The California Legislature worked overtime to pass bills before the September 11th deadline closing the 2015 regular session. As expected, a number of employment bills of potential interest to many California employers surmounted this final legislative hurdle, including bills that would:

- Expand the California Family Rights Act by adding additional family members for whose serious health condition leave may be taken (SB 406);
- Preclude employers from requiring that employees agree to arbitration as a condition of employment (AB 465);
- Prevent employers from seeking salary history information from applicants (AB 1017);
- Amend the Private Attorney Generals Act to allow employers an opportunity to cure certain wage statement violations (AB 1506); and
- Provide new enforcement powers to the Labor Commissioner for wage and hour violations (AB 970 and SB 588)

Governor Jerry Brown has until October 11th to sign or veto these recently-passed bills. There were several bills that did not survive but can re-emerge in future sessions. The most notable of these is SB 3 which would have increased California’s minimum wage to $11 an hour in January 2016, to $13 by July 2017, and with annual inflation-based increases beginning in 2019. California’s minimum wage is scheduled to increase from $9 an hour to $10 an hour on January 1, 2016, and a number of municipalities have enacted or are considering even higher minimum wages.

Then there is a bill that would have allowed employees to receive up to eight weeks (rather than the current six weeks) of Paid Family Leave benefits (AB 908) was pulled by the author at the last minute despite passing both legislative chambers, but is likely to re-emerge next year.
Small Business is the Life Blood of our Community

As part of the Redondo Beach Chamber of Commerce & Visitors Bureau’s on-going activities to promote the city and advocate on behalf of its small business members and residents, the one I enjoy the most is using those huge wooden scissors at ribbon cuttings to welcome new chamber members.

Every month, we have 2-3 of these inside their new storefronts and shops led by our membership staff and loyal crew of chamber “Ambassadors” who volunteer tirelessly on behalf of the chamber.

Besides holding ribbon cuttings to simply welcome new members, these events also represent how healthy our local business community is here in Redondo Beach. At a time when many local chambers are struggling to retain members and stay active in the community, the Redondo Beach Chamber of Commerce & Visitors Bureau is experiencing steady growth every month. This is also terrific news for our local economy that depends on our small business owners to provide goods and services throughout the community and become active business leaders in civic activities.

Through these new members, the chamber extends its programs and activities to the non-profit sector of the city working with our local schools, health care agencies, Blue Zones partners, and many other community and service organizations. Without these new members, the city would not have the volunteers it has to help individuals who may not be as fortunate as they are. It’s all about putting one’s self-interests aside and doing what’s best for others.

Those of you who know me understand my perspective in being an active chamber leader; when asked why it is important, I always respond by saying its not what you get from the chamber but what effort you put into the organization to make our city a better place to live, work, and play.

Just imagine if everyone else shared this view. It just might reveal how important our local business merchants are to the collective fabric of our community.

Please consider becoming one of these selfless leaders. Its very rewarding and a lot of fun.

Calculating Sick Leave for Employee with Multiple Rates of Pay

How do I pay for sick leave under California’s new law when an employee has more than one rate of pay? Do I pay the rate they would have earned on the day they called in sick?

Under California’s new Healthy Workplaces, Healthy Families Act, an employer can pay sick leave at the employee’s “regular rate of pay” for that week, which is based on a weighted average of all rates the employee earned in that workweek.

**EXAMPLE**

If an employee works on Machine A at $10 per hour, and Machine B at $12 per hour, and each week the number of hours on each machine varies, the weighted average regular rate of pay will vary from work-week to workweek, and thus the sick leave pay would vary as well.

If an employee worked 24 hours on Machine A and 8 hours on Machine B during the workweek, add the $240 he/she earned on Machine A and the $96 he/she earned on Machine B for a total of $336. Divide the $336 by the total number of hours worked (32), which would result in a regular rate of pay for that week of $10.50. If the employee took 8 hours of sick leave that week, he/she would be paid his/her sick leave at a rate of $10.50 per hour.

