

IRWINDALE Insights

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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.

Volume 31, Number 12

December 2011

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LEADING THE WAY FOR OTHERS

Boxer Praises Senate Passage of Veterans Jobs Bill

By: Boxer.senate.gov

Measure Provides Job Training and Tax Credits to Companies that Hire Veterans - U.S. Senator Barbara Boxer (D-CA), co-chair of the Senate Military Family Caucus, praised the Senate's passage of the VOW to Hire Heroes Act. The veterans jobs measure was approved on a 94-1 vote and passed as part of broader legislation on a 95-0 vote. The House could pass the measure as soon as next week.

Senator Boxer said, **"The brave men and women who fight for our country shouldn't have to fight to find a good job when they return home. This bill will help veterans get the job training they need to build their careers while providing incentives to employers who put veterans to work."**

Today, there are 240,000 unemployed veterans from the wars in Iraq and Afghanistan. Among those veterans who served since September 11, 2001, the unemployment rate is 12.1 percent – more than three percentage points higher than the national unemployment rate. Among veterans under 25, the unemployment rate was nearly 22 percent last year.

The VOW to Hire Heroes Act includes a number of provisions to help veterans find jobs and build successful careers:

(Job Bill-continued on page 6)

Workplace Holiday Festivities Still Subject to Legal Workplace Issues

By: CalChamber

When planning a company holiday party are there any legal issues to consider?

Holiday parties can raise legal issues for employers, including liability for serving alcohol, wage-and-hour violations, workers' compensation, and religious discrimination.

Libations = Liability

Holiday frivolity easily can become holiday liability when alcohol is served at a company party. Employers can be held liable if employees are involved in auto accidents after drinking too much at a company function.

Consider serving only non-alcoholic beverages, or give each employee a limited number of tickets to be used for alcoholic beverages. If an employee or guest is inebriated, pay for a cab or arrange another ride home. Enlist the help of company managers to keep an eye on how much employees are drinking.

A party with too much alcohol is also the perfect breeding ground for sexual harassment claims. Redistribute the company's sexual harassment and substance abuse policies to everyone a week or so before the party to remind them that their liability for sexual harassment applies at all times, including during the party.

(Holiday Festivities-continued on page 14)

Mark Your Calendar
Holiday Luncheon
@ Edison EEC
Wednesday, December 7th
Presenting Sponsor:
Picasso's Cafe

Inside this issue:

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Phil Savastano
Brewery Vice President

MillerCoors employee volunteers have collectively posted more than 60,000 hours per year!

Coastal Clean-up 2010



Calendar of Events

December 2011

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



1	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
	Environmental Committee	DARK	
7	Holiday Luncheon	11:30 a.m.-1:30 p.m.	Edison EEC
	Presenting Sponsor: Picasso's Cafe		
8	Mixer	5:30 p.m.-7:00 p.m.	Rodeo Jewelers
12	Board Meeting	3:00 p.m.	Chamber Office
15	Good Morning Irwindale	7:30 a.m.-9:00 a.m.	Edison EEC
	Presenting Sponsor: Picasso's Cafe		
26-30	HAPPY HOLIDAYS CHAMBER CLOSED		

January 2012

"Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible".
-Saint Francis of Assisi-



2	Happy New Years	CHAMBER CLOSED	
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
18	Labor Law Update	Noon-1:30 p.m.	Irwindale Community Center
20	Installation & Award Banquet	6:00 p.m.	Pomona Valley Mining Company
	Presenting Sponsor: Vulcan Materials		
23	Board Meeting	3:00 p.m.	Chamber Office
26	GMI/Mini Expo	7:30 a.m.-9:00 a.m.	Edison EEC

February 2012

Doing what you love is the cornerstone of having abundance in your life. -Dr. Wayne Dyer-



1	Environmental Committee	Noon	Chamber Office
2	Business Ambassador Mtg.	8:00 a.m.	Chamber Office
2	State of the Chamber	11:30 a.m.-1:30 p.m.	Double Tree Monrovia
	Presenting Sponsor: Double Tree		
14	IEF Board Meeting	7:30 a.m.	Chamber Office
23	Good Morning Irwindale	7:30 a.m.-9:00 a.m.	Irwindale Community Center
	Presenting Sponsor: Picasso's Cafe		
27	Board Meeting	3:00 p.m.	Chamber Office

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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 call us at 626-960-6606.

