

Post-*Brinker* Meal and Rest Claims

Winding Through Courts

By: HR California Extra

Meal and rest period lawsuits did not disappear after the California Supreme Court decided the landmark *Brinker v. Superior Court* case. But, to date, *Brinker* has made it harder for plaintiffs to get their class action lawsuits certified. This is good news since it is much easier, and far less expensive, for a business to defend against a single meal and rest claim than a class action lawsuit.

The post-*Brinker* landscape serves as a reminder to employers to maintain clear, compliant meal and rest break policies and practices.

Brinker Ruling Recap - The *Brinker* court held that employers must provide meal breaks, but need not ensure that meal breaks are taken. The employer satisfies its legal obligation to provide an off duty meal period to its employees if it:

- Relieves its employees of all duty
- Relinquishes control over their activities
- Permits them a reasonable opportunity to take an uninterrupted 30-minute break
- Does not impede or discourage them from doing so

The court also set forth specific guidance as to rest breaks.

Brinker ruled that unless there were universal policies or practices that reflected meal periods were not provided, class certification would generally be inappropriate. If individual issues predominate, class certification must be denied.

Three Cases on Hold Have Been Decided - The California Supreme Court granted review of six cases dealing with meal and rest break issues and then placed the six cases on hold pending the *Brinker* decision. In June, the California Supreme Court transferred the six cases back to their respective courts of appeal, directing the lower courts to vacate their earlier rulings and to reanalyze those rulings under the principles set forth in *Brinker*.

These six cases are: *Brinkley v. Public Storage*; *Brookler v. Radio Shack Corp*; *Faulkinbury v. Boyd & Associates*; *Flores v. Lamps Plus (Lamps Plus Overtime Cases)*; *Hernandez v. Chipotle*; *Tien v. Tient*.

Three of these cases have now been decided on review: *Brinkley*, *Hernandez* and *Lamps Plus*. Only *Hernandez* and *Lamps Plus* are published decisions that employers can rely on. *Brinkley* was not published.

Hernandez Decision - Post-*Brinker*, the court of appeal in *Hernandez v. Chipotle* held that class certification was properly denied. Since the *Brinker* court ruled that employers must only provide the meal breaks and not ensure they were taken, determining whether there was employer liability would require an individualized inquiry as to why any particular employee missed a particular break.

(Meal & Rest Claims-continued on 8)

(‘Job Killer’-continued from coverage)

Moreover, the CalChamber said, unnecessarily increasing labor costs and the threat of litigation could hurt California exports, one of the bright spots in California’s economy.

In a similar vein, the Governor wrote: “California’s current outdoor heat standards are the most stringent in the nation, and compliance with them has been improving each year—from a low of 32% in 2006 to more than 80% in 2012.”

While saying the standards “should be improved,” the Governor said AB 2346 is “flawed: it would create through *legislation* a new enforcement structure that would single out agricultural employers and burden the courts with private lawsuits.”

He expressed a preference for the regulatory process for making changes and concluded that the administration is ready to help “but ongoing litigation about past enforcement practices continues to drain resources away from improving the existing heat standards and ongoing enforcement.”

- **AB 1186** would have increased energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that are not necessary to cost-effectively implement the market-based trading mechanism under AB 32.

The bill would have directed 10% of the Investor Owned Utility auction revenue proceeds from the state’s cap-and-trade program toward public school energy projects.

In opposing the California Air Resources Board (ARB) plan to impose a “cap-and-tax” program through a multibillion-dollar auction, the CalChamber has consistently stated that the AB 32 climate change law was not intended to be a revenue source.

Imposing the auction goes beyond the ARB’s authority and runs contrary to the requirements expressly stated in AB 32, which are maximizing benefits and minimizing what the ARB describes as leakage risks and costs—the potential for businesses and jobs to move out of state.

By imposing what amounts to a tax on carbon, the auction will hurt the economy and entities subject to the tax. The affected operations include manufacturers, public agencies, universities, refineries and food processors.

CalChamber also pointed out that AB 1186 duplicates existing programs currently funded by ratepayers, who pay more than \$1.3 billion a year into energy efficiency programs.

The Governor’s veto message stated that AB 1186 “jumps the gun by establishing a program before we are ready.”

Signed - The Governor signed two “job killers” on September 30: **AB 1532** and **SB 535** increase energy costs, including fuel prices, on consumers and businesses by allocating funds from an illegal tax to various programs that are not necessary to cost-effectively implement the market-based trading mechanism under AB 32.