- Machine A ($10/hour) x 24 hours = $240
- Machine B ($12/hour) x 8 hours = $96
- $240 + $96 = $336 earned in the week
- $336 ÷ 32 hours worked = $10.50 regular rate of pay
- 8 hours sick leave used: 8 x $10.50 = $84

If instead the employee worked 8 hours on Machine A and 24 hours on Machine B during a workweek, his/her regular rate of pay for that week would be $11.50 per hour ($80 + $288 = $368, divided by 32 hours = $11.50). Thus any sick leave taken in that week would be paid at $11.50 per hour.

Optional 90-Day Look Back Method

An employer also has the option of a 90-day “look back” calculation that requires dividing the employee’s total wages, not including overtime premium pay, by the employee’s total hours worked in the full pay periods of the prior 90 days of employment.

For employees who earn commissions, piece rates or bonuses, see the examples on how to calculate the regular rate of pay provided in the California Division of Labor Standards Enforcement Manual, Section 49, available online at www.dir.ca.gov/dlse/DLSEManual/dlse_enfcmanual.pdf.
What You Need to Know About Cyber Security

You’ve worked hard to build your business and make it a success. You’re probably using a range of IT equipment and using the internet to advertise your business and sell online.

The internet brings huge business opportunities and benefits, but it also brings risks. Every day there are cyber attacks on businesses like yours, attempting to steal your information and money, or disrupt your business.

It is increasingly important to manage these risks to take advantage of the internet whilst protecting your business.

What is Cyber Security?
Cyber security, also referred to as information technology security, focuses on protecting computers, networks, programs and data from unintended or unauthorized access, change or destruction.

JOIN The Redondo Beach Chamber for A CYBER SECURITY SEMINAR
Tuesday, November 3rd
7:00 A.M. – 9:30 A.M.
Crowne Plaza Redondo Beach and Marina Hotel
300 N. Harbor Dr.

• Cyber Risks and Your Business: Legal “Gotcha’s” You Need to Know Now
• The Impact of cyber-crime on your business
• What you can do to protect & defend your business from cyber threats
• How you can safeguard your sensitive information
• What can be done if your business network has been compromised

Special Guest Speakers:
• Daniel J. Quisenberry, Esq., Kirtland & Packard, LLP
• Meghan Kautzer, Comerica Bank
• Sid Kato, Array Systems
• Steve Griswold, Griswold and Griswold Insurance

$20 Admission | $15 Redondo Beach Chamber Members
To register please visit WWW.RedondoChamber.org/Events or call 310.376.6911

President MESSAGE
By Marna Smeltzer
President & CEO

21 CHAMBER SUPPORTED BILLS PASS LEGISLATURE

As a committee the Redondo Beach Chamber of Commerce Government Relations Council (GRC) took a position on over 40 pieces of legislation. The Redondo Beach Chamber of Commerce GRC took a support position on 21 of those pieces of legislation. Of those 21 bills 14 are stalled in the legislative process and will likely be brought back for the 2016 cycle. Six of those bills have made it to the Governor’s desk and are awaiting his signature and one bill was signed into law. Governor Brown must sign or veto legislation within 12 days of the day of transmittal, or it becomes law without his signature. However, if the 12th day is a Sunday or a holiday, the governor has until the next working day to act. The governor has until September 30 to sign or veto legislation in his possession on the day the legislature adjourns (usually August 31), or it becomes law without being signed.

A highlight of the 2015 legislative session was AB 306 from Redondo Beach Assemblymember David Hadley. AB 306 was written with California’s service men and women in mind. AB 306 would prohibit a school district of residence from prohibiting the transfer of a pupil who is a child of an active military duty parent to a school in any school district, if the school district to which the parents of the pupil applies approves the application for transfer.

With the Los Angeles Air Force Base being such an economic engine of the South Bay it is important for service men and women to have a choice on where to send their children while stationed away from home. Assembly Bill 306, allows Los Angeles Air Force Base personnel, as well as active duty military families at other California military bases, to send their kids to the elementary and high school schools of the choices. Currently, military kids must attend schools in the district that their base is located.
The South Bay Workforce Investment Board oversees job training and other workforce activities for an 11-city consortium comprised of Hawthorne, Hermosa Beach, Gardena, Inglewood, Lawndale, Redondo Beach, Manhattan Beach, Carson, El Segundo, Torrance and Lomita. Through this partnership, more than 130,000 youth, adults and dislocated workers annually receive a wide range of self-help and staff-assisted career services including labor market information, on-line career profiles, career interest inventories, supportive service referrals, vocational counseling, technical training and job placement assistance.