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Membership Longevity Celebrated at Milestone Breakfast



25 year members California Custom Fruits & Flavors

(L-R) Laura Jimenez, Senator Ed Hernandez office; Doug Campbell, Edison EEC; Kathy White and Linda Szente, California Custom Fruits & Flavors; and Atisthan Roach, Vulcan Materials.

The Irwindale Chamber of Commerce honored its 5, 10, 15, 20, 25 and 30 year members at the Annual Milestone Breakfast held at Edison EEC on October 27, 2011 sponsored by Picassos Café Bakery & Catering. Milestone honorees received a plaque presented by Atisthan Roach, Chair of the Board and a Certificate of Recognition from the 24th State Senate District.

30 Year Members

Courtyard by Marriott-Monrovia
Waste Management

25 Year Member

California Custom Fruits & Flavors, Inc.

20 Year Members

Mariposa Horticultural Enterprise
Pro Printing

15 Year Members

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Church & Larsen Inc.
Dominguez Construction, Inc.
John D. Tyre, Attorney
Medo Company
Pinnacle Building Maintenance
Premiere Career College
Sierra Alloys Company Inc.

(Milestones-continued on page 8)

Member News



Business Accomplishments: Superior Communications was awarded the prestigious 2011 National Minority Manufacturer of the Year Award by the Minority Business Development Agency (MBDA), a division of the US Department of Commerce. The award is presented to minority-owned entrepreneurs and businesses to highlight their outstanding achievements, which, in part, are based on revenue, job creation, and economic impact. As a two-part competition, the National Minority Manufacturer of the Year Award is open only to businesses that have won their respective region. And in early September, Superior, celebrating 20 years in the wireless industry, won the MBDA Minority Manufacturer.

Established in 1991 as the sales and logistics arm of an Asian-based manufacturing partner, Superior Communications has grown from a regional distributor of its own aftermarket line of accessories to a leading distributor of both OEM and aftermarket accessories in the United States. Superior aims to be the distribution powerhouse of the wireless industry in the United States, providing a complete wireless product and service portfolio to major carriers, OEMs and retailers through all channels of distribution.

Specializing in accessory manufacturing, packaging, logistics and marketing, Superior Communications develops and manages comprehensive, custom accessory programs for our clients. Their emergence as a leader in this industry can be attributed to their unwavering commitment to quality, their readiness to adapt to client needs, and their ongoing policy of continuous improvement.

Community Service: Superior participates in the Irwindale Educational Foundation BBQ. In 2011, Superior Communications sponsored the City of Irwindale Music in the Park Program.

Chamber Activity: Superior has donated products for raffle and door prizes at Chamber events.

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 call the Irwindale Chamber for information and details at 626-960-6606.

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Upcoming Classes:

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An Introduction to Energy Efficiency and Rebates •**
Thursday, December 1, 2011
8:30 a.m. - 12:30 p.m.
Event # 27438

HVAC System Testing for Energy Efficiency ••
Friday, December 2, 2011
8:30 a.m. - 4:00 p.m. with lunch
Event # 27073

CSI Contractor Solar Class
Monday, December 5, 2011
8:00 p.m. - Noon
Event # 29638

Fundamentals of Electricity and Energy Efficiency •
Tuesday, December 6, 2011
8:30 p.m. - 4:00 p.m. with lunch
Event # 27113

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- These programs are funded by California utility customers and administered by Southern California Edison under the auspices of the California Public Utilities Commission.
- These classes are jointly offered by California Energy Centers operated by the Energy Education Center (Southern California Edison Company), the Energy Resource Center (Southern California Gas Company, a Sempra Energy Utility), the Pacific Energy Center (Pacific Gas and Electric Company) and San Diego Gas & Electric, a Sempra Energy Utility.

Irwindale Toastmasters Open House

Visit Toastmasters for free
Wednesday, January 18, 2012 at 7:30 a.m.

Would you like to have more confidence in your public speaking skills? Are you ever put into situations where you need to speak spontaneously? Does being a part of a group of like-minded individuals appeal to you? Would you like an opportunity to further develop your leadership skills?

Now is the time and this is the place to find out how you can benefit from Toastmasters. Just about everyone starts off the New Year with personal improvement resolutions so why not make an investment in yourself? We encourage you to come, visit with us, and see for yourself how a Toastmasters meeting can offer so much value in just 60 minutes.