Calendar of Events

November 2012

We often take for granted the very things that most deserve our gratitude. -Cynthia Ozick-

**Happy
Thanksgiving!**

| | | | |
|----|---|-----------------------|----------------|
| 1 | Business Ambassador Mtg. | 8:00 a.m. | Chamber Office |
| 7 | Environmental Committee | Noon | TBD |
| 8 | Moving Your Business Into The Future | 7:30 a.m. | MillerCoors |
| 13 | IEF Board Meeting | 7:30 a.m. | Chamber Office |
| 15 | GMI/Mini Expo Presenting Sponsor: Foothill Transit | 7:30 a.m.-9:00 a.m. | Edison EEC |
| 22 | Thanksgiving | CHAMBER CLOSED | |
| 23 | | CHAMBER CLOSED | |

December 2012

Blessed is the season which engages the whole world in a conspiracy of love! -Hamilton Wright Mabie-



| | | | |
|-------|---|-----------------------|-------------------------------|
| 4 | Social Media Made Simple | 10 a.m.-Noon | Irwindale Community Center |
| 5 | Environmental Committee | Noon | 3M Unitek |
| 6 | Business Ambassador Mtg. | 8:00 a.m. | Chamber Office |
| 10 | Board Meeting | 3:30 p.m. | Chamber Office |
| 11 | IEF Board Meeting | 7:30 a.m. | Chamber Office |
| 13 | Holiday Luncheon | 11:30 a.m.-1:30 p.m. | Edison EEC |
| 20 | Good Morning Irwindale Presenting Sponsor: MillerCoors | 7:30 a.m.-9:00 a.m. | Edison EEC |
| 24-28 | Happy Holidays | CHAMBER CLOSED | |

January 2013

Nothing is predestined. The obstacles of your past can become the gateways that lead to new beginnings. -Ralph Blum-

**HAPPY
NEW YEAR**

| | | | |
|----|---|---------------------|---------------------------------|
| 8 | IEF Board Meeting | 7:30 a.m. | Chamber Office |
| 9 | Environmental Committee | Noon | Chamber Office |
| 10 | Business Ambassador Mtg. | 8:00 a.m. | Chamber Office |
| 18 | Installation & Award Banquet | 6:00 p.m. | Pomona Valley Mining Company |
| 20 | GMI/Mini Expo Presenting Sponsor: Picasso's Cafe | 7:30 a.m.-9:00 a.m. | Edison EEC |
| 23 | Labor Law Update | 9:00 a.m.-11 a.m. | Irwindale Community Center |
| 28 | Board Meeting | 3:30 p.m. | Chamber Office |

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. Cancellations must be done 24 hours prior to event.

For further details, future events, or to RSVP please visit our calendar at www.irwindalechamber.org or please call us at 626-960-6606.

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Chamber News



We are happy to announce that The San Gabriel Valley Corporate Campus earned **LEED for Existing Buildings Silver Certification!!!** With this award, the property becomes the first LEED certified building in Irwindale, California

The LEED EB Silver Certification provides independent, third-party verification awarded by the U.S. Green Building Council (USGBC) that a building is achieving high performance in key areas of human and environmental health: sustainable site management, water savings, energy efficiency, atmospheric protection and materials selection which position the property to perform at a high level over time.

(HR Posters-continued from coverage)

- Implementation of workers' compensation reform measures will also begin in 2013. As a result, there are potential mandatory changes to the Workers' Compensation notice and pamphlet regarding employees' rights and benefits and employer obligations.

Failure to comply and have a current poster posted in a central location at your workplace could result in significant fines and penalties. Posters must be displayed in a conspicuous place where all employees can easily read it, such as a break room, common hallway, payroll office or other common location. Employers must also display posters at each company location.

The Irwindale Chamber wants to make sure your business is in compliance and urges you to place your 2013 poster order today to ensure delivery by early January. Please call the **Irwindale Chamber at (626) 960-6606** or go to this link <http://irwindalechamber.org/online-store.htm> on the chamber's website and order your poster today.

CalChamber is a trusted source for California and federal compliance products, with more than 120 years of experience helping California business do business.

October Business of the Month



Business Accomplishments: Acrylatex Coatings & Recycling, Inc. was established in 2008 as a latex recycling facility in Azusa, CA for the purpose of collecting and processing latex paint into re-usable products. As an approved California recycling facility, Acrylatex has contracts with several companies who conduct "Neighborhood Round-Ups" to collect unused paint from local residents. Any of the collected paints that do not meet the strict quality standards for processing to become architectural or graffiti coatings is further processed into asphalt coating sealants and ground cover products. All collected materials are recycled; including can, pails and pallets.

