

Joining the Chamber has boosted our business ten-fold. The networking events like the breakfasts and chit-chats offer unique opportunities to meet other business-minded people who are always interested in business. Ambassadors are always welcoming and help to introduce us to other great members. Our favorite event, by far, is the Ladies' Luncheon. Nothing beats the fantastic networking that happens among the ladies at this bimonthly lunch. Business always gets done!

Karen Fricke and Lisa Ferreras Two Generations Realty

Business News

Volume 30, Issue 12

www.claremontchamber.org

December 2013

An Overview of New 2014 Laws Affecting California Employers

Once again, California enacted many new employment laws that will affect California employers' day-to-day opperations and policies in 2014.

Some of the new laws for 2014 make significant changes in key areas, such as a new minimum wage, new protections for immigrants and expanded leaves of absence. Other new laws make small changes to different parts of existing law or relate to specific industries, such as garment manufactures or the car wash industry. Unless specified all new legislation goes CalChamber^{**}

into effect on January 1, 2014.

Minimum Wage

AB 10 raises California's current minimum wage of \$8 per hour by two, one-dollar increments: to \$9 per hour effective July 1, 2014, and to \$10 per hour effective January 1, 2016.

Domestic Work Employees

AB 241 enacts the Domestic Worker Bill of Rights, which provides for specific overtime pay for certain inhome employees; a "domestic work employee who is a personal attendant." Those with in-home help will need to carefully determine whether the new law applies to them because AB 241 contains many specific definitions and exclusions.

California's rules take effect on January 1, 2014. The U.S. Department of Labor also issued new rules on personal attendants that take effect on January 1, 2015.

Meal and Rest Periods – Expansion to Heat Illness **Recovery Periods**

SB 435 expands meal and rest break prohibitions to "recovery" periods taken to prevent heat illness. Under SB 435, an employer cannot require an employee to

work during a recovery period mandated by state law under Cal/OSHA's heat illness standard.

- An employer that does not provide an employee with a recovery period must pay the same premium penalty that exists for unprovided meal or rest breaks - one additional hour of pay for each workday that the meal, rest or recovery period is not provided.
- Employers with outdoor places of employment are subject to Cal/OSHA's heat illness standard, which allows for cool-down periods in the shade of no less than five minutes at a time on an "as-needed" basis for employees to protect themselves from overheating.

Continued on page 4



Chairman's Circle Members

DoubleTree by Hilton Claremont The Gas Company Southern California Edison

Service Organization Level **Rotary Club of Claremont Claremont Sunrise Rotary Kiwanis Club of Claremont**

Save the Date! State of the City Luncheon January 22, 2014

Business News

Official Publication of the Claremont Chamber of Commerce

Mission Statement:

The purpose of the Claremont Chamber of Commerce is to provide strong leadership in serving the interest of business, promoting the interrelationship between business and community, and encourage business participation with civic and educational organizations and programs within the Claremont area.

Executive Committee

Chair Andrew Behnke, DoubleTree by Hilton Claremont Chair-Elect Linda Sarancha, Fukagawa Stark & Associates NPC Treasurer Susan Pearson, The Bathwork Shop Past Chair Jess Swick CHFC, Northwestern Mutual Insurance

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Chamber Committee Chairs

Claremont Young Professionals- Ryan Zimmerman Government Relations/Economic Development- Bridget Healy Membership/Ambassadors- Bill Cunitz and Sue Wilber Marketing/PR- Nikki Coulas and Sal Medina Village Marketing Group- Sonja Stump

A Note from the CEO ... Maureen Aldridge

The Holiday Season is in full swing in Claremont!

We have so many unique stores throughout Claremont and they are filled with gifts for everyone on your holiday list.

We are partnering with the Village Marketing



Group this season to bring you the More the Merrier campaign, simply collect \$100.00 in receipts from Claremont Businesses and bring them to the Chamber office or the Bath Workshop to be entered in a drawing for (4) \$25.00 (1) \$50.00 (1) \$100.00 Chamber Gift Cards and the grand prize is an Apple iPad. The drawing will be held on Monday, December 23, 2013 at noon in the Chamber office where the Mayor will select the winners.

