

Important Updates All Employers Need to Know: New Workplace Violence Prevention Law and Private Attorneys General Act Reform: Key Changes for California Employers

Workplace Violence Protection Law

California has enacted Senate Bill 553, introducing new workplace violence prevention requirements effective July 1, 2024. Applicable to nearly all employers in the state, these regulations are enforced by the California Division of Occupational Safety and Health (Cal/OSHA).

Key Obligations for Employers:

- Develop and implement a Workplace Violence Prevention Plan (WVPP)
- Train employees on the WVPP
- Identify, evaluate, and correct workplace violence hazards
- Maintain workplace violence incident logs and adhere to recordkeeping requirements

Coverage: All California employers are covered except:

- Health care workers under Cal/OSHA's specific standard
- California Department of Corrections and Rehabilitation
- Remote employees not under employer control
- Employers with fewer than 10 employees and no public access
- Law enforcement agencies

Definition and Types of Workplace Violence: Workplace violence includes any act or threat of physical force likely to result in injury, psychological trauma, or stress. It is categorized into:

- Type 1: Violence by individuals with no legitimate business at the worksite
- Type 2: Violence by customers, clients, patients, etc.
- Type 3: Violence by a current or former employee
- Type 4: Violence by someone with a personal relationship with an employee

Workplace Violence Prevention Plan (WVPP): Employers must establish and maintain a WVPP, either standalone or as part of the Injury and Illness Prevention Program (IIPP). The plan must include:

- Individuals responsible for implementation
- Procedures for employee involvement in hazard identification and plan implementation
- Coordination with other employers
- Procedures for reporting and responding to incidents
- Training and communication protocols
- Emergency response and post-incident procedures
- Regular plan review and revision

Training Requirements: Employers must provide effective training on the WVPP, tailored to employees' literacy and language needs. Training must cover:

- The WVPP and how to access it
- Reporting incidents without fear of reprisal
- Specific workplace violence hazards and preventive measures
- Incident log maintenance and access to training records

Continued on page 8

See what's inside



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46th Annual Hathaway Golf Tournament

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Sizzling Summer



Message from the CEO

Changes to Our Wake-Up Whittier Networking Breakfast!

Dear Friends:

I hope this message finds you thriving and excited for the new opportunities ahead! We wanted to inform you about a slight change to our beloved Wake Up Whittier networking breakfast events that we believe will further enhance the experience for everyone involved.

Starting with the July Wake Up Whittier, we will be introducing a nominal fee for attending our networking breakfast. We understand change can be a bit surprising, but don't worry, it's all good news! Here's the scoop:

What's Changing? Instead of offering our networking breakfast for free, we'll be implementing a small \$15 fee for attendance. But wait, there's more! As a valued member, if you pre-register for the event, you'll snag a sweet deal and only pay \$10. It's true what they say, the early bird really does get the worm! (Or in this case a \$5 discount!)

Why the Change? We're always looking for ways to improve our events and ensure they provide maximum



Nicole Shahenian, President/CEO
Whittier Area Chamber of Commerce

value to our members. By introducing this modest fee, we're able to enhance the overall quality of the programs and services that the Chamber strives to deliver to all of our members throughout the year! We have several exciting new programs and opportunities lined up for you and will be announcing them shortly. I encourage you to stay informed about all the great things being offered by the Chamber by regularly looking at our weekly e-mail communications and updates. (If you are not receiving our e-mails, please contact the Chamber at (562) 698-9554.

How Does This Benefit You? Think of it as an investment in yourself and your business. With a small investment of \$15 (or even less if you pre-register), you're gaining access to invaluable networking opportunities, insightful discussions, and potential collaborations that could propel your business to new heights. Plus, who can say no to a delicious breakfast spread to kickstart your day?

How to Register Registering is easy-peasy! Simply head to our website www.whittierchamber.com or call the Chamber at (562) 698-9554 to reserve your spot for an upcoming networking breakfast. Remember, the early bird catches the worm (and saves a few bucks)!

We're incredibly excited about this change and the positive impact it will have on our ability to bring you even more impactful member events. Thank you for your continued support, and we can't wait to see you at our next Wake Up Whittier!

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Whittier Chamber Business Focus Official Publication of the Whittier Area Chamber of Commerce

This publication is mailed to 12,000 licensed businesses in the city of Whittier, all Whittier Chamber members, and Whittier residents in selected areas.

We welcome comments, press releases, and community interest stories. The Whittier Chamber reserves the right to approve and edit submitted material.

The inclusion of advertising, logos, or paid advertorial, or reference to any products, process, service, trade name, trademark, or manufacturer in this publication is not an endorsement by the Whittier Area Chamber of Commerce.

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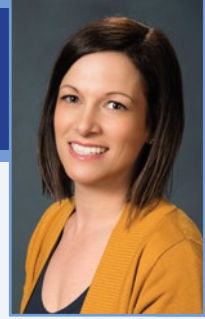
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A MESSAGE FROM THE CHAIR



Shannon G'S Flowers

Shannon Hammer, Chair of the Board

Welcome to Summer! Nothing beats Summer in Whittier! Exciting things are happening all over town from the 4th of July celebration, Concerts in the Park, to Family Movie Nights. While summer provides opportunities to take time off and relax, the Chamber continues to provide valuable programs, services, and resources that help create a thriving business community.

This summer, the Chamber has amazing chances to connect with top-level elected officials. First is our State of the Nation Luncheon with Congresswoman Linda Sanchez on August 9th at the Quiet Cannon in Montebello. This is a multi-Chamber event, with an expected crowd of over 300 attendees. We are thrilled to have

the Congresswoman again this year to share news from Washington, DC and around her district.

On September 26th, we will also be holding our annual State of the City breakfast. This is your opportunity to meet and hear from Whittier City staff and leaders including Mayor Joe Vinatieri and the City Council as well as City Manager Brian Sakei. Attendees will learn all about the City's accomplishments over the past year and will be updated on the City Council's strategic goals and more!