Acrylatex has had two write ups in the Los Angeles Business Journal, and currently has a patent pending on recycled products made from waste paint.

Community Services: Acrylatex Coatings & Recycling, Inc. donates products to churches and non-profit organizations. Sales Manager Gary Erb also is a guest speaker at many non-profit functions.

Chamber of Commerce Activity: Acrylatex Coatings and Recycling, Inc. has been a chamber member since September 2011 and is also a member of the Irwindale Chamber Environmental Committee.

Acrylatex Coating & Recycling Inc.

www.Acrylatex.com

626-812-0191

Due to publication deadline the current business of the month is featured on our website at 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.

Ambassador of the Month



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The Service Mentality

By: Nancy Friedman, The Telephone Doctor

Customer Service. Pick up any ad, and there's probably a line of type or two of how well you'll be treated when you shop there. Usually the advertisement reads, "We're the best" or "Service is our middle name" - something like that. The phone book advertisements are loaded with commercials for being very customer service minded.

Why then, do we hear so many horror stories about how people were treated? Telephone Doctor recently surveyed several companies, to seek out the traits - the characteristics of those that have the service mentality. Clearly, not everyone does. The good news is; you can learn the skills of the "best." No one has a monopoly on a Service Mentality.

Telephone Doctor culled together the seven traits that were among the highest in the survey. Here are the results.

#1 Empathy - This trait won hands down as the most important characteristic when serving customers. In so many cases you get APATHY, the exact opposite of EMPATHY. Simply put, empathy is putting yourself in the other person's shoes. How would you feel if what happened to them, happened to you? True Story - On a recent trip, my wallet was stolen. All my credit cards, checkbook, drivers license, and, of course, the few dollars I had in it.

I proceeded to start making the appropriate phone calls to each credit card company. After explaining who I was, and that my wallet was stolen with 4 credit cards, cash, and checkbook, the person on the other end blurts out: NAME?

There was no, "Gee, I'm sorry that happened," no "Oh my, how sad." All they wanted was my name. No empathy at all. I hope those people (and by the way; all 4 credit card companies did the very same thing) never have to go through that loss. All I wanted to hear was a, "Gee, that's so sad." Or a plain old, "I'm sorry to hear that." Someone who understood.

#2 Enthusiasm - Ah yes, enthusiasm. Appropriate enthusiasm cannot be replaced. It's a sign of giving service that is above and beyond. When a customer feels that you are enthusiastic for them, they just fall right into the palm of your hand. Generating enthusiasm with a customer is perceived as their having made the right decision. It's a confirmation that they've done the right thing. And everyone likes that.

#3 Responsibility - Being responsible is so important. It can be a large responsibility or a small one. Example: I was speaking at a corporate meeting last spring, and when asked my needs, I told them all I needed was a handheld wireless microphone. "No problem," I was told by the contact. She said she had told "BOB" to have the handheld wireless microphone ready for when I was supposed to speak.

Well, when I got to the meeting room; there was only what they call a "lavalier" microphone. The one you clip

onto your garment. Not the correct one we ordered; but nonetheless, it would have worked. However, my contact was terribly disappointed. She told me, "You know, I gave Bob the responsibility to get you the handheld, and he let me down - which in turn let you down." She continued, "I gave Bob the responsibility of getting you the microphone you needed, and he didn't do it." When you agree to something for a co-worker or a customer it's key to be responsible and keep your commitment.

#4 Resiliency - How fast can you pop back into a good mood when something has disrupted your schedule? Or do you pout and fret about it, and linger and wallow in it? The ability to bounce back from any adversity is an important service mentality.

We all get hit with some problems during the day. Things that weren't what we planned. And as my mother use to tell me, "It's not the problem, it's HOW you handle it." The handling of any situation is what makes the situation good or bad. And if you've been hit with a disappointment or something that you weren't planning on, it's up to you to bounce back - be resilient. Your customers should never know you were disappointed. Need to work late and miss dinner with some friends? Or perhaps you had a minor disagreement with someone. The customer should never know that. Resiliency is needed to have the service mentality.

#5 Balance - Just like the justice scales that need to be kept in balance; so it is with our workload vs. the customer. There's a fine line between pleasing the customer and losing money for the company. In other words, it shouldn't all be one sided. When a customer needs something, that's fine. If, however, we go over the line, it becomes unbalanced and not fair to either the customer or the company.

Finding the right balance at your job and in your company will help you maintain the right balance for both you and the company. Is the customer always right? No, the customer always thinks he's right. We need to know the difference between giving away the store and sticking to company guidelines.