This meeting will demonstrate how a positive, supportive and comfortable learning atmosphere will help you find fresh success in the New Year. Remember to put it on your calendar and check off one item from your New Year's resolution list. Come and enjoy!

For directions, question and more information, please visit our website at <http://irwindalecc.freetoasthost.us/index.html> or call Don Jones at 626-705-3337 or Larry Ruotolo at 626-388-5118

(Job Bill-continued from coverage)

- Provides tax credits of up to \$5,600 for hiring veterans who have been looking for a job for more than six months, as well as a \$2,400 credit for veterans who are unemployed for more than 4 weeks, but less than 6 months.
- Offers tax credits of up to \$9,600 for hiring veterans with service-connected disabilities who have been looking for a job for more than six months.
- Makes the Transition Assistance Program and interagency workshop coordinated by Departments of Defense, Labor and Veterans Affairs – mandatory for service members moving on to civilian life to help them secure 21st Century jobs through resume writing workshops and career counseling.
- Expands education and training opportunities for older veterans by providing 100,000 unemployed veterans of past eras and wars with up to 1-year of additional Montgomery GI benefits to go towards education or training programs at community colleges or technical schools.
- Provides disabled veterans up to 1-year of additional Vocational Rehabilitation and Employment Benefits.
- Allows service members to begin the federal employment process prior to separation in order to facilitate a seamless transition from the military to jobs at VA, Homeland Security, or the many other federal agencies in need of our veterans.

Senator Boxer also recently introduced a **bill** – the Check the Box for Homeless Veterans Act of 2011 – that offers taxpayers the opportunity to help homeless veterans by making a voluntary donation on their federal tax return to help keep these brave men and women off the streets.

Plan Sponsor Fee Disclosure Final Regulations

Submitted By: Ken Stout, RSG Financial & Insurance Services

The Employee Retirement Income Security Act (ERISA) Section 408(b)(2) rules are designed to help plan fiduciaries fulfill their duty to ensure that retirement plans and plan participants are charged no more than "reasonable" fees by plan service providers and that there aren't any potential conflicts that may affect the provider's performance of its duties. Business owners, acting as plan sponsors, are deemed to be fiduciaries for qualified plan purposes. The regulations require service providers to disclose to the plan, in advance, the fees these providers will receive, both from direct charges to the plan or plan accounts, and indirectly from compensation received from third parties and through relationships with other service providers. Generally, these rules are effective January 01, 2012.

Plan sponsors face many challenges in today's stringent and ever-changing regulatory landscape. On October 20, 2010, the Department of Labor (DOL) issued participant fee disclosure rules under ERISA Section 404(a), which require plan fiduciaries to act prudently and solely in the interest of plan participants. These new regulations are meant to help plan administrators explain to their participants the true costs of their retirement plan, which will, in turn, allow for more informed decision-making by participants when managing their retirement accounts.

The fee disclosure regulations focus on the DOL's initiatives to increase transparency surrounding plan and investment expenses as they impact plan sponsors and participants, focusing on two major areas – service providers and participant level disclosure. Retirement security has been a top priority on Capitol Hill and, in recent years, members of Congress and federal regulators have expressed interest in increasing transparency on how services are provided to employee benefit plans as well as how fees paid directly or indirectly by retirement plan participants are communicated to them. These regulations are intended to give both plan sponsors and plan participants the opportunity to more easily "comparison shop" among plan providers, make more informed decisions, potentially lowering the overall costs of administering and saving through a qualified retirement plan, and ultimately improving retirement outcomes. In addition to promoting transparency of fees, these initiatives may also help highlight value and encourage plan sponsors to choose the products and services that best meet their needs and are most likely to help their employees achieve their retirement goals.

How Plan Sponsors Benefit:

- Increased transparency
- Better comprehension of services
- Easier to compare costs & benefits of service providers
- Easier to obtain compensation information
- Enhanced value for plan participants



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(Milestone- continued from page 4)



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We applaud our Milestone Members for their long term support of the Chamber and for recognizing that chamber membership and community involvement are good investments. For information on how to get the most from your Chamber membership, please visit us at www.irwindalechamber.org

Mark Your Calendar

Installation and Award Banquet

Presented by:



Friday, January 20, 2012

6 o'clock in the evening

Pomona Valley Mining Company

1777 Gillette Road

Pomona, CA

Evening will include Filet Mignon Dinner, Silent Auction, and Casino-like gaming fun at close of program. RSVP at www.irwindalechamber.org by

January 13, 2012

Or contact the Chamber office at 626-960-6606

The Green Pages

December 2011



Staying Healthy During the Holiday Season

By: va.gov



It's that time of year again. The holiday season is filled parties, family gatherings, and lots and lots of food! It can be hard to stick to healthy eating habits you've worked so hard to follow all year.