Preparations have also begun for our Annual Hathaway Golf Classic, set for September 9th at Friendly Hills Country Club. This golf tournament provides an excellent opportunity to network on the greens with current clients,

prospective clients, co-workers or fellow Chamber members. There are multiple sponsorship opportunities available with high visibility marketing attached. Not to mention some great auction items on our Hathaway virtual auction site! Contact the Chamber office for more information.

Aside from programs, the Chamber works hard to be the voice of business and advocate for what's right for business and for our community. The Chamber is active in the Gateway Chambers

Continued on page 14

The 110% Club

Thank you to our generous members who have chosen to be part of our 110% Club. Their additional investment of 10% of their dues allows the Chamber to support business growth and strengthen the economic vitality of our region.

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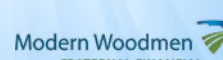
Celebrating 110 Years as a Chamber! Interested in Joining the 110% Club? Learn More!



SCAN ME

CHAIRMAN'S CIRCLE

The CHAIRMAN'S CIRCLE is a dedicated group of influential businesses that help shape our community vision and support the Whittier Area Chamber of Commerce's ability to strengthen the regional economy.



Business Connections, Unique Marketing Opportunities Found on the Greens

Hathaway Golf Classic Set for September 9

Golf tournaments can bring people throughout the community together like no other sporting event can, and the Whittier Chamber's Hathaway Golf Classic is no exception. As one of Whittier's only business-focused tournaments, this event will feature great gifts, a full day of business networking on and off the course, delicious food, and exciting contests and games.

Whether you golf, volunteer, or purchase a ticket to the 19th Hole After Party Mixer, you don't want to miss the 46th Annual Hathaway Golf Tournament on Monday, September 9 at the beautiful Friendly Hills Country Club.

Well over 200 business owners and community members are expected to participate in the Chamber's Hathaway Golf Classic. "This event gives my business the opportunity for recognition not only through Chamber marketing but on the course when I'm golfing with clients," stated Hathaway Golf Classic chair John Bogdanov, TelWorx. "The tournament's recurring theme is NETWORKING! We want our guests to enjoy their day and leave feeling like they had the opportunity to meet new people and create leads while enjoying a day on the greens."

Golfers will play a team scramble format with awards being given in several flights including Callaway. Everyone is invited to participate, regardless of whether you are new to golf or the next Brooks Koepka! Even if you don't golf at all, there are a variety of ways to participate:

GOLF:
Presented by Credit Union of Southern California and Rose Hills Memorial Park & Mortuary

The cost to participate is \$250 per golfer (\$335 with a tournament package) and includes green fees, cart, tournament gifts, boxed lunch, awards banquet, 19th Hole Mixer and several exciting on-course games with great opportunities to win. Corporate foursomes (which include 4 tournament packages) are \$1,500, and, if you want some extra marketing for your business, become an Eagle Sponsor for \$1,800 (includes a foursome, 4 tournament packages, a tee sign and additional marketing). Golfers can start their day by warming up for their round in the challenging Putting Contest. Attending the 19th Hole After Party Mixer and awards banquet is a great way to end the day and will feature the suspenseful helicopter golf ball drop, the exciting Putt for Prizes contest, a delicious Friendly Hills Country Club meal, unique silent auction items and more opportunities to win.

NOT A GOLFER? ATTEND THE 19TH HOLE AFTER PARTY MIXER:

Sponsored by The Quad at Whittier
Can't get away from the office? Is your golf swing off? Come network at the 19th Hole After Party Mixer instead! Everyone is invited and encouraged to join our golfers at the 19th Hole After Party Mixer for only \$65 per person. The mixer begins at 4 p.m. on the patio overlooking the picturesque golf course and will

feature cocktails, business networking, a delicious Friendly Hills dinner and a seat at the tournament awards banquet. Attendees will have the opportunity to watch the popular \$2,000 Golf Ball Drop, enjoy the excitement of the Putt for Prizes contest, as well as bid on unique and exciting silent auction items. More importantly, attending the 19th Hole After Party Mixer grants you access to networking with the 200 golfers, City officials, and corporate representatives who attend the Hathaway Golf Classic. Information on tickets to the 19th Hole After Party Mixer can be found online at www.whittierchamber.com.

WIN \$2,000 IN THE GOLF BALL DROP:

Don't miss the always thrilling \$2,000 Golf Ball Drop sponsored this year by A7 Towing, First Pacific Bank, PIH Health, State Farm - Cheryl Estep, Whittier Community Foundation and the YMCA of Greater Whittier. This cash prize game is open to both golfers and non-golfers and features the chance to win up to \$2,000! Here's how it works: 1) purchase a numbered Hathaway golf ball from the Whittier Chamber for \$25 (or 5 balls for \$100); 2) at the 19th Hole After Party Mixer, a helicopter will hover over the golf course and drop all the purchased golf balls over the green; 3) whoever owns the ball(s) that fall into the designated hole wins the cash prize. Multiple winners will split the prize. There will be chances to win additional cash

prizes if your ball lands in one of six pre-set circles near the hole. Purchase your Hathaway golf ball today – you could win \$2,000! Balls can be purchased online at www.whittierchamber.com. Winners need not be present.

BE A TEE SPONSOR:

One of the easiest ways to participate and market your business to the 200 golfers and volunteers that day is by being a Tee Sponsor. Tee sponsorships include a sign on the course, recognition in the dinner program and a listing in the Business Focus newspaper following the tournament. There are two ways to make sure your business is seen with a tee sign this year:

- Classic Tee Sign (\$125 chamber members) features your business name on a sign
- Feature your LOGO instead of your name (\$150 chamber members)

The 46th Annual Hathaway Golf Classic is once again expected to sell out. To secure your space in the tournament or at the 19th Hole After Party Mixer, visit www.whittierchamber.com, call (562) 698-9554 or email mckenna@whittierchamber.com. Sponsorship opportunities are still available. Money raised at the Hathaway Golf Classic funds valuable programs and services that help Whittier area businesses and assist the Chamber in advocating for important issues in our community.