The Chamber has also produced a Holiday Coupon Card with 20 businesses offering discounts which are available at the Chamber office and merchants throughout Claremont.

Remember to Shop Local, Shop Claremont during the Holiday season.

Looking into our crystal ball for 2014 the Chamber will continue to bring you exciting networking events and mixers. We will be introducing a new half day seminar in March, which will focus on marketing your businesses, social media and public speaking. Watch your e-mails and newsletter for the date of the event. If you have any suggestions for events that you would like to see the Chamber do please let me know.

On behalf of the Chamber Team I would like thank all of you for continuing your membership with the Chamber and to wish you all a very Happy and Prosperous Holiday Season.

Maureen

Contact Us

Claremont Chamber of Commerce

CEO Maureen Aldridge Administrative Assistant Marlene Fulfer Information Specialist Veronica Sepulveda

Chamber Staff

205 Yale Avenue, Claremont, CA 91711 Phone: (909) 624-1681 Fax: (909) 624-6629 Hours: Mon.-Fri. • 8:30 a.m.-5 p.m. E-mail: contact@claremontchamber.org Website: www.claremontchamber.org

From the Desk of Sergeant Lori Davenport

Holiday Safety Article



As the holidays approach, this is a good time to look at some simple ways to keep your family, home, and

property safe. Whether you live or work in Claremont, you most likely enjoy it here and view it as a safe place to be. With this in mind, you should not forget that sometimes people will take advantage of your trusting nature. When you go anywhere, including your home, it is always wise to be aware of your surroundings. You should look around you to see if someone is watching you or following you or if something just simply seems out of place. Sometimes we become so focused on what we are doing, whether its talking or texting on our phones, that we don't notice what is going on around us. This is a perfect opportunity for someone else to take advantage of your distractions, whatever they might be.

Another simple way we can protect ourselves is to lock our doors on our houses and our vehicles. Thieves love an easy opportunity as unlocked doors. We shouldn't leave valuable items in plain sight where they might

tempt others. When you go shopping and put packages in your vehicle, you should secure your packages in your locked trunk and move your vehicle to a different location if you want to continue shopping. A similar

suggestion for your home is to not put all your presents in front of the windows where every passerby can see them, and like your doors, you need to close and lock your windows when you leave. Burglars can find a way in to your home through the smallest open window or even an open pet door.

When you are using an ATM machine, be sure to keep your PIN secure and don't let those around you see you enter your PIN. After you remove your money from the machine, count it away from the machine and not where others are watching. Be careful of solicitors who go to your home and who call you on the phone. As a reminder, all commercial solicitors in Claremont need to first obtain a solicitation permit through the police department. The solicitor must wear their issued permit in plain sight while going door to door. If a solicitor knocks on your door, please don't feel obligated to open the door. If you don't know who it is and you don't feel comfortable, you shouldn't open the door. With the door closed, you can tell the solicitor you are not interested. It is also a good idea to remind your children to not open the door for solicitors or any stranger.

Unfortunately, thieves will also try to take advantage of us over the phone. A popular scam is for a thief to act like a family member and tell you they have had an emergency or are in jail. The thief will then ask you to send or wire money to them. Make sure you confirm you know the person and it is a real emergency before sending money.

As a service to the community, the Claremont Police Department provides a **Vacation House Check Program** for residents who will be gone from their residence for vacation, business or other personal reasons. Community Patrol volunteers staff this program and perform checks on homes that have Vacation House Check cards on

file. If something out of the ordinary or suspicious is found, they immediately radio on-duty police officers who respond to the location to check the residence further.

You can sign up for this free program by completing a Vacation

House Check application and bringing the printed form to the Claremont Police Department (570 W. Bonita Ave.) to be processed. The applications are available at the police department during lobby hours (7:00 a.m. to 10:00 p.m.) Applications will not be accepted online or by mail and must be turned in by person to be processed.

The police department wishes you and your family a safe holiday season.

If you need more information regarding this or other topics please don't hesitate to call the Claremont Police Department's Administrative Services Bureau at 909-399-5409



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Damages for Minimum Wage Violations

• AB 442 expands the penalty available for citations issued by the Labor Commissioner for failing to pay minimum wage to include a requirement that the employer pay liquidated damages to the employee, in addition to existing penalties.

