the Treasury Department, EFTPS gives employers safe and easy online access to their payment history when deposits are made under their Employer Identification Number, enabling them to monitor whether their third-party payer is properly carrying out their tax deposit responsibilities. It also gives them the option of making any missed deposits themselves, as well as paying other individual and business taxes electronically, either online or by phone. To enroll or for more information, call toll-free 800-555-4477 or visit [www.eftps.gov](http://www.eftps.gov).

Refrain from substituting the third-party's address for the employer's address. Though employers are allowed to and have the option of making or agreeing to such a change, the IRS recommends that employers continue to use their own address as the address on record with the tax agency. Doing so ensures that the employer will continue to receive



**Steve Toland**  
Vice President

[stoland@srmconcrete.com](mailto:stoland@srmconcrete.com)  
(626) 445-2125 • Fax (626) 445-2186 • Cell (626) 824-8432  
230 East Longden Ave. • Irwindale, CA 91706

(818) 991-0151 • (805) 522-7010 • Fax: (805) 522-4354  
5400 Bennett Road • Simi Valley, CA 93063

[www.srmconcrete.com](http://www.srmconcrete.com)



*We use filtered Spot Free Water*

**Ph: 626.960.4000 Fax: 626.960.4002**  
15612 Arrow Hwy, Irwindale, CA 91706

# 10 Tips for Using Technology to Rethink Your Business

By: SmallBizla.org

How are you using technology in your small business? Sure, you probably use a computer and a mobile phone, but are you truly harnessing the power of technology to help your business grow? Here are 10 ways technology can reenergize your business to help grow your customer base, improve productivity and increase efficiency.

1. **Put your business in the cloud.** Popular cloud storage services like Dropbox, Microsoft SkyDrive or Google Drive store your documents and data online (rather than on your computer's hard drive), keeping information secure and letting you access files anywhere, from any computer. Use the cloud to create different folders for different projects or team members; collaborate with employees, contractors or partners; and share files or images that are too big to email.
2. **Market with social media.** Does your business depend on local customers? Use social media tools to drive traffic to your door. Get listed on Yelp!, use a social check-in tool like Foursquare, and list your business on Google Places so people can easily find you and get directions to your location. Do you provide a service like plumbing or landscaping? Get listed on Angie's List. Always encourage customers to leave reviews after visiting your store, using your services or finishing a meal in your restaurant. To keep all your listings up to date, use a service like Locu that lets you manage all your online business information in one place.
3. **Reach out with email.** According to Convince and Convert, last year 44 percent of email users made at least one purchase based on a promotional email. Once customers opt-in to receive your emails, send a monthly newsletter, alerts about sales or new products, or special offers. Email success is all about frequency and follow-up. Contact your local SBDC to get help setting up an email marketing account and determining the best way to reach out to your customer base.
4. **Sell online.** Do you have a retail store? Expand your customer base by selling your products online, either through an ecommerce website of your own, or through larger online marketplaces such as the Amazon Marketplace, eBay or Etsy. Do you own a restaurant? Use an online service such as GrubHub, Seamless or iMenu360 that lets customers place orders online for pickup or delivery.
5. **Enhance customer service.** Save customers time and hassle by answering their most frequently asked questions on your business website and voicemail. This can include maps or directions to your business; hours of operation; information about shipping and returns; menu items and specials; or whatever customers ask you most.
6. **Connect with prospects and partners.** For a smart alternative to time-consuming and costly business trips, use solutions like Skype, GoToMeeting or WebEx to hold voice conference calls or videoconferences with customers and clients.
7. **Get organized with project management software.** If your small company outsources to contractors, tracking who's doing what and when can be a major headache. Simplify things with project management tools like BaseCamp, Zoho

or Asana, which let you create and assign tasks, collaborate on projects and track everyone's progress.

8. **Simplify scheduling.** Does your business require setting appointments with customers? Eliminate phone tag by using scheduling tools like FullSlate, Genbook or BookFresh, which enable clients to schedule their own appointments online at their convenience.
9. **Understand your customers.** Got a website? Great! Now sign up for Google Analytics (it's free) and get reports that show where your website visitors are coming from—including what sites drive them to yours, what cities they live in, how long they spend on your site, what pages they look at and more.
10. **Get paid instantly, anywhere.** Do you serve customers at their homes or offices, or sell products on the go at farmers' markets or events? Mobile payment tools such as Square, Intuit GoPayment and PayPal, which work with your smartphone or tablet computer, make life easier for both you and your customers by letting you accept noncash payments on the spot.