#6 Ownership - This is my personal favorite. Because I see it so much as I call and shop around. It runs rampant though the business world. This is the proverbial "it's not my job, or not my department, or I wasn't here that day, or I don't know anything about that."

Customers don't care if you were on vacation when something happened and they need help. They don't care if it's not your department. You answered the phone; they're depending on you. You were at the counter to help them now.

If you answered the call, you own the call. Take ownership of the situation. It's not that you'll need to do everything; but

(Telephone Dr. continued on page 8)

Business Owners Need to be Aware of Phony Fire Inspectors

By: Daryl L. Osby, Fire Chief County of Los Angeles Fire Department

Fire Chief Daryl Osby advises business owners and employees to be on the lookout for phony "fire inspectors." Businesses throughout Los Angeles County and across the state have been targeted by scam artists who wear official-looking "uniforms" and perform questionable "fire safety inspections" in local businesses. These individuals typically enter businesses suggesting that they represent the fire department and state that "they need to inspect the fire protection system," or that "they need to inspect various components of the fire protection system." These components can include alarms, fire sprinklers, hood systems, and fire extinguishers. Oftentimes, these "inspectors" ask an unsuspecting employee to sign a form authorizing the inspections. Several weeks, or months, after these fraudulent inspections are completed, business owners often receive an invoice for various services that were fraudulently performed.

The County of Los Angeles Fire Department inspects businesses annually and **does not charge for these inspections.** Business owners, managers, and employees should not let anyone inspect their fire extinguishers, sprinkler systems, hood systems, or any other protection devices unless they have an agreement with a specific fire protection company.

Business owners should ensure that any fire inspection that is completed at their business is legitimate. This can be accomplished by following four simple steps.

1. Inspectors should introduce themselves as County of Los Angeles Fire Department employees or identify their business and produce a business card. Allowing an individual to enter your business without a clear understanding of who that person is, as well as their intentions, is not recommended.

2. Inspectors should be able to present a copy of their current County or City business license. Legitimate contractors should have a "C-10" endorsement to inspect fire alarms or a "C-16" endorsement to inspect fire sprinklers and fix fire protection systems. Licenses can be verified by checking with the Contractor's State License Board at <http://www.cslb.ca.gov>.
3. Inspectors should be able to tell you what they intend to do and what the estimated costs will be. Never pay in cash. Invoicing and recordkeeping are important for your business and help assist in establishing future legal avenues if the inspection turns out to be fraudulent.
4. Inspectors must leave any broken and/or replaced parts with you. They also must provide a signed invoice.

Remember! You may always refuse service and contact the County of Los Angeles Fire Department for guidance. We will gladly advise you of any required service schedules for your fire protection systems and assist you in verifying that the company you choose is qualified to provide the appropriate inspection, testing, and maintenance. If you suspect suspicious activity, contact law enforcement, your municipal fire department or the County of Los Angeles Fire Department's Public Affairs Section at (323) 881-2411.



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(Meal & Rest Claims-continued from page 2)

The lead plaintiff, Hernandez, filed a class action alleging meal and breaks were not properly given. Hernandez estimated the case consisted of thousands of current and former employees who worked millions of shifts for Chipotle.

There was no evidence of common employer practice or policy of not providing breaks. Instead, the evidence submitted by plaintiffs was that some employees always missed breaks, some received meal breaks but not rest breaks, others had combined breaks and practices varied from store to store and manager to manager. The evidence submitted by Chipotle was that employees had always been provided breaks. In fact, “the only evidence of a company-wide policy and practice was Chipotle’s evidence that it provided employees with meal and rest breaks as required by law.”

For the plaintiff to prove Chipotle was violating the law, Hernandez would have to present a restaurant-by-restaurant analysis, and perhaps even a supervisor-by-supervisor analysis. Class certification was, therefore, not appropriate.

Lamps Plus Decision - The court of appeal in this case also found class certification inappropriate. In light of the *Brinker* court’s ruling that there is only a duty to provide, not to ensure, the *Lamps Plus* court found that individual issues predominated and class certification was inappropriate.

Lamps Plus submitted evidence that its meal and rest break policies were legally compliant. Lamps Plus maintained an employee handbook that included a policy requiring meal and rest breaks at appropriate intervals. Employees were required to sign a written acknowledgment that they received the meal and rest break policy. Employees were on notice if they were not provided a break, they were to contact HR.

Lamps Plus also maintained a discipline system for violations of the meal and rest period policy. “Lamps Plus made clear its commitment to follow the law by authorizing supervisors and managers to take disciplinary action to enforce the policy, up to the point of suspending employees who did not take their scheduled breaks.”