Discrimination and Retaliation Protections

Several new laws will expand employee protections for 2014.

Sexual Harassment Definition Clarified

• SB 292 amends the definition of harassment to clarify that sexually harassing conduct does not need to be motivated by sexual desire. The new law clarifies that hostile treatment can amount to unlawful sexual harassment regardless of whether the treatment was motivated by any sexual desire.

Whistleblower Protections

- SB 496 expands whistleblower protections to include reports alleging a violation of a local rule or regulation. It also protects employees who disclose, or may disclose, information regarding alleged violations "to a person with authority over the employee or another employee who has authority to investigate, discover or correct the violation."
- Finally, SB 496 prohibits retaliation against an employee because the employer "believes the employee disclosed or may disclose information."

Leaves and Benefits

Several new laws will make changes to leaves of absence in California for 2014.

Time Off for Crime Victims

- SB 288 adds new protections for crime victims to take time off from work to appear in any court proceeding in which a right of the victim is at issue. The law applies only to specific crimes, such as solicitation for murder and vehicular manslaughter while intoxicated.
- Employees must comply with requirements for requesting the leave. Violations of the law will be enforced by the Labor Commissioner.

Time Off for Victims of Stalking and Accommodation for Domestic Violence, Sexual Assault and Stalking Victims

• SB 400 extends existing protections for victims of domestic violence or sexual assault to victims of stalking. Existing protections that will now be extended to stalking victims include time off to appear at legal proceedings (all employers) and to seek medical/psychological treatment, including safety planning (employers with 25 or more employees).

- SB 400 also makes it unlawful to discriminate or retaliate against an employee because of his/her status as a victim of domestic violence, sexual assault or stalking.
- SB 400 further adds a new reasonable accommodation requirement for victims of domestic violence, sexual assault or stalking. Reasonable accommodations under the statute may include implementation of safety measures.

Time Off for Emergency Duty

• AB 11 requires an employer with 50 or more employees to provide a temporary leave of absence of up to 14 days per calendar year for reserve peace officers and emergency rescue personnel to receive training. Current law provided the training leave of absence only to volunteer firefighters. AB 11 also expands the law to cover time off for "emergency rescue training" in addition to the existing protections for fire or law enforcement training.

Paid Family Leave Benefits

 SB 770 expands Paid Family Leave (PFL) wagereplacement benefits for employees to include benefits for time taken off to care for a seriously ill grandparent, grandchild, sibling or parent-in-law. PFL does not create the right to a leave of absence, but provides California workers with some financial compensation/wage replacement during a qualifying absence. This legislation takes effect July 1, 2014.

Background Checks

- AB 218 prohibits a state or local agency from asking an applicant to disclose information regarding a criminal conviction until after the agency determines the applicant meets minimum employment qualifications.
- There are specified exceptions, such as where a criminal history background check is otherwise required by law for the position. This legislation will not go into effect until July 1, 2014.

Workers' Compensation

Several bills relating to workers' compensation were signed into law in 2013:

- AB 1309 limits the ability of professional athletes who work for out-of-state sports teams to bring workers' compensation claims in California. A player employed by an out-of-state sports team who wants to bring claims for cumulative trauma (such as for arthritis or brain injuries due to multiple concussions) will have to prove that he/ she worked a good part of his/her career for teams based in California or spent more than 20 percent of his/her professional time working in California.
- AB 607 relates to death benefits for dependent children.

For more information visit: http://www.calchamber.com/hrcalifornia/Pages/new-laws-2014.aspx

Great Holiday Gift Ideas

Don't know what gifts to give this holiday season? Here's an idea, how about a Claremont Gift Card.

Claremont Gift Cards are the perfect gift for a loved one because they not only get to use it at over 120 businesses in or around Claremont, but these cards will help give back to the Claremont community. For every \$100 spent at a local business, \$68 returns to the community. Doesn't get any better than that!

Gift Cards are available at the Claremont Chamber office and come in denominations of \$10 and \$25. Only cash or checks accepted.

Give the gift that keeps on giving and always remember to *Shop Local, Shop Claremont.*





Having the time to do the things you enjoy is a way of life at Hillcrest.