On behalf of the South Bay Workforce Investment Board (SBWIB), they are requesting your support for their 20th Annual Awards Ceremony on October 29, 2015, at the DoubleTree Hotel in Torrance. All net proceeds will support SBWIB youth programs and teen centers. As this is their 20th Anniversary, the event will be one to remember and your presence will certainly enhance the experience. This annual program is an opportunity to honor our dedicated clients and partners, who continually strive for success, by recognizing their excellence and service.

US Congresswoman Maxine Waters will be the keynote speaker and Dr. Thomas Fallo, Superintendent/President from El Camino Community College is this year’s Esther Williams Award of Excellence recipient.

Thank you in advance for your generous support and look forward to seeing you at the gala.
Chamber Supports Annual Small Indie Business Grants Awards Ceremony

We’re thrilled to announce that ShopLocal.us is hosting its 3rd Annual Small Indie Business Grant Program at our annual South Bay Business Mavericks Gala & Grant Awards on October 21, 2015 at the Toyota Auto Museum in Torrance. The event is a unique gathering bringing together the South Bay’s local movers and shakers — business owners, professionals, and community leaders — to celebrate, connect and honor small businesses.

A thoughtful and intriguing panel discussion — featuring some of the South Bay’s most prominent local business “mavericks” — will be held to inspire attendees through shared stories of courage, creativity, discipline, and sound business acumen — and the big ideas it often takes to be a business maverick. The panel discussion will be followed by our 3rd Annual Small Indie Business Grant Awards Ceremony, where three small local businesses will be revealed as winners and presented with their grant awards. There is no fee to apply for the grant and it’s open to all locally-based businesses in the South Bay.

We feel this is a great opportunity for many of your members to be considered for a grant and we would like your help to get the word out to them.

As a member of the South Bay community, we would like to partner with you to promote this event and Small Business Grant opportunity. We would like to offer your organization (1) complimentary ticket, recognize you as a partnering organization on all South Bay Business Mavericks digital and printed materials, and offer your members/business associates a discounted rate of $35 on individual tickets (regular price is $40 and will go up to $50).

In exchange, we would appreciate if you would promote the grant program and/or event via:
- Newsletter mention
- Social media postings
- Website posting
- Dedicated email blast or mention in your existing communiques
- Calendar listing
- Mentions in any other collateral

If you’re interested in supporting this event as a Community Partner, we’ll create a custom PDF for you with a discount code for members to register at the $35 rate.

Here is a link to last year’s event video to give you a better idea of the theme of the event: http://shoplocal.us/south-bay-business-mavericks.

You Are Cordially Invited To
The Redondo Beach Leadership Class of 2014
John Parsons Project for Kids Ribbon Cutting
Children’s Library Enhancement and Dedications to John Parsons

Saturday, October 17th 2015
4:00 P.M. — 5:00 P.M.
Redondo Beach Main Library
303 N. Pacific Coast Hwy.
Redondo Beach, CA 90277

**Reception following ribbon cutting and dedication**

Saturday, November 7th 2015
Noon — 2:00 P.M.
North Branch Library
2000 Artesia Blvd.
Redondo Beach, CA 90278

**Dedication and formal graduation ceremony of the Leadership Redondo Class of 2014 followed by a reception**
Tip of the Month from Your Health & Wellness Committee

October is Breast Cancer Awareness Month

While most people are aware of breast cancer, many forget to take the steps to have a plan to detect the disease in its early stages and encourage others to do the same. The disease occurs almost entirely in women, but men can get it, too.

Breast cancers that are found because they are causing symptoms tend to be larger and are more likely to have already spread beyond the breast. In contrast, breast cancers found during screening exams are more likely to be smaller and still confined to the breast. The size of a breast cancer and how far it has spread are some of the most important factors in predicting the prognosis (outlook) of a woman with this disease.