The court noted that it would make no sense to penalize an employer that used its best efforts to provide meal and rest breaks in a manner compliant with the law.

In addition, there was no evidence that there were common issues among the potential class members. The evidence submitted by plaintiff’s own attorney showed that some employees often missed meal and rest breaks, some always received both meal and rest breaks and some received one but not the other. Even with those who claimed supposed violations of the law, there were divergent experiences.

Brinkley Decision - This case was brought by nonexempt property managers who worked for Public Storage, Inc. The employees, in part, claimed meal and rest break laws were violated. On remand after *Brinker*, the court dismissed both the meal and the rest break claims prior to trial.

The court held that there was no violation because the employer made meal periods available. The company showed: (1) it maintained a written policy providing meal and rest periods; (2) employees and managers were aware of the policy; (3) employees were reprimanded for not taking meal periods; (4) the company advised employees at a meeting that they were required to take lunch and rest breaks.

Furthermore, there was no evidence that the company prevented employees from taking the breaks. Plaintiffs claimed that they did not always take the breaks, but they did not present any evidence that the company precluded them from taking the breaks. The breaks were provided and it was not the employer’s duty to ensure they were taken.

Best Practices - Employers need to review their policies and practices. Employers should consult with legal counsel regarding the approach that is best for their industry.

Employers need:

- Well-written, legally compliant meal and rest policies that are specific to your organizational needs
- Notice to employees of policies and regular reminders
- Managers who are educated about their break period obligations
- A disciplinary process for employees who violate the policy and also for supervisors/managers who fail to provide the required breaks
- A regular audit of time card records to ensure that policies are being followed and to determine if there is any pattern of missed breaks

(Telephone Dr. continued from page 6)

taking ownership; and making sure the customer knows that you will find out for them is the key! Telephone Doctor feels it should never take 2 people to give good customer service. You get the call. You own the call.

#7 Adaptability - Granted, this service mentality might need some practice, but it is another important ingredient, characteristic, or trait of the service mentality.

Think about the number of people who you help every day, either on the phone or in person. They’re all different, aren’t they? Not only in culture, color or accent, but in mood and personality. We need to be able to adapt to all kinds of personalities. Having difficulty understanding someone? Learn to adapt to their particular problem. Ask them if they could please slow down so you can get what they need. Slow talkers? Adapting to them is so important. Mostly because slow talkers don’t like to be rushed. So rushing a slow talker through a conversation will only make matters worse. You’ll need to adapt to those that are slow talkers. And of course, there’s the fast talker - who you also need to adapt to.

Think of the chameleon. That little lizard like animal that takes on the color of what it lands on. They adapt to the color. And usually they’re difficult to see. We need to adapt to the situation so that every transaction is a seamless one.

Dealing with Family Leave Act Rights, Multiple Absences

By: HumanResources4U.com

I have an employee who has been missing a lot of work due to illnesses involving herself and her two children. She is almost out of paid time and requesting Family Medical Leave Act (FMLA) for her family. She told me that she is entitled to be paid for the time that she misses from work under FMLA. Do I have to give her more time off work and do I have to continue to pay her when she is out of paid time?

If your company is covered by the FMLA and the California Family Rights Act (CFRA) and the employee has been with you for one year and worked 1,250 hours within the last 12 calendar months, she may qualify for FMLA/CFRA, depending on whether a medical provider certifies that there is a serious health condition.

A Serious Health Condition Certification may be required under FMLA/CFRA to establish that the medical condition rises to the level protected by federal and state law. Not all illnesses or injuries may rise to that level. It is up to a medical provider to make that determination.

No 'Family' Certification - Even though this protection may include care for an employee's child and the employee may have more than one child who has medical needs that fall under the FMLA, there is no such thing as a family certification.

The employee is mistaken if she thinks that one certification will protect all absences related to medical conditions within her family, whether the absence is for herself, or her children. One certification does not protect all the employee's absences—just the absence(s) related to the specific certification.

Also note that FMLA/CFRA is limited to 12 weeks within a 12-month period, regardless of the number of children an employee may have. If an employee seeks FMLA/CFRA leave due to the medical condition of a second child, that doesn't start the clock for an additional 12-month period.

Wage Replacement Options - There is no requirement under either federal FMLA or state CFRA that the employee be paid for time that she misses from work due to this leave; therefore, once she is out of paid sick leave, vacation or paid time off, there is no further obligation to pay her unless your company has a policy or practice of continuing pay.

The employee may file a claim with the Employment Development Department (EDD) for State Disability Insurance (SDI) if the illness pertains

to her. SDI is partial wage replacement that an employee is entitled to claim if a medical provider certifies to the state that an employee cannot work.