La Verne, California | 909-392-4375 | LivingatHillcrest.org DSS #191501662 | COA #069

Hillcrest Residents, Don and Donna Boots zip line in Alaska!

Paid Advertisement



Paid Advertisement

"Leisure activities are the biggest predictor of life satisfaction." Ryan Harrison, Hillcrest Director of Life and Wellness



Sock Walk

Claremont Village Sock Walk

The Claremont Chamber Village Marketing Group is partnering with Shoes that Fit to collect socks for needy

children in the surrounding areas. Give the gift of warm feet this Holiday season by treating a child to a new 6 pack of socks. Below is a list of participating Chamber Members that are drop-off locations.

Chamber Members Official Drop-off Locations

Amelie - 132 Yale Ave. Aromatique - 319-A W. First St. Bert & Rocky's Cream Co. - 242 Yale Ave. Colors 91711 - 248 Harvard Ave. Claremont Chamber of Commerce- 205 Yale Ave. Claremont Forum Bookshop & Gallery- 586 W. First St. Heirloom - 175 N. Indian Hill Blvd., #B101-A I Like Pie Bake Shop-175 N. Indian Hill Blvd., #102-B Nectar - 319-B W. First St. Salad Farm - 373 W. Bonita Ave. Sonja Stump Photography -135 W. First St. Some Crust Bakery - 119 Yale Ave. Stamp Your Heart Out - 141-C Harvard Ave. The Bath Workshop - 175 N. Indian Hill Blvd., #100A The Green Gypsie - 526 W. First St. The Last Drop Cafe - 119 Harvard Ave. Tintura Salon - 121 Harvard Ave.

For more information visit:: http://www.thevillageclaremont.com/sockwalk.html

Go Healthy For Halloween

The Claremont Chamber had another successful "Go Healthy for Halloween" Campaign with the help of a few of our dentist Chamber members. On October 31 during Claremont's Annual Halloween Spooktacular, the Chamber gave out 800+ toothbrushes provided by local dentists. Seeing the excitement of



the children receiving their brand new toothbrush each year is a great site to see.

The Chamber would like to give a HUGE thank you to our wonderful sponsors, this event could not be possible without you.

Dr. Arnold Valdez 1001 W. Foothill Blvd., Claremont (909) 624-4567

Dr. Christopher Schorn 1262 Harvard Ave., Claremont (909) 624-3534

Dr. David Seccombe 101 N. Indian Hill Blvd., Claremont (909) 626-5662

Dr. Douglas Brown 540 W. Baseline Rd. Ste. 12, Claremont (909) 626-8501



Dr. Seccombe recieving his certificate of appreciation at the November Chamber Breakfast

Village Venture Sponsor Recognition



Left to Right: Carly Moultrie, Moultrie Academy of Musice, Voice and Dance; David Seccombe, Kari Anderson, Katherine Hauser-Rubel, Chuck Doskow, Denise Haynes, Larry Schroeder, Claremont Sunrise Rotary; Peter Weinberger, Claremont Courier; Keith Stump and Sam Acuna, Claremont Print **not pictured: College Escrow

Our sponsors are an important part of Village Venture each year. Without them we would not have our marketing materials, such as posters, flyers, and maps printed, a pumpkin carving contest, the Village Venture Courier Special Edition, a lead for the Children's Costume Parade and entertainment at the Claremont Depot.

The Chamber Team appreciates all their sponsors and as a thank you they were presented with a Certificate of Appreciation at the November Chamber Networking Breakfast.

Shelton Park Performance Stage Slated to Open Fall 2014



Imagine, if you will, a beautiful and intimate Crafstman design-styled stage nestled under the tall Eucalyptus trees of Claremont's Shelton Park (located adjacent to the Claremont Colleges and Village shops, at the corner of Bonita and Harvard Avenues). Imagine, also, the wide range of events that the community will enjoy with the addition of this permanent performance stage including performances by local musicians; art shows; and, a new venue for use by children from the Claremont school system, and students and faculty of the Claremont Colleges for music, art, thesis, and doctoral presentations. Shelton Park will also provide a new venue for existing Village live-music events like Friday Nights Live, which is currently held at the historic train Depot and community plaza in the west village, helping us to introduce participants to all areas of the Village. The Shelton Park Stage will be located in the northeast corner of the park - the ideal bookend to the John Fisher sculpture.