Title Sponsors



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Friendly Hills Country Club

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SAVE THE DATE

The 46th Annual
Hathaway
Golf Classic

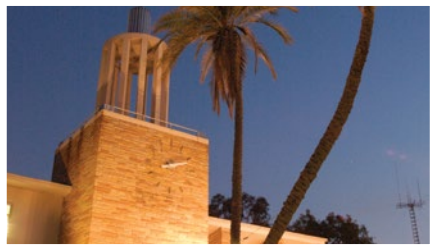
**MONDAY,
September 9, 2024**

at Friendly Hills Country Club

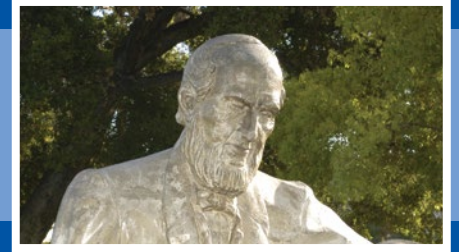
9 a.m. Registration
10:30 a.m. Shotgun Start

Online Registration Begins June 15th
Sponsorships Available

Visit whittierchamber.com,
call 562 698-9554 or
email McKenna@WhittierChamber.com
for more information



City Of Whittier UPDATE



MAYOR'S MESSAGE



MAYOR

Joe Vinatieri



Summer has arrived in Whittier and there's plenty to enjoy in our community!

First, I want to thank my Whittier City Council colleagues for working together to discuss and adopt a balanced budget last month. Whittier is fortunate to be in very good fiscal standing thanks to conservative oversight and decision-making over the course of many years. The City experienced a significant market correction following a rather substantial increase in General Fund revenue sources over recent years. However, our ability to prioritize and accomplish our strategic plan goals and objectives remains paramount and well within reach thanks to anticipated revenue stability this year and continued support from Measure W passed by local voters in 2020. The Council also approved a handful of new staff positions to provide further services, including another police officer, which speaks to our dedication and commitment to ensuring excellent service throughout the city.

In other important news, the City is celebrating a win in court following Whittier's challenge to Senate Bill 9, designed originally to address California's housing shortage by allowing up to four residential units on single-family lots. Whittier and other charter cities including Redondo Beach, Carson, Torrance, and Del Mar argued that the bill

strips local governments of our authority to manage local land use effectively, potentially altering the character of our neighborhoods and exacerbating infrastructure demands without genuine solutions that realistically address housing challenges. A one-size-fits-all model has never worked for Whittier, or other cities, and we will continue to look for a balanced opportunity to create a more effective, sustainable pathway to affordable housing for local families while preserving the unique fabric of our community.

Similarly, the City Council is closely monitoring the Grants Pass Supreme Court case as the outcome, whether all-encompassing or narrow, will undoubtedly affect the lives of residents living in our city. The focus of the case is whether punishing homeless residents violates the Eight Amendment after the City of Grants Pass passed a series of anti-camping ordinances that imposed strict financial penalties and other consequences for those caught violating the law. Whittier prides itself on being a proactive leader in addressing homelessness through a wide array of services and strong local partnerships. Our collaboration with City Net for around-the-clock outreach and one-on-one help; collaboration with local social service agencies addressing specific

needs; utilizing the WPD MHET Team and prioritizing continued funding for the operation of the Salvation Army Whittier Navigation Center, demonstrates our commitment to caring for unhoused Whittier residents. While the City Council regularly evaluates and refines City services to ensure they meet the needs of our community, we recognize the importance of preserving and maintaining Whittier's parks and public spaces for the benefit of all residents. Should the Court's decision necessitate adjustments to our current policies, the Council will carefully consider the best course of action to continue providing effective and compassionate support for those experiencing homelessness in our city, while prioritizing ways to enhance quality-of-life for families. The City is dedicated to caring for all its residents and will continue to adapt our strategies to ensure the best outcomes for Whittier.

Speaking of our parks, it's that time of year again for Concerts in the Park happening on Mondays at Central Park and Thursdays at Parnell Park, Family Movie Nights on select Saturdays now through October, and the return of our Freedom Walk along the Greenway Trail on Independence Day, followed by Whittier's annual 4th of July Fireworks Spectacular at York Field. In addition to details on these popular events, our Parks, Recreation, and Community Services staff has coordinated a wide variety of recreation and aquatics classes for the summer that you can browse now at www.whittierrec.com. It's also splash pad season which means you can beat the heat at many of our local parks between the hours of 12:00 p.m. and 4:00 p.m. daily. A BIG thank you to the Whittier Parks, Recreation & Community Services department for all they do to enhance the quality of life for residents of all ages during Parks Make Life Better Month in July!

As a reminder, all fireworks are illegal in the City of Whittier and the fine for citations has increased to \$5,000 per occurrence. Fireworks are a major

fire hazard with Whittier's proximity to the hills, and a disturbance to local families and their pets. Our Whittier Police Department will be out enforcing fireworks violations in the days leading up to the holiday and remember that property owners may now be held responsible for fireworks observed at their residence. While I encourage you to celebrate Independence Day with your friends and neighbors, please be safe and responsible by avoiding the use of fireworks to avoid a hefty fine.

As we prepare to celebrate this month's Independence Day holiday, I again want to encourage Whittier residents to gather with their families, friends, and neighbors for a block party and help us show our patriotic spirit in Whittier by coming together in our neighborhoods. Independence Day is a great reminder of what the Whittier community stands for, our commitment to freedom and the importance of honoring our military service members and veterans, to patriotism and pride, to faith and service within our community, and to our families.

Finally, I want to remind all of you that the Whittier Public Library's popular Summer Reading Club has officially commenced, and kids of all ages are invited to participate now through July 27. It's easy: just read a certain number of books and collect badges for cool prizes. Additionally, the Central Library will be providing free grab-and-go meals for lunch every weekday through July 18 for youth ages 18 and under. Explore all the Library has to offer, including online resources and summer events like Storytime, Rec & Read, and REEL Club movie screenings at www.WhittierLibrary.org.

I hope you all have a chance to relax and enjoy a vacation with your family this summer. If not, a staycation right here in Whittier is a close second and there's plenty of fun to go around! Stay COOL and remember to SHOP WHITTIER for all your back-to-school purchases. Whittier's... on the Move!