With so many food options to choose from, it can be difficult to avoid temptation. Here are some tips to help you avoid the dreaded weight gain during the holidays.

- Never go to a party hungry. This will only cause you to eat more throughout the night. Try to have a small snack before attending so you aren't ravenous when you arrive.
- While standing around a buffet table, most people tend to take a little bit of everything. This may sound like a good plan, but it can quickly add up to more calories than you need. Your best bet is to stick to the dishes that look the most appetizing to you. This way you can enjoy the foods you like, and still leave room for dessert.
- Remember to watch your portions. Meat should be about the size of the palm of your hand. Starches, including pasta, rice, and potatoes, should be no larger than the size of your closed fist. Try to fill your plate with fresh, healthy vegetables, which will help fill you up quicker, without adding too many calories.
- Watch out for appealing sauces, gravies and dips. These items tend to contain a lot of fat and calories that will quickly add up.
- Take caution with alcohol at parties. Many holiday drinks contain a lot of fat and calories that will quickly add unwanted pounds to your waistline. Stick with a 12 oz. beer, 5 oz. glass of wine, or a small cocktail made with fresh juice.
- Try to get in some type of exercise the day of a holiday party. Even if you can only find 10 free minutes, it will be beneficial to burn some extra calories before you consume a lot of them.

During the holiday season, socialize and celebrate good times with friends and family. Remember to stick to your healthy eating plan so you don't overindulge on things that will steer you off your path.

Rep. Judy Chu Introduces Bill to Extend Federal Groundwater Cleanup Efforts in San Gabriel Valley

By: Chu.house.gov

A bill introduced today by U.S. Rep. Judy Chu (CA-32) would ensure that federal funding would continue to flow to groundwater cleanup efforts in the San Gabriel River Basin.

The bill would extend the ability of local agencies to tap into federal funds already allocated for operations and maintenance of groundwater cleanup efforts to 15 years. Currently, the San Gabriel Basin Water Quality Authority can only access operations and maintenance funds through the San Gabriel Basin Restoration Fund for 10 years.

"We are simply extending the time period during which already approved federal funds can be used," Rep. Chu added. "And because this bill entails no additional federal spending, any argument that this will add to our deficit in any way is moot. Besides, we cannot allow the health and safety of our residents and the integrity of our drinking water to be sacrificed at the altar of deficit reduction."

Rep. Chu is also working with Sen. Diane Feinstein, D-CA, on introducing a similar bill in the Senate. She added that time was of the essence, since the 10 year period the Water Quality Authority has to access operations and maintenance funds will expire in the next 12 months.

"There is still much to be done, and local agencies need the flexibility to continue operating these plants without interruption, so that contamination plumes in our groundwater do not migrate to other areas," said Rep. Chu. "This bill will provide that flexibility."

Officials estimate that the total cost of cleaning up contaminated groundwater in the San Gabriel Valley will top \$1.2 billion, with \$901 million of that going towards operation and maintenance. The pollution is the result of seepage of rocket fuel and other chemicals leftover after decades of aerospace production in the region.

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Turf Removal Program (TRP)

By: Elena Layugan, Upper San Gabriel Valley Municipal Water District



Turf is the largest single driver of outdoor water use, accounting for up to 70 percent of a property's total water use. Removing natural turf and replacing it with synthetic turf, water efficient

landscaping, or permeable landscaping reduces outdoor water use significantly and improves stormwater capture. In addition, natural turf removal often results in the reduction of fertilizer and pesticides, thereby reducing the amount of nitrates and chemicals saturating the ground. The reduction/discontinuation of powered lawnmowers on those areas where natural turf is removed will also mean reductions in air pollution and noise pollution.