Shelton Park is best known as home to the John Fisher marble sculpture, Simple Gifts, which was sculpted during a public carving event in 2000/2001. This event brought people from all walks of life in Claremont together as a community. Importantly, the sculpting process provided education about the age-old trade of carving in stone to not only our local school children, but also to children who came by busloads from other school districts around Southern California to view the process. Those of us who were involved in the John Fisher Simple Gifts project are now undertaking the building of the Shelton Park performance stage to bring the Claremont community together once again!

You will be hearing more about the new stage in Shelton park as we move through the holidays and into 2014. If you have any questions please call Diana Miller at Colors 91711 (909) 624-6161, Ray and Terri Riojas at Rio de Ojas (909) 624-4141 or Sonja Stump at Sonja Stump Photography (909) 626-1147. This is another wonderful project brought to you by Claremont Chamber of Commerce Village Marketing Group.

Also visit to www.sheltonparkstage.com and see all the happenings currently underway regarding the new performance stage. Send a donation to help us in this effort and have your name added to our list of those who endorse/support the new stage in Shelton Park. Your check should be made out to the City of Claremont, in the memo line put Shelton Park Performance Stage, add your address so that we can send you a thank you note and also the tax deductible donation letter from the city. Send your packet to Melissa Vollaro, Community and Human Services Manager, City of Claremont, Alexander Hughes Community Center, 1700 Danbury Road, Claremont, CA 91711. There is also a donate here button on the website so that you can make a donation via paypal.





www.claremontchamber.org





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Chamber Member Spotlights Inter Valley Health Plan



Inter Valley Health Plan is a not-for-profit, Medicare Advantage health plan providing health insurance products for more than 20,200 Medicare members throughout Los Angeles, Riverside, San Bernardino and Orange Counties. It is comprised of active leaders in today's Inter Valley Health Plan health care arena and is committed to continually developing innovative, "best practice" approaches to coordinated health care in order to better meet the needs of its members. For further information, please contact our Community Liaison, Marcie Lerner, (909) 623-6333, ext. 626.

(800) 251-8191 or for hearing impaired TTY/TDD (800) 505-7150, 7 days a week 7:30am-8pm • www.ivhp.com

eGood



eGood started as a passion project of SWIRE, a strategic agency founded in Glendora. eGood was established on the principle of applying loyalty and acquisition strategies to a serve a greater good. Today, eGood connects worthy causes, caring communities, and socially concerned companies looking to combine higher profits with a higher purpose. Glendora and Claremont have been our test bed, and we're happy to share that eGood is soon expanding across Southern California, with goals of taking eGood across the world. We'd greatly appreciate your support of our local causes and we're so excited to be a part of the Claremont Chamber.

440 E. Route 66 Glendora, CA 91740 • (888) 932-9225 • www.eGood.com



Andreas Salomon Photography

Landscapes and animals live in the photos of Andy Salomon. Fascinated with nature since his childhood in Germany, Andy has spent decades taking photographs, learning about photography, and honing his skills. He shares his work on his website, at art fairs and art shows.

For those who want to take their own photos, Andy offers classes, workshops and individual instruction, and assistance on projects. He supports all students with instruction that is clear, easy to understand, and given with warmth and humor. Come see Andy's work at the Paseo Art & Holly Fest at 280 East Colorado Blvd. in Pasadena, Dec. 14-15.

(909)374-0715 • www.andysalomonphotography.com



Vom Fass 101 N. Indian Hill Blvd. C2-100 Claremont, CA 91711 (909) 399-5523

November Ribbon Cuttings



Martel Interiors & Home Furnishings 2377 W. Foothill Blvd. #3 Upland. CA 91786 (909) 946-7121

www.claremontchamber.org

Renewing Members October 2013

35+ Years Stater Bros

30+ Years Christopher Michael Gallery

25+ Years Dr. Harry Brown, DDS Doskow Studios Janet Johnson, State Farm Insurance Claremont Optometry Group

20+ Years Services Center for Independent Living, Inc. Claremont Chorale College Escrow, Inc. Friends of the Claremont Library

15+ Years Claremont American Little League Wells Fargo Bank Claremont Center for Spiritual Living