## (Penalty Increase-continued from page 2)

**Significant Penalty Increase** - Increasing the maximum penalty from \$10,000 to \$100,000 is a significant step that would impose a penalty based simply on allegations of annoyance, whether or not the actual emissions are harmful or in violation of an existing permit standard or requirement.

Under existing law, California's air pollution penalty statutes gradually increase with penalties that are based on the intent of the violator and severity of the violations. The current penalty structure already allows the air district to assess significant penalties.

In fact, an air district has the authority to levy a penalty of up to \$1 million if a nuisance violation is willful and intentional and causes great bodily harm.

SB 691 significantly increases the penalty in an area where air districts already have extraordinary prosecutorial and penalty recovery authority. The air district can determine when a nuisance occurs and then has complete discretion to determine the amount of penalty. SB 691 creates an incentive for the air district to levy the highest penalties possible.

The alleged violator has virtually no defenses to a strict liability offense. The district has to prove only that a few people complained or were annoyed. The district does not have to prove how many people were exposed to air emissions, the severity of the exposure, whether any permit conditions were violated or whether there were any consequences of the exposure—for example, a visit to a doctor or hospital. The air district does not have any burden of proof that the nuisance was so extraordinary that it would justify a \$100,000 penalty.

## Medical Marijuana Card Holder Still Subject to Workplace Safety Actions

By: CalChamber Alert

*Our potential new hire told me he has a medical marijuana card. How will this work if he fails his pre-employment drug test?*

In 1996, California passed The Compassionate Use Act (CUA), which ensured that seriously ill Californians have the right to obtain and use marijuana for medical purposes when a physician determines that the medical use is appropriate, and the person's health would benefit from the use of marijuana in the treatment of various disorders.

### Not 'Prescription'

This narrow legalization has raised havoc in the workplace, as employees believe they have the right to use marijuana as long as they have a "prescription" (marijuana is not approved by the Federal Drug Administration and therefore it is not technically a prescription).

The employer has the right to maintain a drug-free workplace, however, and because federal law does not allow this use, it is still illegal.

Additionally, an employer is not required to allow employees to use medical marijuana as a reasonable accommodation under California's Fair Employment and Housing Act.

The California Supreme Court held in 2008 that it is not a violation of California law for an employer to terminate an employee who tests positive for marijuana, even though the employee was prescribed the marijuana for medical purposes under the CUA.

Other concerns are raised by Occupational Safety and Health Administration requirements, in that an employer is obligated to provide a safe workplace for all of its employees.

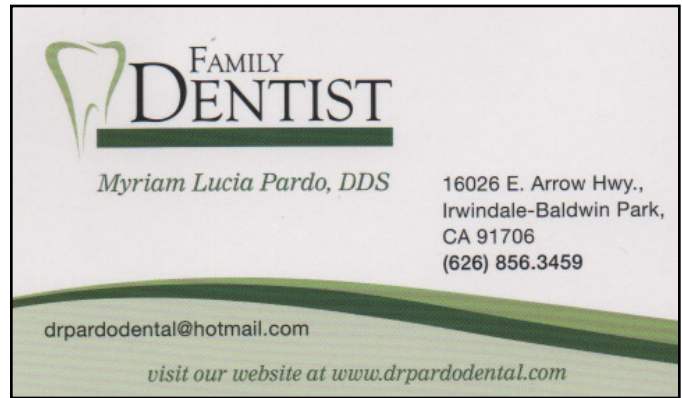
Studies have shown that marijuana-using employees are more prone to accidents, injuries and absenteeism. If such an employee is working in a safety-sensitive position, marijuana use is not likely a reasonable option.

### Meaning of Positive Test

A problematic call is whether the individual is really "under the influence." When testing for marijuana, the laboratory tests for "THC," which remains in the person's body for weeks after the usage. Therefore, a person may test positive for marijuana, but not be under the influence.