The Upper San Gabriel Valley Municipal Water District's Turf Removal Program (TRP) is a water conservation grant program that assists businesses, agencies and other entities (i.e. non-residential sites), with funding to remove turf from large landscaped areas. The Upper District awards grants of \$1 per square foot for entities removing a minimum of 22,000 square feet and up to a maximum of \$100,000 per qualified applicant to assist with the cost of removing natural turf.

For further details about this program, contact Elena Layugan via e-mail at Elena@usgvmwd.org.

Irwindale Job Fair

Attention Employers

SAVE THE DATE

Wednesday, March 14, 2012

@ Toyota Speedway

Brought to you by The Irwindale Chamber

Environmental Committee

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City of Irwindale

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Senator Ed Hernandez

More information to come.



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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.

Chair: Jayne Foote - Veolia ES Technical Solutions

Jeff Arbour - MillerCoors

Elizabeth Bagwell - City of Hope

Ruben Cardenas - Embroid Me

Lauren Cochran - Foothill Transit

Ann Croissant- San Gabriel Mountain Conservancy

Craig Doerr- American Reclamation

Jackie Doornik - San Gabriel Mountain Conservancy

Kubilay Karul - SA Recycling

April Kelcy- Earthquake SOLUTIONS

Philip Munoz- Biosense Webster, Incorporated

Teri Muse - Waste Management

John Norcia - Santa Fe Dam

Rainbow Yeung - South Coast Air Quality Management

Dominique Yates - Irwindale Chamber of Commerce

Lisa Bailey - Irwindale Chamber of Commerce

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

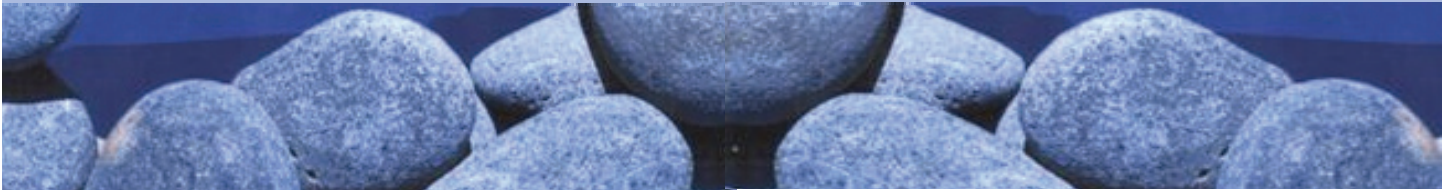
Time: 12:00 noon to 1:00 p.m.

Location: Irwindale Chamber of Commerce,
16102 Arrow Highway, Irwindale

www.citruscollege.edu/greenteam

IRWINDALE ROCKS!

As Provided by City Staff



HONORING OUR VETERANS

On Friday, November 11th the City of Irwindale honored those who have so bravely served this country at their 5th Annual Veterans Day Ceremony. America is founded on the principles of freedom, justice, and liberty for all. Our nation’s soldiers serve every day to protect our country and its ideals. On Veterans Day, Irwindale was proud to remember and honor those who sacrifice to achieve peace and democracy for us all.



Members of the California AMVETS State Honor Guard provided the Color Guard for the Ceremony.



Councilmember Mark Breceda introducing new additions to the Irwindale Veterans Monument, Carlos Basurto and Mrs. Maria Basurto, representing her husband Eduardo.



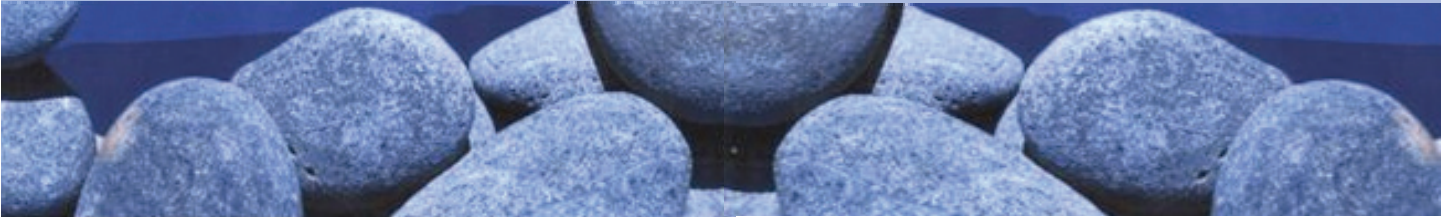
Luis Bardales Jr., a new addition to the Irwindale Veterans Monument and speaker at this year’s ceremony, with his lovely wife Rebecca.