WHITTIER AREA CHAMBER OF COMMERCE presents:
State of the City
 Thursday, September 26, 2024
 8:00 a.m. - Registration & Breakfast
 8:30 a.m. - Program
 DoubleTree Hotel Whittier
 7320 Greenleaf Ave.

- Corporate Sponsorship - \$1,000
 ◦ Includes a Table of Eight
- Community Sponsorship - \$500
 ◦ Includes Four Reserved Seats
- Table for Eight - \$350
- Individual Ticket:
 ◦ Member: \$35
 ◦ Non-Member: \$50

Whittier city staff and leaders, including Mayor Joe Vinatieri and City Manager Brian Saeki, will reflect on Whittier's accomplishments from the past year, review the City Council's strategic goals and more!

Register at WhittierChamber.com
 or contact McKenna Carrasco
McKenna@whittierchamber.com

SAVE THE DATE

WHITTIER SPOOKTACULAR
5K RUN/WALK
 10.26.24

SATURDAY, OCT 26, 2024
7630 WASHINGTON AVE,
WHITTIER CA 90602

5K RUN/WALK
 Early bird price: \$40
 5/15-8/14
 Regular price: \$45
 8/15-10/18
 Late Registration: \$50
 10/19-10/26
 Student: \$25
 ages 5-17

Groups / Teams 10+
 SIGNUP AT REGULAR PRICE AFTER 10TH MEMBER
 THE GROUP WILL BE REFUNDED \$10 TO ALL 10 MEMBERS.

CHILDREN'S CREEPY CRAWLY 1/2 MILE DASH \$25 PER CHILD

REGISTER AT WHITTIER5K.COM

EARLY PACKET PICK UP
 Whittier Community Center
 Friday, October 25, 2024
 1:00 PM - 8:00 PM



City Of Whittier UPDATE



Chief Aviv Bar



Vacation without a Burglary at Home

Summertime is also vacation time and while many of us find summer to be a great opportunity to visit distant places, others find summer to be an opportunity to break into homes while occupants are away.

- Lock doors, windows, side gates, garage door and garage side access door.
- Do some yard work before you leave the house for an extended period of time. Trim your hedges and bushes so thieves can't have a chance to hide out, or that you won't give the impression your home has been left unattended and vacant.
- Get to know your neighbors before your trip. Neighbors who look out for each other are among the best and least expensive defenses against neighborhood crime. On a daily basis, have your neighbor pick up your mail, newspapers, packages, and advertisements left at your doorstep.

- Make sure all outside entrances of the home are well-lit. A timer or solar-powered lights in the front, back and side of the house make it difficult for burglars to hide.
- Invest in an alarm and use signs and stickers to warn would-be burglars. A loud audible alarm will most likely scare a burglar away as soon as it is activated.
- Don't ignore Ring and other device alerts to your phone indicating close movement or an alarm.
- Think twice before posting upcoming and during vacations on social media.

Vacations are meant to be fun times with family and friends, not a time of convenience for thieves and potential burglars. Keep your homes safe and secure and make your trip a memorable one with these simple precautions.

WHITTIER CONCERTS IN THE PARK

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Your Medicare Shop Around the Corner

Part D appeals



Paul Viveros,
REBC, RHU
Whittier Health
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Every so often we will have a Medicare Beneficiary come into our Medicare Resource Center lamenting about their Part D plan not covering a medication they need. Ninety-nine percent of the time, we help them get a favorable resolution for their concern.

Here are some of the steps we take and resources we use:

1. Reach Out to Your Part D Plan: Begin by calling the customer service number listed on your Part D plan card. The representatives can provide specific reasons why your medication was denied, such as it not being on the formulary, needing prior authorization, or requiring step therapy. Understanding the exact reason for the denial is crucial as it helps you tailor your appeal appropriately. The customer service team can also guide you through the process of filing an appeal or an exception request and may provide forms and instructions.

2. Consult Your Prescribing Provider: Have a detailed discussion with your doctor about the denial. Your healthcare provider can offer valuable insights into alternative medications that are covered by your plan and could work for your condition. If switching medications is not a viable option due to medical reasons, your doctor can assist you in the appeals process by providing the necessary medical documentation and a letter of support. This letter should explain why the prescribed medication is essential for your treatment, addressing the specific reasons for the plan's denial.

3. Medicare.Gov: Access the official Medicare website for comprehensive information on the appeals process, filing grievances, and details about Part D coverage. The website offers a wealth of resources, including step-by-step guides, forms, and frequently asked questions that can help you understand your rights and the proper procedures. The site also provides links to additional support services and tools to compare Part D plans during AEP (Annual Election Period) October 15 - December 7th.

4. State Health Insurance Assistance Program (SHIP): SHIP offers free, unbiased counseling on Medicare issues, including appeals and grievances. SHIP counselors are trained to help you navigate the complexities of Medicare Part D. They can explain your rights, assist with paperwork, and provide advice on how to present your case effectively. You can find your local SHIP contact information on the Medicare website. SHIP counselors can also help you explore alternative options and ensure that you understand the implications of different choices.

5. Medicare Rights Center: This national nonprofit organization provides expert counseling and advocacy for Medicare beneficiaries. The Medicare

Rights Center offers personalized assistance through its helpline and educational resources. They can help you understand the appeals process, provide guidance on how to write an effective appeal, and offer strategic advice. Their support can be particularly valuable if you face complicated issues or need to escalate your appeal through multiple levels.

6. Legal Help: If you encounter complex issues or require additional assistance navigating the appeals process, consider seeking legal advice. Many areas have legal aid organizations that offer free services to eligible individuals. Legal professionals can provide specialized help in preparing your appeal, ensuring that all regulatory requirements are met, and that your case is thoroughly documented. Legal assistance can significantly enhance your chances of a favorable outcome, especially if your case involves intricate medical or regulatory details.

7. Keep Documentation: It is crucial to save all correspondence and notices from your Part D plan. This includes the initial denial notice, any communication regarding the appeals process, and all related documentation such as medical records and letters of support from your doctor. Organizing these documents can help you track important deadlines and provide comprehensive evidence during your appeal. Documentation is also essential if you need to escalate your appeal to higher levels, as it demonstrates a clear and consistent record of your efforts and the plan's responses.