Studies show that lifestyle contributes to the risk of breast cancer. Keeping a healthy weight, getting regular exercise and enough sleep can help lower your risk of breast cancer. Not smoking, and limiting your alcohol intake will also have a positive impact. Reducing your exposure to radiation during medical tests (X-rays, CT scans, even mammograms) will also help lower your risk.

No matter your lifestyle, most doctors feel that early detection tests for breast cancer save thousands of lives each year. Following the American Cancer Society’s guidelines for the early detection of breast cancer improves the chances that breast cancer can be diagnosed at an early stage and treated successfully. Here is a brief synopsis:

Women age 40 and older should have a mammogram every year and should continue to do so for as long as they are in good health.

Women in their 20s and 30s should have a clinical breast exam (CBE) as part of a periodic (regular) health exam by a health professional preferably every 3 years. Starting at age 40, women should have a CBE by a health professional every year.

Breast self-exam (BSE) is an option for women starting in their 20s. Women should be told about the benefits and limitations of BSE. Women should report any breast changes to their health professional right away.

Women who are at high risk for breast cancer based on certain factors should get an MRI and a mammogram every year.

Early detection is important! According to the American Cancer Society, when breast cancer is detected early, in the localized stage, the 5-year relative survival rate is 100%.

If you or a loved one are currently experiencing cancer, the Cancer Support Community – Redondo Beach offers a wonderful free program of information, education and hope for people with cancer and their loved ones. Call (310) 376-3550 or visit www.cancersupportredondobeach.org.

Leadership Redondo Is Waiting for You!

Now recruiting for its Fifteenth year, Leadership Redondo continues to provide participants with a sense of community stewardship and awareness of the challenges and opportunities that are part of civic life. People interested in making a difference in the community where they live or work are encouraged to apply. This year-and-a-half program includes monthly sessions at locations throughout the South Bay, followed by implementation of a community project.

Sponsored by the Redondo Beach Chamber, the program is available to anyone with an interest in community leadership and involvement. Social and cultural activities, leadership development and team building plus connections to key leaders in the civic life of the community are significant components. Graduation requires regular attendance and active participation in the project.

The group selects and manages its own community project.

Redondo Beach Leadership Recruitment Mixer
Thursday, November 19
5:30 p.m.
Chamber Office Patio
119 W. Torrance Blvd., Suite #2

Applications are available on the Chamber of Commerce website at www.redondochamber.org/leadership or by calling the Redondo Beach Chamber of Commerce at 310 376 6911, extension 21. Tuition is $750 per person; some partial scholarships are available. The 2016 Class begins in January, get your application in early because classes typically fill up by November.
Redondo Beach Chamber of Commerce & Visitors Bureau | RedondoChamber.org

Redondo Beach Resident Lenore Bloss Appointed to Beach Cities Health District’s Board of Directors

During a public meeting on Sept. 15, the Beach Cities Health District (BCHD) Board of Directors appointed long-time Redondo Beach resident and 2008 “RB Woman of the Year” Lenore Bloss to fill the vacant seat left by the passing of long-time board member Dr. Robert Grossman. Six applicants issued statements during the meeting and public discussion followed before the BCHD board voted 3-1 in favor of Ms. Bloss. She will serve the remainder of Dr. Grossman’s term, which ends Dec. 31, 2016.

“Lenore is deeply connected to our community and an outstanding addition to our board of directors,” said Susan Burden, Beach Cities Health District chief executive officer. “She has a strong understanding of the health needs in our district and has demonstrated a passion for helping people through her many years of civic engagement and involvement in the Beach Cities. Lenore brings a unique perspective to our board that will help guide our efforts to create a healthy beach community. We are excited to welcome her to our team.”

A former communications manager in Northrop Grumman’s Air Combat Systems Division, Ms. Bloss is currently a member of the Redondo Beach Harbor Commission and Redondo Beach Roundtable, and has extensive experience serving on a variety of other local boards and commissions through the years; notably, the Redondo Beach Planning, and Budget/Finance commissions. Additionally, Ms. Bloss recently served on BCHD’s Livability, Strategic Planning and Blue Zones Power 9 committees. She is a strong supporter of Blue Zones Project – a community-wide initiative to help Beach Cities residents live longer, healthier lives – and currently volunteers in BCHD’s Errand Volunteer Program helping isolated older adults.