The Pledge of Allegiance at this year’s Veterans Day Ceremony was led by the Irwindale Tiny Tots. Pictured are Julia Gonzales, Khloe Lopez, Reyna Mendoza, and Samantha Felix.

IRWINDALE ROCKS!

As Provided by City Staff



COUNCIL ROUND-UP – OCTOBER 12, 2011

- Council approved the City Manager Employment Agreement between the City and John Davidson, effective November 7, 2011.
- The recommendation to reschedule the November 9, 2011 City Council meeting to November 14, 2011 and to cancel the November 23, 2011 and December 28, 2011 City Council meetings was approved by Council.
- Council accepted the Public Works Construction Contract for the Reconstruction of Los Angeles Street from West City Limits to Little John Street in the cities of Irwindale and Baldwin Park.
- A joint resolution of the City Council and the Irwindale Community Redevelopment Agency adopting the Economic Strategic Plan and related policies for Fiscal Years 2011-12 through 2015-16 was adopted by Council.
- Council approved the recommendation to amend the format of the City Council agenda to replace Spontaneous Communications with Public Comment sections for agenda and non-agenda items on the City Council, Community Redevelopment Agency and Housing Authority agendas.

HALLOWEEN HAPPENINGS!



Tiny Tots Trick or Treat Parade: Samantha Felix (Alice), Isabella Flores (Snow Princess), Julian Velazquez (Pirate), Vivian Hirsch (Alice), Reyna Mendoza (Snow White), Aria Burrola (Tinkerbell), Ava Frymark (Belle), Khloe Lopez (Belle), Emily Ramirez (Gypsy), (Julia Gonzales is the Minnie Ears in the back), Elijah Butler (Turtle), Benicio Tardino (Pirate) and Alysianna Tapia (Sleeping Beauty).



Tiny Tots Khloe Lopez, Emily Ramirez, Elijah Butler, Julia Gonzales, and Reyna Mendoza patiently wait for their treats.



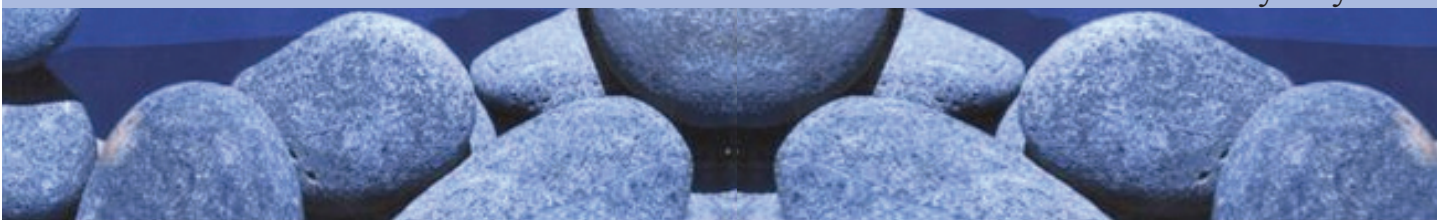
Winners of the 0-2 Age group and their mommies: Rocco Tardino (Pirate – 2nd), Christopher Sotomayor (Nacho Libre – 1st) and Samuel Grijalva (Ducky – 3rd)



Pumpkin Contest Winners: Elijah Zepeda (1st place: Funniest), Alice Herrera Riley (1st Place: Scariest), Krista Garcia (Best Overall) and Allyson Avila (1st place: Best Carved)

IRWINDALE ROCKS!

As Provided by City Staff



Halloween Goers patiently waiting for the gates to open for the 2011 Halloween Spooktacular: Ian Zepeda (rock star), Elijah Zepeda (Boxer) and Mia Jauregui (Cleopatra)



Robby Avila proudly showing off his 2nd Place winner in the Scariest Category.



Damian Hernandez, Costume Contest 1st Place winner in the 9-12 age group.



Winners of the Costume Contest 17+ age group: Monica Rangel (Old Lady looking for her dog – 2nd), Mary Arias (Smurf – 1st) and Evelyn Villalobos (Pippi Longstocking – 3rd)

CITY HALL – HOLIDAY CLOSURES

As a reminder, City Hall offices will be closed (except for Police and Recreation) from December 19, 2012 through and including January 2, 2012. Offices will open on January 3, 2012. Should you need to take care of any City business, please do so by December 15, 2011. City Hall hours are Monday through Thursday from 8 a.m. to 6 p.m.

