



The Business *View*

A Publication of the Glendora Chamber of Commerce

November/December 2010

Legislative Action Committee of Glendora Chamber Publishes Voting Recommendations on November Propositions

After careful review and discussion, the Legislative Action Committee of the Glendora Chamber has voted to take the following recommendations:

PROPOSITION 19 - OPPOSE

Changes California Law to Legalize Marijuana and Allow It to Be Regulated and Taxed. Initiative Statute. According to an analysis completed by the Los Angeles County District Attorney's Office, Proposition 19 will not allow California employers to "screen job applicants for marijuana use; regulate any employee conduct related to the use, transportation or cultivation of marijuana unless the employer can prove job impairment; or choose to maintain a drug-free workplace consistent with federal law."

Cal Chamber: Oppose
SGVEP: No Position

PROPOSITION 20 - SUPPORT

Redistricting of Congressional Districts. Initiative Constitutional Amendment. The responsibility to determine the boundaries of California's districts in the U.S. House of Representatives would be moved to the Citizens Redistricting Commission, a commission established by Proposition 11 in 2008. (Proposition 27 on this ballot also concerns redistricting issues. If both Proposition 20 and Proposition 27 are approved by voters, the proposition receiving the greater number of "yes" votes would be the only one to go into effect.)

Cal Chamber: Support
SGVEP: Support

PROPOSITION 21 - OPPOSE

Establishes \$18 Annual Vehicle License Surcharge to Help Fund State Parks and Wildlife Programs and Grants Free Admission to All

State Parks to Surcharged Vehicles.

Initiative Statute. If passed, Proposition 21 will negatively impact many local businesses by adding an annual surcharge to the amount paid when a person registers a motor vehicle, adding strain to the business community during an already difficult economic climate.

Cal Chamber: No Position
SGVEP: No Position

PROPOSITION 22 - SUPPORT

Prohibits the State from Taking Funds Used for Transportation or Local Government Projects and Services. Initiative Constitutional Amendment.

Proposition 22 will prevent the state government from borrowing funds from local governments to balance the budget. These funds are crucial to local programs such as redevelopment, police, transportation and

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Record Attendance at October Networking Luncheon



Have you attended a Chamber

networking event recently? If not, you are missing out on one of the best networking opportunities around.

Held at Mauricio's Mexican Food & Pizza, the Chamber's October networking luncheon had a record number of people turn out, with more than 65 people in attendance. The entire restaurant was full of business owners and operators networking while they enjoyed a great lunch provided by Mauricio's.

The Chamber offers networking opportunities on a monthly basis, and invites you to join us for any or all of our upcoming events. Check out our calendar of events by visiting www.glendorachamber.com.

This Issue Sponsored By





PRESIDENT'S MESSAGE

Linda Hermann
A & J Cake and Candy Supply

Fall. Finally. It seems that Fall has taken its time to get to us this year, but finally - Fall.

With elections upon us, I urge all of you to exercise one of the most precious rights we have as Americans - the right to vote. I know that probably by this time we are all getting tired of the onslaught of the political ads but please do not let this deter you from voting.

It will take a bit of time to read over all the propositions that are on the ballot this time, but I urge you to do so, educate yourself on the facts and make a wise decision - your vote counts. The Legislative Action Committee of the Chamber, chaired so well by Dr. Cliff Hamlow, has looked over, discussed and come up with recommendations on the propositions. We have emailed you the results.

The news regarding the economy is seeming to look a little brighter. I say this because of the number of new businesses that have opened in Glendora. We recently held a Ribbon Cutting at Kara's Korner, located on the corner of Foothill and Glendora Avenue. If you have not had the chance to try Kara's, please take advantage of this friendly new restaurant! The Chamber also hosted a Ribbon Cutting for the new 7/11 on Grand and Gladstone. This 24-hour store has absolutely everything that you could need at a moment's notice.

The Citrus Valley Association of REALTORS® held their Grand Opening on October 15. The Chamber hosted our recent Candidate Meet & Greet at their new building, and we look forward to having more events at this beautiful location.

This is the fun "stuff" that the Chamber has to offer. But your Board of Directors and Executive Board have been attacking some tough issues and trying to give you "more bang for your buck." We thank you for continuing to renew your membership.

We are looking at more events, including some overseas trips, that will include you and your business and tuning up our current events to make them even better and more informative.

While running head first into the Holiday season, I urge you to take advantage of what your business does best and review other aspects of your business and spruce them up to entice your customers to visit the new and improved you. Don't be complacent, there is always room for improvement and change. Happy Halloween!

PRESIDENT'S CIRCLE

SILVER LEVEL



BRONZE LEVEL



Let the Chamber put your business on the map **two years**

In print & online!

Your Ad Here

Your Pinpoint Here

2-for-1 Chamber Member Bonus:

Your ad on **10,000** new, full-color Glendora area maps showcases your business for 2 years to newcomers, residents, visitors, businesses, and the community, plus...