The vacancy on the BCHD board was created by the unexpected passing of Dr. Robert Grossman, who died on July 23, 2015 from injuries sustained in a fall outside his Hermosa Beach home. Dr. Grossman was in the midst of a four-year term on the board at the time of his death. The application process and board appointment was done in strict accordance with California law as well as Los Angeles County and BCHD policies.

“First and foremost, I’m saddened by the loss of Dr. Grossman. He was a great champion for health,” said Lenore Bloss, BCHD board member. “I’m truly honored to have the opportunity to serve my community and help BCHD measurably improve the health of the Beach Cities.”

The six applicants for the board seat were Hermosa Beach residents Julian Katz and Dr. John Wallace; Manhattan Beach resident Walt Dougher; and Redondo Beach residents Lenore Bloss, Chris Cagle and Vijay Jeste.

For more information on Beach Cities Health District, visit www.bchd.org.

On November 6th 1908 a small group of twenty women, ambitious to be helpful in the civic and cultural life of their community, organized the Woman’s Club of Redondo Beach. An agenda was adopted to support local charities, provide social services through volunteerism and promote cultural and civic advancement as well as hosting social events.

The club was accepted into the General Federation of Women’s Clubs in 1910, Incorporated November 7, 1915 under the state laws of California, The California Federation of Women’s Clubs.

On May 6, 1922 construction of the Clubhouse was begun at 400 South Broadway, Redondo Beach. In October 1922, the first meeting was held in the new building.

We were one of the first clubs to organize a Junior Membership in 1922. The Dianas, an intermediary group was organized in 1932, for women under the age of 35, after which time they would join the Woman’s Club.

The Evening Division (to accommodate members who were unable to attend during the day) was formed in 1949, but later disbanded.

The Woman’s Club of Redondo Beach continues to meet in the original Clubhouse the third Monday of each month September to May to socialize, share a meal, plan events and have fun!
YogaCycle recently celebrated their grand opening with a ribbon cutting by the Redondo Beach Chamber of Commerce and Visitors Bureau. Pictured here are owners Zaneta and Hugo Auler (holding scissors), surrounded by Redondo Beach Chamber of Commerce Ambassadors, as well as many friends and fans of YogaCycle. Guests were treated to small bites and beverages, and were also invited to attend a complimentary cycle or yoga class.

FirstLight HomeCare of South Bay recently celebrated their Grand Opening and Appreciation Night with a Ribbon Cutting by the RBCC&VB. At the center of the photo are Chanel Garcia, Kim Roberts and Larry Roberts of FirstLight HomeCare, with RBCC&VB Chair of the Board Michael Jackson, surrounded by friends and employees of FirstLight HomeCare. We wish you many years of continued success!

Sweet Creations Bakery Shop celebrated their grand opening with a ribbon cutting by the Redondo Beach Chamber of Commerce & Visitors Bureau recently. Pictured here, front and center are owners Laura and husband Ken, along with their children Hailey & Brady. Also pictured are many customers, friends and Chamber members. Cutting the ribbon is Chamber Ambassador, Joanne Galin.

YogaCycle
2015 Manhattan Beach Blvd., #110
Redondo Beach, CA 90278
(424) 456-4161 | www.yogacycle.com

Sweet Creations Bakery Shop
1218 Beryl St. • Redondo Beach, CA 90277
(310) 798-2253
www.sweetcreationsbakeryshop.com

FirstLight HomeCare of South Bay
3655 Torrance Blvd., #300
Torrance, CA 90503
(424) 704-5337 | www.firstlighthomecare.com
How to JOIN:
If you would like to learn more about how your business can benefit from membership in the Redondo Beach Chamber of Commerce & Visitors Bureau, please contact our member representatives below. You can also fill out a member application online at RedondoChamber.org/join if you are ready to join now.