Nevertheless, the law, at this time, still allows an employer to terminate an employee or refuse to hire an applicant who tests positive.

This is an area of law that is evolving, and employers who face these decisions should keep updated on any legislation or new court cases.



## Choosing and Forming Corporations and LLC's

Tuesday, September 10, 2013 - 3:00 p.m.-5:00 p.m.

**El Camino College/Business Training Center  
13430 Hawthorne Blvd., Hawthorne, CA 90250**

One of the first decisions that you will have to make as a business owner is how the company should be structured. This decision will have long-term implications, so consult with an accountant and attorney to help you select the form of ownership that is right for you. In making a choice, you will want to take into account the following:

- Your vision regarding size and nature of your business.
- Number of employees.
- Type of business operation.
- Legal restrictions.
- The level of control you wish to have.
- The level of "structure" you are willing to deal with.
- The business's vulnerability to lawsuits.
- Tax implications of the different ownership structures.
- Expected profit/loss of the business and capital needs.
- Do you need to re-invest earnings into the business.
- Length of business operation.

To register please call 310-973-3177. **FREE SEMINAR**

## How to Estimate Start-Up Costs

Tuesday, October 22, 2013 - 3:00 p.m.-5:00 p.m.

**El Camino College/Business Training Center  
13430 Hawthorne Blvd., Hawthorne, CA 90250**

How much will it cost to start your business? It is important to know this figure so that you can plan ahead in starting your new venture. This workshop will take you through the steps needed to calculate start-up expenses. Start-up cost categories, calculating initial costs, calculating the first 90 days projected monthly costs, and conducting a breakeven analysis and an initial cash flow projection will be reviewed and presented in this hands-on session. Please bring a hand held calculator for your convenience.

To register please call 310-973-3177.



## Explicit Wage Agreements Not Allowed for Nonexempt Employees

By: CalChamber Alert

*We need your advice on a new contract we have put together for our sales associate who will be working the salesroom floor. Agreed upon weekly salary is \$550. This weekly income is based on 48 hours—40 hours regular time and eight hours overtime. The sales associate is required to clock in and out, including meal periods. For any weekly overtime beyond 48 hours, the associate will be paid overtime.*

An explicit written agreement is no longer allowed. Your proposal is in violation of Labor Code Section 515(d). Employees cannot agree to a salary that covers both straight time and overtime, either oral or written.

To determine the regular hourly rate of pay for a nonexempt salaried employee, one must divide the weekly salary by no more than 40 hours.

### Calculating Pay

In this proposed agreement, \$550 divided by 40 equals \$13.75 per hour, which is the regular rate of pay. An employee also is entitled to premium pay for the eight hours in excess of 40. The total amount due for the week is \$715. The calculation is below.

\$550 divided by 40 = \$13.75 per hour

\$13.75 times 1.5 = \$20.625 per hour

This employee is now due \$550 (\$13.75 multiplied by 40) plus \$165 (\$20.625 multiplied by 8), a total of \$715.

As you can see, if such a contract were to be put in place, a substantial amount of restitution would be due to your sales associate.

### Wage Statement

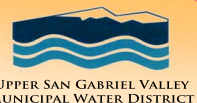
Labor Code Section 226 requires that at the time of payment of wages, an accurate itemized wage statement detachable from the check must be given to employees. This wage statement, or what is commonly called the check stub, must show several items, including gross wages paid, total hours worked and hourly rates in effect. There are severe penalties for failure to comply.

For complete information on Statement of Wage Deductions go to [HRCalifornia.com](http://HRCalifornia.com).

*The Labor Law Helpline is a service to California Chamber of Commerce preferred and executive members. For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at [www.hrcalifornia.com](http://www.hrcalifornia.com).*



# Watershed Restoration Program



USDA FOREST SERVICE & UPPER SAN GABRIEL VALLEY MUNICIPAL WATER DISTRICT WATERSHED RESTORATION PARTNERSHIP



**Sat., October 19, 2013**  
and  
**Sat., November 2, 2013**  
**8:00 am to 12:30 pm**

**Students can earn community service hours.**  
**All ages welcome.**

**Adult supervision of children is required.**

Meet at the San Gabriel Canyon Environmental Education Center.