By utilizing these resources and following the steps outlined, you can effectively navigate the appeals process and seek coverage for the medication you need. Understanding your rights and being proactive in gathering information and support will improve your chances of a successful appeal.

Remember that persistence is key; if your initial appeal is denied, you have the right to escalate your case to higher levels of review. Each level of appeal offers another opportunity to present your case and potentially secure the coverage you need.

Paul is a Registered Employee Benefits Consultant (REBC) and a Registered Health Underwriter (RHU). Whittier Health Insurance Solutions (WHIS) is located at 7200 Greenleaf Ave., Suite 170-C, Whittier, CA 90602.

Workplace Violence Protection Act - continued from front page

Identifying and Responding to Hazards: Employers must conduct regular inspections to identify workplace violence hazards and involve employees in this process. Corrective actions must be taken for identified hazards, and additional training provided as needed.

Documentation: Employers must maintain:

- Training records for one year
- Violent incident logs, hazard identification, evaluation, and correction records, and incident investigation records for five years

Resources: CalChamber offers a Workplace Violence Prevention Toolkit to assist employers in compliance. It includes templates, checklists, and a webinar for practical guidance.

Private Attorneys General Act

Changes to PAGA:

An Overview for California Employers

On July 1, Governor Gavin Newsom signed two bills reforming aspects of the Private Attorneys General Act (PAGA), with changes effective retroactively to June 19.

What Do the New Changes Include?

Penalty Caps: The maximum penalties employers face under PAGA could now be reduced to as little as 15% or 30% of the original amount, depending on proactive steps taken by the employer before or immediately after receiving a PAGA notice.

More Robust Right to Cure: Previously, PAGA allowed very few curable violations. The new reforms provide more opportunities for employers to correct violations.

Specific Mechanisms for Different Businesses: The reforms introduce tailored mechanisms depending on whether the business is large or small.

Changes in Standing: Recent court opinions had allowed workers to sue on behalf of all other employees in California for any Labor Code violation if they experienced just one violation themselves. The reforms now require plaintiffs to have personally experienced the alleged violations and to file their case within one year.

Nonprofit Exception: There is a narrow exception now for some nonprofits.

Steps to Limit Exposure

The reforms include significant penalty reductions if employers have taken reasonable steps to comply with the law. Such steps include:

- Conducting Payroll Audits: Employers should perform regular audits and act on the findings. For example, addressing common violations such as unpaid overtime, meal and rest break violations, or expense reimbursements.
- Written Policies: Implement and enforce written policies related to wage and hour practices.
- Industry-Specific Wage Orders: Ensure company policies comply with relevant industry-specific wage orders.
- Provide Training: Train supervisors and managers on Labor Code requirements and basic wage and hour rules.

- Corrective Action: Address issues with supervisors or personnel involved in wage and hour violations through coaching, additional training, or disciplinary action if necessary.
- Documentation: Keep records of efforts made to comply with the steps above.

These changes aim to make PAGA more equitable for employers while maintaining protections for employees.

For detailed information and resources, visit the CalChamber website – CalChamber.com

*CalChamber

The California Chamber of Commerce is the largest, broad-based business advocate to government in California, working at the state and federal levels to influence government actions affecting all California businesses. As a not-for-profit, they leverage our front-line knowledge of laws and regulations to provide affordable and easy-to-use compliance products and services.

The information presented in this article was sourced from another publication and does not belong to the Whittier Chamber.



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Congratulations to Melrose Vintage for serving Uptown Whittier for over 30+ years! The Whittier Chamber had the honor and privilege to celebrate their location off of Greenleaf



Welcome to the Chamber, Lambert & Gunn! Award-winning artist, entrepreneur, philanthropist. Jay is the owner and operator of Lambert And Gunn Tattoo and Piercing studio in Whittier! We are so excited to welcome him to the Chamber with an official ribbon cutting!



Congratulations to Cook's Tire & Service! We celebrated their location with a ribbon cutting alongside Mayor Joe Vinatieri, City councilman Octavio Cesar Martinez, Chamber Ambassadors and members, along with their employees, friends and family

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Nancy Gomez of Tacos & Grace, 2024 Chamber Ambassador of the Year awardee, slaying not only her amazing food, but also that wig!



The ChamberChella was in full swing with so many amazing vendors, including Modern Woodmen of America! (Pictured: Elizabeth Beltran)



A huge thank you to our decor sponsor, A Special Event, for bringing the festival vibes!



Uptown Provisions, 2024 Chamber Business of the Year awardee, serving up some amazing sandwiches!



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Marie Murillo – MAP Property Management

Marie Murillo, Marketing Director at MAP Property Management, is a key figure in Whittier’s business community. At MAP, Marie offers exceptional property management services with over 35 years of experience. They’ve fine-tuned their process to help tenants find the best possible home and provide full-service property management for owners, ensuring quality tenants fill vacancies.

Marie has been a Whittier Chamber ambassador for two years. She expresses her enthusiasm for the Chamber, stating, “Once I realized the strength of the Chamber’s affiliation and its power, I was all in! I’m extremely enthusiastic about the Chamber and want to tell everyone about it and how they can get the most value from their membership. I really enjoy meeting new people, and there’s no better way as an ambassador than to meet other like-minded people. I take great pride in being one of the faces and heart of the Whittier Chamber of Commerce. The biggest perk for me has been my fellow ambassadors; they have become like my extended family. I can always count on them no matter what!”

Marie regularly attends a variety of Chamber events and programs, including Wake Up Whittier, State of the City, Business Expo, ribbon cuttings, the Hathaway Golf Classic Tournament, and the Installation Dinner.

She reflects on her favorite local spots to frequent for this Sizzling Summer issue, saying, “Who wants to be in the kitchen in this heat? Let me recommend a few of my go-to spots in Whittier. Brickhouse Pizza is always delicious and never disappoints. The Nekter Juice Bar at The Groves is a place we visit frequently! If you need a caterer for your next event, TACOS & GRACE is my personal recommendation. Nancy also offers meal preps for those looking for healthier alternatives. Also DoubleTree Hotel, hands down, has the best chocolate chip cookies. They are the perfect location to host a business meeting or your special event.”