The other source of compensation through EDD is Paid Family Leave (PFL), which is available when the employee is needed to provide care/support for a spouse, domestic partner, parent or child. PFL is limited to six weeks within a 12-month period.

Job Protection - Often an employee will assume that because she/he is entitled to file claims for wage replacement under state law or have a doctor's note that her/his job will be protected. That is not the case.

If the absence is not protected by law, company policy or practice, then you do not have to accommodate the employee with more time off work and you do not need to pay her once she has used all of her paid time.

Be cautious in situations that involve FMLA or Americans with Disabilities Act issues, pregnancy and workers' compensation. Seek legal advice before disciplining or terminating an employee.

Absence for Other Reason - *What do I do if an employee has an FMLA certification for an illness and now is out for another reason?*

It is possible that an employee may have more than one serious health condition that would require a separate certification. Once a certification is obtained, it is up to the employee to inform you when absences relate to that condition.

If an absence does not relate to the certification, the employee may need to obtain another certification in order to have FMLA/CFRA protection. One certification does not protect the employee for all absences.

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The Green Pages

November



Local Non Profit and Businesses Honored for Environmental Efforts

Photos By: Eagle Photography

The Irwindale Chamber of Commerce Environmental Committee held its 5th annual Environmental Awards and Green Business Expo on Sept 13, 2012 at City of Hope in Duarte. This event made possible by sponsors City of Hope, Foothill Transit, and MillerCoors was initiated to recognize businesses and organizations that have implemented and achieved reduction in their carbon footprint as related to environmental concerns. Recipients were chosen based on the information provided with the nomination form.



3M Unitek received the 2012 Energy Preservation Award for implementing an Energy Management System to provide automated and remote control monitoring of key major energy consuming equipment. The new system has automated the shutdown of high-load production and facility equipment during weekends and holidays for annual savings in excess of 271,000 kWhrs.



City of Hope received the 2012 Waste Reduction Award for its integrated waste management program designed to improve safety, reduce cost, increase compliance, reduce environmental impact, and improve campus aesthetics. IN 2011 City of Hope reduced its waste-to-landfill stream by 20 percent and increased its recycling by 158 percent.

The Irwindale Chamber of Commerce Environmental Committee

E-mail your environmental questions to our committee and one of our committee members will respond to you.

Co-Chair: Jeff Arbour - MillerCoors

Co-Chair: Paula Kelly - City of Irwindale

Gabriel Alvarez - SA Recycling

Remus Baias - 3M Unitek

Elizabeth Bagwell - City of Hope

Ann Croissant- San Gabriel Mountain Conservancy

Bob Dlugosz - Sun Green Systems

Craig Doerr- South Coast Fibers

Jackie Doornik - San Gabriel Mountain Conservancy

Gary Erb - Acrylatex Coatings & Recycling

Lauren Festner - Foothill Transit

Wayne Filmalter - 3M Unitek

April Kelcy- Earthquake SOLUTIONS

Philip Munoz- Contract Worker

Michael Noonan - Foothill Oaks Academy

Ken Stout - Westrux International

Rainbow Yeung - South Coast Air Quality Management

Mission Statement

To prepare, inform, and advocate, on behalf of the business and residential community, environmental concerns and emergency preparation and response planning.

Join the Committee

If you care about health and safety issues that affect community business, or the environment, you should consider this committee.

Meeting: 1st Wednesday of each month

Time: 12:00 noon to 1:00 p.m.

Location: Varies

Look for us on Facebook:

Irwindale Environmental Committee



KARE Youth League received the 2012 Environmental Leadership Award for its environmental stance in educating young people to “leave it better than you found it.” The non-profit organization serves approximately 1000 members year round with programs designed to build character and responsible citizenship. Students learn about conservation and environment through field trips, hands-on experiences, and community involvement such as planting drought tolerant plants and trees at their Arcadia Center, participating in a program with Vector Control collecting water samples in search of mosquito larvae, and creating a student Green Day event during which students collected over 7 pallets of e-waste.



Southern California Edison received the 2012 Environmental Innovation Award for incorporating several green features in the new Parking Structure at SCE’s Gateway Campus in Irwindale. Features include an “on grid” solar canopy on the roof that generates five times the power needed for the structure. The surplus energy is fed back into the regional electric grid offsetting the total campus-wide electricity load. The structure also features energy efficient lighting and sustainable landscaping.