← SEE MAP ON OTHER SIDE →

Poor weather may cause cancellation of an event. Call (626) 443-2297 and press #223 anytime after 5:00 pm the day before an event to verify event status.

**Volunteer  
and  
Make a  
Difference!**

### REMEMBER TO:

- Bring a **snack** and **drinking water**.
- **Must have own transportation** for duration of event: dropping off attendees and leaving them without transportation during the event is not permitted.
- **Start with a full gas tank.** During the event participants are usually directed to drive from the meeting area to a different location further up Azusa Canyon.
- Consider bringing work or garden gloves.
- The drive along Highway 39 is on typical mountain terrain which means that during some portions of the drive there are twists, sharp curves, and narrow lanes.
- Dress in comfortable clothes that are safe and appropriate for working outdoors in the mountains. Bring a jacket since weather may get cold. Sunscreen and hats are also suggested.
- Wear sturdy, non-skid, closed-toe shoes (*sneakers, hiking boots, etc.*).

If you have a group of six or more people planning to attend, please call either Esmeralda Bracamonte, USDA Forest Service at (626) 335-1251 or Ruben Gallegos, Upper District at (626) 443-2297 or by e-mailing [ruben@usgvmwd.org](mailto:ruben@usgvmwd.org).



**THURSDAY, SEPTEMBER 12, 2013**

**11:30 a.m. - 1:30 p.m.**

**Members \$25 – Non-Members \$30**

## **Environmental Awards & Green Showcase**

**@ City of Hope - Cooper Auditorium**

**1500 E. Duarte Road, Duarte CA 91010 (*Park In Parking Lot D*)**

The Irwindale Chamber Environmental Committee invites you to attend the Environmental Award Luncheon and Green Showcase as we honor the following business for their environmental efforts in the following categories:

Water Conservation Award  
*Valley County Water District*

Energy Preservation Award  
*Northrop Grumman*

Waste Reduction Award  
*CleanTech Environmental Inc.*

Waste Reduction Award  
*Ready Pac Inc.*

Environmental Innovation Award  
*Athens Services*

Environmental Leadership Award  
*San Gabriel Valley Corporate Campus*

### ***Corporate Sponsors:***



**Reservations required. For information and reservations,  
visit [www.irwindalechamber.org](http://www.irwindalechamber.org) or call  
(626) 960-6606**

### NATIONAL NIGHT OUT

The Irwindale Police Department joined in the nationwide National Night Out on Thursday, August 8th by hosting a community event at Irwindale Park in conjunction with the Music-in-the-Park concert. Police vehicles were on display and police officers and department staff members were present to answer questions and provide information to the community. They also distributed public safety handouts, flyers and information as well as pencils, puppets and coloring books for the kids. The police department was joined by Jan's Towing, who provided tow trucks, a race car and various vehicles for display. Jan's also had a booth where they had gifts, handouts and giveaways for the children. Field Deputy Suzie Hsi from the office of Supervisor Gloria Molina was also present and staffed a booth to meet with the community. Ms. Hsi answered questions, handed out information on county services and addressed a variety of concerns important to Supervisor Molina, such as public safety and homeless services. Mayor Miranda, members of the City Council, Chief Campos and Ms. Hsi also addressed the community about National Night Out and the Irwindale Police Department prior to the band's performance.