In the past few months, Marie has contributed significantly as an ambassador by welcoming new members with handwritten note cards and volunteering at Wake Up Whittier events to ensure an enjoyable experience for everyone. “Attending ambassador meetings is just as important because it’s where we brainstorm and sometimes have to vote on agenda items,” she says.

Marie concludes with a passionate endorsement of the Chamber, “If you have ever considered joining the Chamber, do it! There are no excuses for any hesitations. It’ll be the best investment not only for your business’s growth but for you as well. 2024 is your year to flourish, and with the support of the Whittier Chamber of Commerce, you’ll be in for an experience that will catapult your business like never before.”

Steven Flores – Modern Woodmen of America

Steven Flores is an Investment Advisor at Modern Woodmen of America and has been a Chamber member since May of 2021. As an Investment Advisor, Steven creates long-term relationships with families, corporate professionals and businesses by helping his clients establish a financial plan that aims to address their needs for today while building a foundation to reach their future needs, wants and wishes. He will leverage financial instruments and creates customized strategies to help maximize the member’s financial growth and prosperity.

Steven said the best part of being a Chamber member is building meaningful professional relationships and friendships within the Chamber. “Meeting different individuals in their respected fields provided a great opportunity to learn about their careers,” said Steven.

A few months after joining the Chamber, Steven became an Ambassador. In this role, he enjoys representing the Chamber at various events and welcoming new businesses. “I enjoy just being able to be a resource to Chamber members,” Steven mentioned. He has also served on several committees, including Silver Shield and the Business Expo, and is looking forward to being involved with the upcoming Hathaway Golf Tournament committee.

“I make it a habit to try and attend all Chamber events when my schedule doesn’t conflict. I enjoy Wake Up Whittier, ribbon cuttings, and the multi-chamber mixers, especially those at professional games,” Steven added.

Reflecting on his activities over the past few months, Steven said, “We are supporters of our Whittier Police Department, and every year since I joined the Chamber, we like to sponsor Silver Shield and sponsor officers who are being awarded for their service. I also had the opportunity to co-chair our Business Expo, helping to get new members involved in one of our biggest events of the year.”

This issue is focused on Sizzling Summer and favorite local spots to frequent. Why heat up the kitchen when you can dine out? When asked about his favorite spots, Steven shared, “Some of my favorite spots this summer would be La Real Michoacana, Clearman’s Steak ‘N Stein Inn, Madres Brunch, Toast Kitchen & Bar, Aunties Bakery & Café, Brickhouse Pizza, Good Fella’s Pizza and Crêpes & Grapes Café. I have more favorites, but the list would be too long!”

Steven concluded with, “I want to establish myself and Modern Woodmen as pillars of the community. My goal is to help people from all walks of life and be a resource to everyone. Whittier has a rich history and a bright future, and I want to be part of that history in the making.”



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AROUND TOWN



John Bogdanov, TelWorx

Playing Google's Game

There's lots of discussion about search engine optimization (SEO) and how to design your website to make sure you rank as high as possible in the search results. How your site is built and designed is certainly important, both to Google's algorithm and the actual people who visit. It needs to be part of the plan but should not be the entire plan.

Instead of thinking in terms of web design as everything, think of it as part of a larger strategy for managing your digital footprint. That's how Google looks at it, and whether you like it or not, Google still sets the rules of the game.

One aspect of your digital footprint that may have been overlooked is your Google Business Profile. It is a free tool that helps you bring location, reviews, photos and relevant information about your business to one place. It usually appears in the upper right part of your browser, next to the list of search results. Make sure it is properly linked to your site. It needs to be kept current and regularly updated, especially with pictures.

A second aspect is review management. It might not seem particularly impactful, but cultivating and responding to reviews is an important part of your digital footprint. At least Google thinks it is. Responding to reviews, both positive and negative, sits well with the algorithm. More importantly,

it's part of authentically engaging with your clientele. You wouldn't simply walk away if someone told you how much they enjoyed their experience with your business, would you? When you fail to respond to a review, that's what you are doing. If you get a negative review, the best thing you can do is reply with a genuine response. If the reviewer feels like you owe them an apology, give them one that is sincere and offer to make the situation right. Most of the time, people just want to feel like they are being heard and that your business actually cares.

There's one last thing to consider about your website. Think of it as the place you live online. It's your house and you want to own it. While it can be tempting to substitute a social media profile for a website, remember you don't own that profile. It is owned by the social media platform, along with everything you post. The rules can change without notice and one day you might find that your message that used to reach hundreds of thousands or even millions of followers is now only reaching thousands. If you use social media to drive people to your site, they will always have a place to visit to get the important updates and information they need.

It's easy to get lost in all the technical aspects of managing your digital footprint. Remember that ultimately, everything you are doing is to have more and better interactions with real people. Business is not a website or online profile. Those are simply tools to help people understand how your business can make their lives better.

Visiting Angels' Empathic Excellence in Dementia Care

All 50+ of Visiting Angels Whittier Caregivers attended their Annual Inservice & Caregiver Training. The focus of this year's training was working with clients who are experiencing dementia. Through this training, our caregivers experienced the "Virtual Dementia Tour" by Second Wind Dreams®.

What is Dementia?

Merriam-Webster's definition: Usually progressive condition (such as Alzheimer's disease) marked by the development of multiple cognitive deficits (such as memory impairment, aphasia, and the inability to plan and initiate complex behavior)

What is the Virtual Dementia Tour?

The Virtual Dementia Tour doesn't require a VR headset, instead, it temporarily alters participants' physical and sensory abilities using sensory tools and instruction based on research conducted by P.K. Beville, geriatric specialist and founder of Second Wind Dreams®. Participants are dressed in

sensory altering garb and then guided into a room where they are to complete a set of tasks. As you can imagine, this was a challenge. Throughout this timed experience participants had reactions ranging from complete stillness and uncertainty to tears of frustration and sadness.