MillerCoors received the 2012 Water Conservation Award for its wastewater treatment plant which converts impurities to energy and minimizes the impact to the water resource. Approximately 90% of the wastewater impurities are removed as wastewater flows through a blanket of granular sludge, which was specifically selected to efficiently digest impurities. The process provides a higher quality wastewater and greatly reduces the load on downstream wastewater treatment plants.



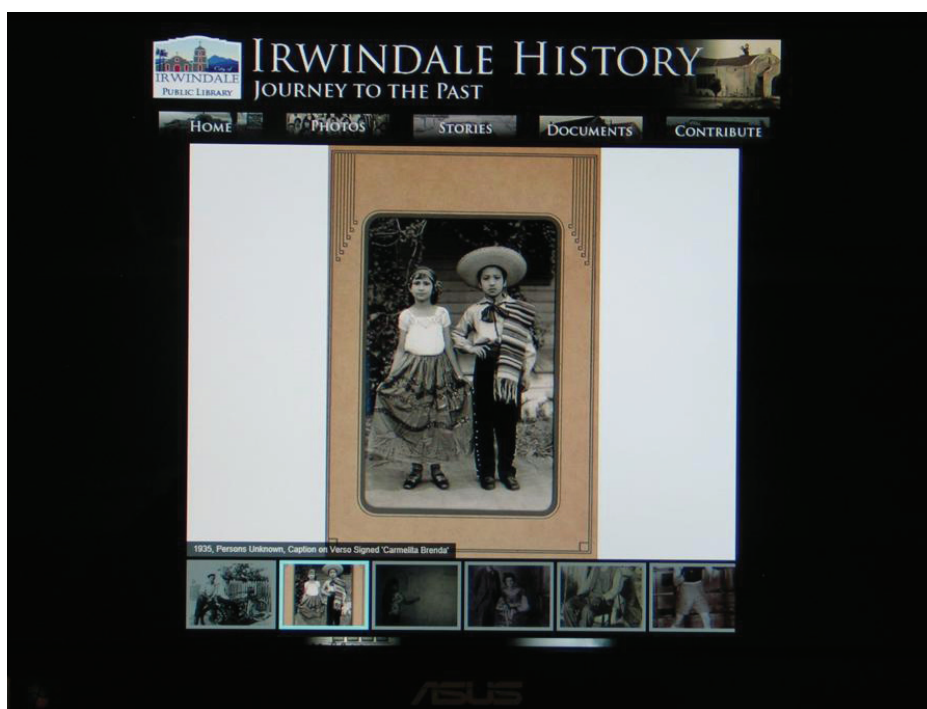
An honorable mention award was also presented to **Foothill Transit** for implementing an agency-wide Idle Reduction Policy. Since their policy went into effect last February, they have reduced bus idling at the Irwindale Operations and Maintenance Facility by 19% and expect to reduce CO2 emissions by 170,000 tons in one year.

See the Environmental Award video at <http://irwindalechamber.org/enviromental-committee.htm>
 For information on the Irwindale Chamber Environmental Committee and its Environmental Award program, please visit the chamber website at www.irwindalechamber.org

TAKE A JOURNEY TO THE PAST

Visit one of the three interactive “History Stations” installed in City Hall, the Senior Center and the Chamber of Commerce. Each station has a touch-screen interface that displays over 200 documents and photographs and 25 interviews from the Irwindale Public Library’s historical archives – with more on the way!

Digitization of the Irwindale Public Library’s archives and the “history stations” are made possible by a Library Services and Technology Act grant with additional support from the Irwindale Public Library Foundation.



IRWINDALE TEEN CLUB THANKSGIVING CANNED FOOD AND CLOTHING DRIVE

The Irwindale Teen Club will be holding their annual Canned Food and Clothing Drive on Saturday, November 17th to help provide a happy Thanksgiving Holiday for those less fortunate.

Teen Club members will be picking up donations from Irwindale residences on November 17th from 9 to 11:30 am. Donations may be bagged or boxed and placed on front porches or outside gates next to the residence mailbox.

Irwindale senior citizens are also helping those in need. The Irwindale Senior Center is promoting the Canned Food and Clothing Drive during their November events. Seniors are encouraged to participate in this year's drive by donating canned food items during their Harvest Themed Bingo on November 2nd from 1 to 2:30 pm and at Thanksgiving Bunco on November 15th from 1 to 3 pm.