310.376.6911

- Nanci Goussak (ext. 128) | nanci@RedondoChamber.org
- Cheryl Kahnamoui (ext: 130) | cheryl@RedondoChamber.org

“Every Chamber meeting or event that I attend never fails to also have in attendance someone I needed or wanted to talk with or ask a question”

JoAnn Turk
President, King Harbor Association

BEACH BUSINESS

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Official opinions or positions of the Redondo Beach Chamber of Commerce are only as voted by the Board of Directors and the GRC and clearly referenced as such in any article appearing in Beach Business. Subscriptions to Beach Business may be made through the office of the Chamber at the rate of $25.00 per year. Any purchase of goods and/or services by the Redondo Beach Chamber & Visitors Bureau must be approved in advance by the President/CEO. No member or vendor shall be considered an agent of the Chamber or Visitors Bureau for any purpose unless such ongoing relationship is specifically created and defined by the President/CEO and the Board of Directors.

W.A.C.E. WINNERS
Outstanding Achievement
2003
First Place
Chambers with 500-999 members
2004
Honorable Mention
2005, 2006 & 2011
Redondo Beach Chamber Grows Stronger
Welcome New MEMBERS!

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Redondo Beach, CA 90277
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At Le Massage RB & Spa, we are focused on providing extensive services with the highest levels of customer satisfaction and we will do everything we can to meet your expectations. With a variety of offers to choose from, we are sure you will be pleased to have come to us.

Celebrating Anniversaries this month are: Geoff Maleman of Maleman Ink Public Relations; Mark Applegate of SBBNG; Miriam Razzaghi of South Bay Galleria; Redondo Beach Mayor Steve Aspel; Dr. Nasrin Moghadasian of Body Care Spine and Nerve Center; Linda Lykke of EF International Language Schools; Lorna Ross of Shelf Genie of LA; Aimee Spector and Verenice Padilla of Redondo Beach Unified School District; Todd Smith of Sam’s Club Torrance; Goran Ljubinovic of Palos Verdes Inn; Paula Henges of EmbroidMe; and Julia Parton of Premier Bank of Palos Verdes. We appreciate your continued support!

Member2Member DISCOUNT
- Discover more discounts at RedondoChamber.org
(In the members only section)

Realm Workspace
1603 Aviation Blvd., #C • Redondo Beach, CA 90278
www.realmworkspace.com • (424) 265-1920
- DISCOUNT: 20% discount in this collaborative co-working space.

Pictured here are new members Scott Durrett of Ameriprise Financial, and JC (John Card) of Joe’s Crab Shack, at the September Network Café. We’re proud you’ve joined our Chamber!
Networking Tip
OF THE MONTH

ARRIVE ON TIME.

Before entering the event, preview the guest list or the display of pre-printed name tags to target two to three people to meet during the event.

Thank you
DOOR PRIZE DONORS!

Independent Repair Tire Pros
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Jersey Mike’s Subs
The Soozi Show!

Shop LOCAL • Patronize These Renewing Members

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Cancer Support Community
Champ Creative - Communication & Design
Coffee Cartel
Days Inn/Torrance-Redondo Beach
Giuliano’s Delicatessen & Bakery
Goodlife Chiropractic
Hermosa Lock & Safe
J Flowers
Keller Williams Realty / Jennifer Goldstein Legado Redondo
Maleman Ink Public Relations
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Music Rhapsody
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Pedego Electric Bikes, Redondo Beach
Pho Show
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Real Estate Professionals at Keller Williams
South Bay / Michele Brown
Redondo Beach Sportfishing, LLC
Riviera Village Business Improvement District
Sam’s Club Torrance
ShellGenie of Los Angeles
Somerville Associates
South Bay Business Lawyers
South Bay Business Networking Group
South Bay Marketplace
(aka LPF Redondo Beach, Inc.)
Southern California Edison
TES Energy
Torrance Memorial Medical Center
Village Runner

JOIN US
FOR
The Halloween Mixer

Wednesday, October 28
5:30 p.m. - 7:00 p.m.
Veterans Park Library
309 Esplanade

$20
$5 For Chamber Members

Dress in costume for a chance to win prizes!

To register WWW.RedondoChamber.org or call 310.376.6911
2015 Calendar of EVENTS
RedondoChamber.org/events

NOTES: Reservations for these events must be made online at RedondoChamber.org or by calling 310.376.6911. Please cancel your reservations for events if you are unable to attend. No-shows will be invoiced.