Caregivers walked away from this with a new sense of understanding, compassion and empathy for clients and family members facing Dementia. During the debrief, feedback on what this training meant for Caregivers and how it will shape the care they are giving to their clients was tremendous. Caring for clients experiencing Dementia requires certain soft & hard skills and Visiting Angels Whittier has set a new standard for this kind of hands-on care.

Do you have a loved one facing Dementia, Alzheimer's or do they just need some extra care? Our Certified Home Care Manager will come to your home for a no-cost consultation. Call Visiting Angels Whittier at (562) 947-5390.



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RENEWING MEMBERS

Thanks to the following members for renewing their Chamber membership and for supporting our efforts to build a strong local economy

MAY/JUNE 2024

- | | | | | |
|---|---|---|---|--|
| 3GreenAssistance (3GA)
(562) 693-2228
Member Since: 2022 | Cintas Corporation
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Member Since: 2021 | Jere E. McDonald, An Accountancy Corp.
(562) 945-1558
Member Since: 2009 | The Mission Square
(562) 458-5353
Member Since: 2022 | Spot On Heating Air & Plumbing
(562) 945-0979
Member Since: 2019 |
| Acuvision Family Optometry
(562) 696-1883
Member Since: 2009 | DialMED Home Care
(562) 464-0295
Member Since: 1996 | Law Office of John Gottes
(323) 564-4444
Member Since: 2021 | Oromill Lumber & Hardware
(562) 698-9453
Member Since: 1987 | State Farm Insurance – Cheryl Estep
(562) 693-7788
Member Since: 2001 |
| BMO – Pico Rivera
(213) 840-9001
Member Since: 2022 | Factory 47 Cycles
(562) 693-5219
Member Since: 2023 | Lenihan, Bill & Joanie
Member Since: 1984 | PDQ Rentals
(562) 944-3206
Member Since: 1982 | State Farm Insurance – Fabio Soto Agency
(562) 698-6769
Member Since: 2018 |
| BMV Construction
(800) 595-3298
Member Since: 2019 | Farmers Insurance – Claudia Sambrano Agency
(562) 270-9777
Member Since: 2019 | Liquor Mart
(562) 693-7731
Member Since: 2012 | PIH Health
(562) 698-0811
Member Since: 1959 | Tacos & Grace
(562) 332-8712
Member Since: 2021 |
| Bright Steps Academy Preschool
(323) 712-2669
Member Since: 2021 | Global IT
(562) 698-2500
Member Since: 2012 | Liquor Mart – Leffingwell
(562) 943-3490
Member Since: 2021 | R.K. Knight Plumbing
(562) 947-5588
Member Since: 1992 | Trinity Lutheran Church
(562) 699-7431
Member Since: 1998 |
| California Grill & Bar
(562) 907-7017
Member Since: 1996 | Golden West Coach
(562) 696-5466
Member Since: 2005 | Lissin & Co.
(562) 698-2260
Member Since: 2023 | Rokka Whiskey Bar
(562) 693-7039
Member Since: 2022 | VCC: The Gary Center
(562) 264-6000
Member Since: 2017 |
| Cetera Advisor Networks: Chris George
(562) 945-7787
Member Since: 1999 | Greenleaf Botanicals
(562) 454-4862
Member Since: 2022 | Lowe & Rossopoulos, D.D.S.
(562) 907-4522
Member Since: 2014 | Shakey’s Pizza Restaurant
(562) 692-0741
Member Since: 2000 | Whittier First Day
(562) 945-4304
Member Since: 2000 |
| Chris Vigil Real Estate
(562) 945-4422
Member Since: 2022 | Hart & Vandenberg, CPAs
(562) 945-2821
Member Since: 2022 | Marsden’s Comfort Shoes & Periodontic Foot Care
(562) 698-7281
Member Since: 2022 | Sharpstone Realty, Inc.
(562) 217-7646
Member Since: 2009 | Whittier Public Library Foundation
(562) 567-9922
Member Since: 2015 |
| | | | Southern California Edison
(800) 655-4555
Member Since: 1992 | |

Congratulations to our Milestone Members this month!

Thank you to the following businesses that have been longstanding partners with the Whittier Chamber in helping to support our thriving economy.

- July**
- 65 Years**
San Gabriel Valley Water Company
(562) 699-1041
- 5 Years**
De Luca’s Italian Restaurant
(562) 943-1611
- August**
- 25 Years**
Peel, John & Laurie
(562) 686-6507
- 20 Years**
Rice, Derek, O.D.
(562) 947-0391
- 10 Years**
A7 Towing, Inc.
(626) 412-2140
- 10 Years**
State Farm Insurance – Paul Hernandez
(562) 943-2700
- 5 Years**
Pacific Pay Inc.
(877) 572-2729
- Gilmar Automotive Group**
(562) 868-7000

CHAMBER CALENDAR

- August**
- Ribbon Cutting Ceremony at De Luna Dance Academy**
August 2, 2024
4 P.M.
- Ribbon Cutting Ceremony at G.I. Forum El Camino Real Forum**
August 15, 2024
12 P.M.
- State of the Nation with Linda Sanchez**
August 9, 2024
Quiet Cannon (Montebello)
11:30 A.M.
- Wake Up Whittier**
August 21, 2024
Azar Event Center (Santa Fe Springs)
7:30 A.M.
- Ribbon Cutting Ceremony at New Concepts By Halo**
August 14, 2024
4 P.M.
- Ribbon Cutting Ceremony at Synergy Home Care**
August 28, 2024
12 P.M.
- September**
- Hathaway Golf Classic**
September 9, 2024
Friendly Hills Country Club
8 A.M.
- Wake Up Whittier**
September 18, 2024
Rose Hills Memorial Park & Mortuary
7:30 A.M.
- State of the City**
September 26, 2024
DoubleTree Hotel Whittier
8:00 A.M.

A Message from the Chair continued from page 2

Alliance which is a group of 9 local chambers of commerce that study business legislation. We communicate with our legislators at all levels and support job creator bills and oppose job killer bills on your behalf every month. It's nice to know that there is someone looking out for us while we all work on our businesses and that's exactly what the Chamber does!