> **10+ Years** Pacific Auto Sales & Leasing

5+ Years

Gourmet Gourmet Catering Metro Gold Line Foothill Extension Construction Eddie's N.Y. Pizzeria Chama, The Law Offices of Scott Glovsky Opanyi Nasiali JR Consulting Claremont Graduate University All Creatures Animal Hospital Ryan Zimmerman, Wheeler Steffen Sotheby's International Realty Royal Alliance Claremont Medical Center

> l+ Years Elizabeth Baxt MFT Nectar Arthur Murray Dance Studio Claremont Craft Ales Brunswick Zone Upland Union on Yale Heirloom Parker Emerson Consulting Massage Envy Brighton Park Apartments

New Members October 2013

World Gardens Café Restaurant 360 W. Foothill Blvd. Upland, CA 91786 (800) 381-8219

Katie Distelrath, MFT Intern

San Dimas Counseling Counseling 100 W. Foothill Blvd. #202 San Dimas, CA 91773 (909) 257-4700

eGood

Technology 440 E. Route 66 Glendora, CA 91740 (888) 932-9225

November 2013

Katharine Albert LCSW & Associates Counseling 405 N. Indian Hill Blvd. (909) 962-8552

Left to Right: Andrew Behnke, Chair; Katie Distelrath, San Dimas Counseling; Gareth Tomlinson, eGood; Ray Vincent, Vincent Fall and Associates



Back row: Ryan Zimmerman, Wheeler Steffen Sotheby's International Realty; Emily Moultrie, Claremont Craft Ales; Parker Emerson, Parker Emerson Consulting and Claremont Chorale; Opanyi Nasiali; Elizabeth Baxt, MFT; Mike Wagner, Brunswick Zone Upland; Richard Mayo, Pacific Auto Sales and Leasing *Front row:* Dana Sigala and Krista Ferrell, Massage Envy; Barbara Bishoff, Royal Alliance; Yolanda Garcia, Brighton Park Apartments; Ann Doskow, Dosko Studios; Kathryn Elser Hammitt, Arthur Murray Dance Studio; Andrew Behnke, Chair

Your generous donations make our events more of a success and give you the opportunity to mention your name EVERY time you give.

Claremont Educational Foundation Sunrise Senior Living Christiansen Accounting E. Mark Waterman D.C. Claremont Courier Claremont University Consortium DoubleTree by Hilton Claremont Optometric Vision Center of Claremont Sunrise Senior Living Plume Ridge Bottle Shop Tutti Mangia Chaffey Auto Body

Committee Meetings

December

- 11 8:00 a.m. Executive
- 16 Noon Membership/Ambassadors
- 19 8:00 a.m. Board Breakfast (Walter's)

No Marketing/PR, VMG and GRC meetings this month

Dates and times subject to change. Unless noted, meetings are held at the Chamber office.



Thursday, December 5 Holiday Mixer 5:30 – 7:00 p.m.

Claremont Heritage Co-hosted by Wolfe's Market 840 N. Indian Hill Blvd. Claremont

RSVP to (909) 621-0848 by December 2nd

Tuesday, December 10 Networking Breakfast

7:30 – 9:00 a.m.

Presentation by: Claremont Craft Ales

DoubleTree by Hilton Claremont 555 W. Foothill Blvd. Claremont

Members: \$15 (pre-registration required) Non-members: \$20 (by reservation only)

RSVP by December 6th

Claremont Chamber of Commerce Business News

205 Yale Avenue, Claremont, CA 91711 www.claremontchamber.org • contact@claremontchamber.org Presorted Standard U.S. Postage **PAID** Claremont, CA Permit No. 345

Return Service Requested

Thursday, December 19 CYP Networking Mixer 5:30 – 7:00 p.m. Claremont Craft Ales 1420 N. Claremont Blvd. Ste. 204-C

RSVP to all events by calling (909) 624-1681 or emailing marlene@claremontchamber.org Holiday Office Hours December 24 & 31 8:30 a.m.- 3 p.m.

December 25-27 Chamber Office Closed

January 1-3 New Years Chamber Office Closed

A reservation made is a reservation paid for ALL events. We appreciate check/cash on the day of the event. Please check in at registration even if you have pre-paid.