The Dan Diaz Recreation Center will be closed on Saturday, December 24, 2011 and Monday, January 2, 2012.

The City Council and Staff wish the Irwindale community the best of holidays and a prosperous 2012!



Party Time Can Be Work Time

If you put on a company holiday luncheon during a work day, you may be liable for meal break penalties if employees are required to attend the party. Employees generally are entitled to a meal break of at least one-half hour where they are free to leave the premises, and if employees are required to attend the lunchtime party and then go straight back to work, they have missed their meal break, even though they were not performing any work and you fed them lunch.

If attendance at the party is purely voluntary, be sure to let employees know this in writing when you invite them to the party. When attendance is voluntary, there are no meal break penalties because employees had the option to leave the premises.

If the party is not during regular working hours, again be sure to let employees know attendance is purely voluntary. If you require non-exempt employees to attend the party then they are "on the clock" and must be paid for their time. If the party is after a work day, this could result in overtime pay obligations as well.

Some employers allow employees who are attending a holiday party on the evening of a work day to go home early, while those who are not attending work their regular schedule. As long as all employees are paid for the number of hours they work that day, this is a legal practice, although it may cause morale issues for those who don't get to leave early.

Injuries

Even though there's no work involved, an employee who gets hurt at the party can file a workers' compensation claim unless you've made it clear that attendance at the event is strictly voluntary.

Religious Beliefs

Before you deck the halls only with boughs of holly, consider your employees' religious beliefs. Instead of limiting decorations to the usual Christmas tree and Santa motif, let employees know they are welcome to bring decorations for their winter holidays as well. Make room for a Hanukkah menorah, the red, green and black candles of the Kwanzaa kinara, and any other winter holiday decorations employees would like to contribute to party decor.

Be sensitive to employees who do not wish to celebrate religious holidays. Equal employment laws require reasonable accommodation of employees' religious beliefs, so an employee who does not wish to attend a holiday party should be excused from taking part in the festivities.

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.

Pillars of Irwindale

- ❖ Empire Mobile Home Service & Construction
- ❖ Champion Awards and Specialties
- ❖ Cleantech Environmental
- ❖ R. Leyba- Allstate Insurance
- ❖ 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

Starting A Small Business-\$20

Wednesday, December 14, 2011-10:00am

@ Small Business Development Center
Long Beach City College

4900 E. Conant St., Building #2, Long Beach, CA 90808

This seminar will get you on the right path to starting a small business. Topics to be discussed include:

Researching your Business Idea, Business Plan Outline, Start-up Expenses & Financing, Legal Aspects, and General Management Issues

Must register by calling: (562) 938-5051

How to Write a Business Plan-\$30

Tuesday, December 20, 2011-6:00pm to 9:00pm

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

Why do you need a business plan? It may seem silly to ask yourself "What business am I really in," but some entrepreneurs/business owners have gone broke because they never answered that question. One watch store owner realized that most of his time was spent repairing watches while most of his money was spent selling them. He finally decided he was in the watch repair business and discontinued the sales operations. His profit improved dramatically.

Must register by calling: (562) 938-5051

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

2011 BOARD OF DIRECTORS

Chair of the Board: Atisthan Roach *Vulcan Materials*
Vice Chair: LaShawn Gillespie *Foothill Transit*
Vice Chair: Doug Campbell *Edison Energy Education Center*
Treasurer: John Muldoon *Securitas Security Services*
Secretary: Steve Sorell *Sorell Law Group*
Past Chair: Anita Hernandez *MillerCoors*

Directors: Elizabeth Bagwell *City of Hope*
Marissa Buckisch *Picasso's Cafe*
Dennis Chiappetta *Athens Services*
John Gasparian *American Reclamation*
Dena Garvin-Smart *Stellar Business Bank*
George Gulesserian *Pitas to Go*
Claudia Hubbard *Double Tree by Hilton*
Sam Kim *Ayutla Meat Market*
Long Le *Reichhold*
George Poitou *SCE Federal Credit Union*

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 at the Chamber
Luncheons 2nd Thursday
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 David Martinez

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

Public Works Manager: Mike Rados

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