As always, the Whittier Chamber is here for you and has the resources to help you reach your goals, whether they are business or personal. If you are not a Chamber member, I encourage you to become one. It is an investment in your business and in the community in which you do business. We have a convenient payment option which allows you to keep your expenses manageable.

If you are a member, are you utilizing all the benefits of your membership like networking, informative seminars, advertising and more? Have you made it part of your business plan to take advantage of the connection opportunities the Chamber offers with like-minded professionals to share ideas? Remember that even if you are busy working on your business and don't have time to attend events, the Chamber is working on your behalf, providing important information and giving you opportunities to gain leads and referrals all the time! Our goal is to help bring back a strong local economy and we need your support to continue our efforts to do that!

As you enjoy your summer, don't forget to stay cool, keep hydrated, use that SPF, and explore Whittier. Don't forget to shop local, including patronizing our great retailers and the restaurants in town, conveniently featured in this very newsletter!

Call the Whittier Chamber at (562) 698-9554 or visit our website at www.whittierchamber.com to find out more about our resources, programs and services. Take advantage of the opportunities we have to offer and let the Whittier Chamber help make 2024 your most successful year in business!

Wishing you a safe and happy summer.



NEW MEMBERS

MAY/JUNE 2024

BEAUTY SALON & RETAIL STORE

Prime Boudoir
 Leslie Mendoza (818) 478-0968
 7203 Greenleaf Ave., Suite F & G
 Whittier, CA 90602
 www.primeboudoir.com



BIOHAZARD CLEANUP & RECOVERY SERVICES

Bio-One of Orange
 Cory Flores (714) 397-8375
 1406-B Ritchey St.
 Santa Ana, CA 92705
 www.biooneorange.com



CHIROPRACTIC

Joc Doc Chiropractic
 Nik Noriega (562) 755-0275
 3040 South Hacienda Blvd.
 Hacienda Heights, CA 91745
 www.msha.ke/drnk.com



CHURCHES

St. Bruno Catholic Church
 Dave Heney (562) 947-5637
 15740 Citrustree Rd.
 Whittier, CA 90603
 www.stbrunochurch.org



CIVIC MEMBERS

Alfred Lugo
Stephen Terzolo
Edward B. Synder

CONTRACTOR

All County Environmental & Restoration Inc.
 Aricela Encinias (714) 917-1400
 1375 N. McCan St.
 Anaheim, CA 92806
 www.allcounty.us



DANCE STUDIO

De Luna Dance Academy
 Diana De Luna (562) 903-7002
 10713 La Mirada Blvd.
 Whittier, CA 90606
 www.delunadanceacademy.com



DENTISTRY & ORTHODONTISTS

Whittier Modern Dentistry
 Dr. Christina Kim (562) 513-1146
 11806 Whittier Blvd., Suite E
 Whittier, CA 90601
 www.whittiermoderndentistry.com



DEVELOPMENT

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 www.almquist.com



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 www.refinedpilatesstudio.com



GROCERY STORE

Grocery Outlet
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 13301 Whittier Blvd.
 Whittier, CA 90602
 www.groceryoutlet.com



HEADSTONES

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 421 South Brookhurst St., Suite 1182
 Anaheim, CA 92804
 www.simplifyhr.us



INFORMATION TECHNOLOGY

JMP Technology
 John Perez (949) 288-8155
 www.jmptechconsulting.com



INSURANCE

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 5341 East Coralite St.
 Long Beach, CA 90808
 www.instagram.com/sturgeon_lifesolutions



Inter Commercial Insurance Services, Inc.
 Yesenia Gutierrez (323) 940-8128
 722 N. Hazard Ave.
 Los Angeles, CA 90063
 www.iciins.com



MEDICAL SERVICES

Elevated Imaging, Inc.
 Griselda Solorzano (626) 780-0949
 16333 Whittier Blvd.
 Whittier, CA 90603
 www.elevatedimaging.com



MEDICAL SPA

Hebe Wellness & Aesthetics
 Ana Maria Macias (562) 968-6999
 16315 Whittier Blvd.
 Whittier, CA 90603
 www.instagram.com/hebe_wellness_



ORGANIZATIONS

Collaborative Action & Unity in Special Education
 Jenny Gray (562) 477-3808
 13738 Walnut St.
 Whittier, CA 90602
 www.spedcause.org



G.I. Forum El Camino Real Forum
 Francisco Juarez (310) 795-7051

Whittier Elementary Teachers Association
 Patricia Britton (562) 693-8411
 7200 S. Greenleaf Ave., Suite 360
 Whittier, CA 90602
 www.whittiereta.org



RESTAURANTS

Kalaveras
 Janet Martos (562) 360-1152
 13112 Philadelphia St.
 Whittier, CA 90601
 www.kalaveras.com



Muchas Gracias
 Mia Santoyo (562) 556-8772
 7039 Greenleaf Ave.
 Whittier, CA 90602
 www.Muchasgraciaswhittier.com



REAL ESTATE

The Bonilla Group
 Julio Bonilla (562) 355-8060
 14241 Firestone Blvd., Suite 100
 La Mirada, CA 90638
 www.thebonillagroup.com



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 www.visionroof.net



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 La Habra, CA 90631
 www.costco.com



TAX SERVICES

The Tax Doctor
 Rene Gonzalez (562) 395-2474
 6528 Greenleaf Ave., Whittier, CA 90601
 www.facebook.com/thetaxdr



My name is Rene Gonzalez, and I am the owner and founder of The Tax Doctor Financial Consulting, Inc. I have over 10 years' experience specializing in residential family & corporate taxes. Born and raised in the city of Whittier and a veteran, my goal is to educate the community on how to properly file taxes and build a strong financial future for their family and/or business.

TELECOMMUNICATION SERVICES

Certified Phone Solutions
 David Williamson (562) 464-3164
 www.cpssc.com



VETERINARY HOSPITAL

Aloha Veterinary Hospital
 Ignacio Jimenez (714) 462-3360
 407 West Imperial Hwy.
 Brea, CA 92821
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