### COUNCIL ROUND-UP – JULY 10 & 24, 2013

- Council determined as surplus a variety of equipment and authorized its disposal in accordance with Section 3.44.150 of the Irwindale Municipal Code.
- The changes in work for the PCC Sidewalk and Access Ramps Project were ratified and the improvement and maintenance responsibility for said constructed improvements were accepted by Council.
- The changes in work for the Swimming Pool Improvement Project were ratified and the improvement and maintenance responsibility for said constructed improvements were accepted by Council.
- Council authorized the City Manager to execute Contract Amendment No. 1 to the existing contract with AECOM for the federally funded project for Interstate 605 at Live Oak Avenue and Arrow Highway.
- The memorandum of understanding agreement with the City of Baldwin Park Police Department to provide patrol and enforcement services to the Irwindale Event Center for special events was approved by Council.
- The memorandum of understanding agreement with the City of Azusa Police Department to provide patrol and enforcement services to the Irwindale Event Center for special events was approved by Council.
- Council approved the amended Helicopter Agreement with the City of El Monte Police Department to provide helicopter air support to the Irwindale Police Department for a period of one year, renewable in one-year increments subject to the terms and conditions of the agreement.
- Council authorized the City Manager to execute a Professional Services Agreement with the Lilley Planning Group to provide staffing and professional services in the Community Development Department for a term of one year.
- Council held a Public Hearing to introduce for first reading and adopted upon second reading at two distinct meetings an ordinance amending Chapter 17.52 of the Irwindale Municipal Code regarding emergency shelters in the M-1 (Light Manufacturing) Zone adding sections 17.52.012; 17.52.015; and 17.52.017 to Chapter 17.52 which will affect properties citywide.
- The Council acting as the Board of the Housing Authority adopted a resolution approving a First Amendment to the Disposition and Development Agreement by and between the Irwindale Housing Authority and The Northridge Group, Inc., amending the Regulatory Agreement and Declaration of Covenants and Restrictions, and appropriating funds from the Housing Authority to cover anticipated costs of the improvements.
- Council rejected the claim of USA Waste, Inc. v. City Irwindale and directed staff to send a standard letter of rejection.
- The quarterly investment report was received and filed by Council.
- The changes in work for the replacement of shallow sewer manholes on Live Oak Avenue were ratified and the improvement and maintenance responsibility for said constructed improvements were accepted by Council.
- Council authorized the City Manager to enter into an agreement with Sully Miller Contracting Company for the Vincent Street Improvement Project.
- Council authorized the City Manager to enter into an agreement with Gentry Brothers, Inc. for the reconstruction of Ramona Blvd. at the 605 Freeway and Rivergrade Road between Los Angeles Street and Brooks Drive within the City limits.
- The City Engineer was authorized by Council to proceed with the design of speed humps on Morada Street and Progress Lane and adopted a resolution appropriating funds for the design and construction of this project.
- Council authorized the execution of the Interim Police Chief Employment Agreement between the City and Roy Campos for a term not to exceed 960 hours in fiscal year 2013-14.
- Council authorized the City Manager to enter into an agreement with Steven A. Ormenyi and Associates for the preparation of Plans, Specification and Estimate for the Irwindale Park-Gazebo-Plaza Improvement Project.
- Council received a review on the economic impact of Irwindale Business License Fee/Tax and directed staff to further study the issue in order to determine a better fee structure for the City.

**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

**2013 BOARD OF DIRECTORS**

Chair of the Board: George Poitou *SCE Federal Credit Union*  
Vice Chair Dawn DeVroom *Arrow Automotive Services*  
Vice Chair Gary Clifford *Athens Services*  
Treasurer: John Muldoon *Securitas Security Services*  
Secretary: Steve Sorell *Sorell and Associates*  
Past Chair: LaShawn Gillespie *Foothill Transit*

**Directors:** Doug Campbell *Southern California Edison*  
Marissa DeRosa *Picasso's Cafe*  
James Gallo *James A. Gallo Attorney at Law*  
Dena Garvin-Smart *Alta Pacific Bank*  
Claudia Hubbard *DoubleTree by Hilton*  
Sam Kim *Ayutla Market*  
Brian Ouellette *Vulcan Materials*  
Kathy White *California Custom Fruits and Flavors*

**Staff:** Lisa Bailey *President/CEO*  
Love Larimore *Membership Event Manager*  
Veronica Orosco *Office Manager*

**CHAMBER MEETINGS**

**Board of Directors** 4th Monday  
3:00 p.m. at the Chamber  
**Business Ambassadors** 1st Thursday at the Chamber  
8:00 a.m.  
**Environmental Committee** 1st Wednesday  
12:00 noon Location Varies  
**Luncheons** 2nd Thursday-Even Months  
Location Varies  
**Networking Breakfast** 4th Thursday at Picasso's Cafe  
7:30 a.m. - 9:00 a.m.  
**Toastmasters** Call for meeting details.  
626-256-7900