**Feeding the
Community**

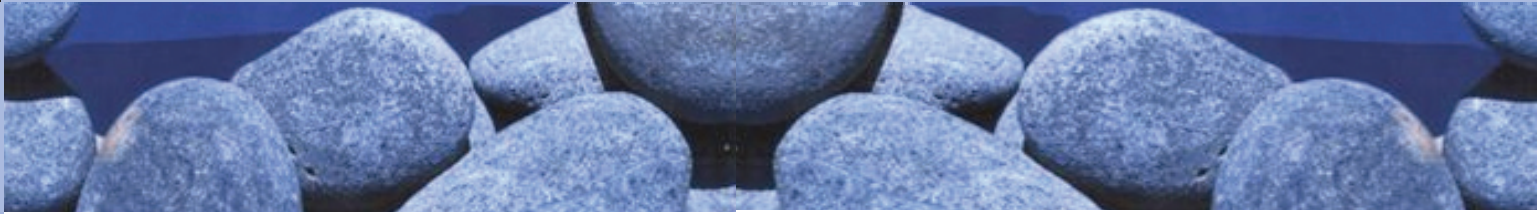


THANKSGIVING HOLIDAY CLOSURES



City Hall and all City Departments (excluding the Police Department) will be closed for the Thanksgiving Holiday on Thursday, November 22nd and Friday, November 23rd. The City Council and City Staff wish all in the Irwindale community a most healthy and happy Thanksgiving!





COUNCIL ROUND-UP – SEPTEMBER 12 & 26, 2012

- Council declares as surplus equipment the Police service canine and authorized the City Manager or his designee to execute a Release Agreement for the Police service dog.
- Upon second reading, Council adopted ordinance number 660 amending chapters 17.08 and 17.32 of the Irwindale Municipal Code regarding massage establishments, which will affect properties citywide.
- Amendment number 2 for contract services with the City of Brea to upgrade, support, and maintain the City's IT system, in an amount not to exceed \$205,920 billed on a time and material basis at \$110 per hour was approved by Council.
- Council awarded a rotational towing contract to Jan's Towing and Royal Coaches in a manner as described by Police Chief Smith.
- The improvements and maintenance responsibility for the installation of speed humps on the Alice Rodriguez Circle project were accepted by Council, who also authorized the release of the ten percent (10%) retention amount for this project.
- Council directed staff to send correspondence to Governor Jerry Brown supporting the Metro Gold Line Phase II Joint Power Authority (JPA) in opposition to AB 1446.
- Council accepted the federal grant secured by the Gold Line Construction Authority to fund the bus and pedestrian enhancements for the Irwindale Station and authorized the City Manager to execute the Betterment/Enhancement Agreement on behalf of the City.
- Resolution no. 2012-43-2582 approving the bus and pedestrian improvements to be constructed at the Irwindale Gold Line Station and appropriating \$102,000.00 from General Fund Assigned Fund Balance to cover the cost of the construction of these improvements was adopted by Council.
- The final art design concept, as developed by artist Robin Brailsford, for the Irwindale Gold Line station, including the font for the station platform sign was presented and approved by Council.

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

2012 BOARD OF DIRECTORS

Chair of the Board: LaShawn Gillespie *Foothill Transit*
Vice Chair Doug Campbell *Edison Energy Education Center*
Vice Chair George Poitou *SCE Federal Credit Union*
Treasurer: John Muldoon *Securitas Security Services*
Secretary: Steve Sorell *Sorell Law Group*
Past Chair: Atisthan Roach *Vulcan Materials*

Directors: Elizabeth Bagwell *City of Hope*
Marissa DeRosa *Picasso's Cafe*
Gary Clifford *Athens Services*
Dawn DeVroom *Arrow Automotive Services*
Dena Garvin-Smart *Alta Pacific Bank*
Anita Hernandez *MillerCoors*
Claudia Hubbard *DoubleTree by Hilton*
Kathy White *California Custom Fruits and Flavors*

Ex-Officio: John Davidson *City Manager*
Lisa Bailey *President/CEO*

Staff: Dominique Yates *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
Soroptimist International of Irwindale
Meets 2nd & 4th Monday of every month, 6:00 p.m.
5050 Irwindale Ave., Irwindale-Contact Amanda 562-587-9090

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: David "Chico" Fuentes
Mayor Pro Tem: Julian A. Miranda
Council Members: Mark A. Breceda, 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: Camille Diaz
Dir. of Public Works/City Engineer: Kwok Tam
Finance Director & City Treasurer: Laura Nomura
Director of Planning: Ken Lee
Human Resource Manager: Sharmeen Bhojani
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

Police Chief: Dennis Smith

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

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"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

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- ✘ Champion Awards and Specialties
- ✘ Cleantech Environmental
- ✘ SA Recycling

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- 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.



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- 6) Community Involvement
- 7) Publicity
- 8) Business Referrals
- 9) Leadership Development
- 10) Volunteer Opportunities

For more information visit 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.



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