**IRWINDALE SERVICE ORGANIZATIONS**

**Am-Vets Post 113**  
16124 Calle de Paseo, Irwindale, CA 91806  
Meets 1st Friday at Am-Vets Park (626) 338-4440 Ben Aguayo  
**Irwindale Educational Foundation**  
P.O. Box 2307, Irwindale, CA 91706-1168  
Board Meets 2nd Tuesday, 7:30 a.m. at the Chamber  
**Irwindale Sister City**  
PO Box 2333, Irwindale, CA 91706  
Meeting information call Marguerite Lopez @ 626-329-6405

**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: Julian A. Miranda  
Mayor Pro Tem: H. Manuel Ortiz  
Council Members: Mark A. Breceda, David "Chico" Fuentes,  
and Manuel R. Garcia

**City Council Meetings**

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

**City Staff**

City Manager John Davidson  
Dir. of Public Works/City Engineer: William Tam  
Finance Director & City Treasurer: Eva Carreon  
Community Development Director: Gus Romo  
Deputy City Clerk: Laura Nieto

**Planning Commission**

Chair: Arthur R Tapia Vice Chair: Richard Chico  
Commissioners: Doloras Amador, Robert E. Hartman and Carmen M. Roman

**Parks & Recreation Commission**

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

**Senior Citizen Commission**

Chair: Maggie Guzman Vice Chair: Iris Rodriguez  
Commissioners: Virginia Diaz, Erlinda Duran and Arline Miranda

\*\*\*\*\*

**Library.....(626) 430-2229**  
City Librarian: Ryan Baker  
5050 Irwindale Avenue Fax: (626) 430-2266

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

**Senior Center.....(626) 430-2283**  
16116 Arrow Highway Fax: (626) 430-2275  
Senior Citizen Coordinator: Jackie Delgado

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

\*\*\*\*\*

**Police Department**

Interim Police Chief Roy Campos  
**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**  
Phone (non emergency)...(626) 337-8919  
15546 Arrow Hwy, Irwindale



LEADING THE WAY FOR OTHERS

P.O. BOX 2307 • IRWINDALE, CALIFORNIA 91706

"Jardin de Roca" Garden of Rocks

Is this newsletter properly addressed? Please verify the information on the mailing label. If any changes are needed please call (626) 960-6606 or fax them to (626) 960-3868.

## Pillars of Irwindale

- ✚ Empire Mobile Home Service & Construction
- ✚ Champion Awards and Specialties
- ✚ Cleantech Environmental
- ✚ SA Recycling

Become a Pillar Member today! It's very simple, just double your standard dues and receive recognition all year long!

- Recognition in each issue of Insights
- Business Card Ad for one month
- Special renewing date plate for your membership plaque
- Pillar Member name badge
- Website Recognition for the entire year

For complete details call the Chamber office 626-960-6606

### Become an Irwindale Chamber Business Ambassador

Our VISION is to be the face of the Irwindale Chamber of Commerce by providing networking and business opportunities while growing the business community.

The MISSION of the BUSINESS AMBASSADORS is to connect and strengthen business relationships, communicate chamber benefits, bring exposure to its members and help businesses reach their ultimate goals.

Join us for the next Business Ambassador meeting

**Meetings:** 1st Thursday of every month at the Irwindale Chamber office 8:00 a.m.



**PICASSO'S**  
where great food is made of art®

#### Cafe and Bakery Hours:

Monday - Friday • 7:00 AM - 2:30 PM

Full Service Corporate Catering  
Available 24/7

Private Dining & Conference Rooms

10716 Irwindale Ave, Irwindale, CA 91706

[www.picassoscafe.com](http://www.picassoscafe.com) • 626.969.6100

Awarded by 32nd Congressional District  
"2010 Diverse Entrepreneurs of the Year"

### Ten Great Reasons to be a Member:

- |                           |                             |
|---------------------------|-----------------------------|
| 1) Credibility            | 6) Community Involvement    |
| 2) Networking             | 7) Publicity                |
| 3) Government Advocacy    | 8) Business Referrals       |
| 4) Benefits and Discounts | 9) Leadership Development   |
| 5) Learning Opportunities | 10) Volunteer Opportunities |

For more information visit [www.irwindalechamber.org](http://www.irwindalechamber.org).

**Vision:** To be the premier Chamber of Commerce leading the way for others. It is the mission of the Irwindale Chamber of Commerce to build solid relationships and provide quality services which support chamber members and businesses, in order to promote the economic vitality of our community.