Plus Online at:
www.glendora-chamber.org and KnowThisPlace.com

...interactive online version displays an exact replica of your print ad for 2 years. Includes pinpoint, link to your website, driving directions, and 2 business listings (alphabetically & by category.)

A limited number of preferred advertising positions are available on a first-reply basis.

Don't miss this opportunity to build brand recognition and attract new customers — **2 ways for 2 years for the price of 1 ad!**

Contact Robert Bailey
800-814-7289 xt305
robert.bailey@atlantic4us.com

Produced exclusively for the Glendora Chamber of Commerce to meet demand for maps. Distribution scheduled for February, 2011.

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Design — Produce — Print — Deliver
PROUD TO BE A MEMBER OF THE GLENDORA CHAMBER OF COMMERCE



LEGISLATIVE ACTION CORNER

Dr. Cliff Hamlow

Azusa Pacific University

Thanks to the members of the Glendora Chamber Legislative Action Committee who made the recent 59th Assembly District Candidate Forum a real success. The Citrus Valley Association of REALTORS® provided the location for the forum and the San Gabriel Valley Examiner and the San Gabriel Valley Tribune promoted the event.

Glendora business owners and citizens who attended the forum were able to assess the candidates' positions on may relevant issues.

UPDATE ON THE GOLD LINE

The next phase of the Gold Line (called the Foothill Extension) will be completed in multiple phases for planning and funding purposes:

-Phase 2A (Pasadena to Azusa) is Underway:

- The project is fully funded through Measure R and broke ground on June 26, 2010
- It will be built using the same design-build method successfully used on Phase 1 of construction
- It will be completed in less than four years and create 7,000 jobs and \$1 billion in economic output

-Phase 2B (Glendora to Montclair):

- All necessary planning studies are completed and the project is undergoing final environmental review
- All right-of-way is purchased
- The project is partially funded through Measure R and will need additional funding

-Phase 2C (Montclair to LA/Ontario Airport):

- An initial study completed in 2008 concluded extending the line is feasible
- An Alternatives Analysis will be underway soon

CALCHAMBER REPORTS FINAL STATUS OF MAJOR BUSINESS BILLS

The California Chamber of Commerce has published the final status report on the top priority bills for California's business community, showing the ultimate fate of legislation sent to Governor Arnold Schwarzenegger this year.

Strong opposition from the California Chamber of Commerce and other business groups has stopped a

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US SENATORS

Senator Barbara Boxer (D)

312 N. Spring St., Suite 1748, Los Angeles, CA 90012

Phone (213) 894-5000 ♦ Fax (213) 894-5012

Senator@boxer.senate.org ♦ www.senate.org

Senator Dianne Feinstein (D)

11111 Santa Monica Blvd., Suite 915, Los Angeles, CA 90025

Phone (310) 914-7300 ♦ Fax (202) 228-3954

senator@feinstein.state.gov ♦ www.senate.gov ♦ www.senate.gov/~feinstein

U.S. Congressman 28th District

Congressman David Dreier

510 E. Foothill Blvd., Suite 201

San Dimas, CA 91773

Phone (909) 575-6226

Fax (909) 575-6266

www.dreier.house.gov

Representative Richard Rea

State Senator 29th District

Senator Bob Huff

20888 Amar Rd., Suite 205

Walnut, CA 91789

Phone (909) 598-3981

Fax (909) 598-6459

SenatorHuff@senate.ca.gov

www.sen.ca.gov/huff

L.A. County Supervisor 5th District

Supervisor Michael Antonovich

615 E. Foothill Blvd., Suite B

San Dimas, CA 91773

Phone (909) 394-2264

Fax (909) 592-0751

Representative Brian Mejia

bmejia@bos.co.la.ca.us

State Assembly 59th District

Assemblyman Anthony Adams

540 W. Baseline, Suite 16

Claremont, CA 91711

Phone (909) 625-1038

Fax (909) 625-1063

Representative Steve Johnson

steve.johnson@asm.ca.gov

MEMBERSHIP RENEWALS

Thank you to the following members who continue to support Glendora's business community by renewing their membership in the Glendora Chamber of Commerce. A special thank you to those members in bold type who have included a voluntary contribution with their dues.

Milestone Members

The Glendora Chamber wishes to thank the following members who have supported the Chamber for 20 or more years:

SGV Newspaper Group - 1973

(626) 962-8811
1210 Azusa Canyon Road
West Covina, CA 91790

Garden Inn & Suites - 1980

(626) 963-9361
606 West Route 66
Glendora, CA 91740

Glendora Unified - 1980

(626) 963-1611
500 N. Lorraine
Glendora, CA 91740

Charter Oak Unified - 1981

(626) 966-8331
20240 Cienega Avenue
Covina, CA 91724

Dilbeck Real Estate - 1982

(626) 963-9451
115 E. Foothill Boulevard #100
Glendora, CA 91741

Fortune Escrow, Inc. - 1985

(626) 914-7817
302 W. Foothill Boulevard
Glendora, CA 91741

Glendora Kiwanianes - 1987

(626) 335-4058
PO Box 1953
Glendora, CA 91741

Patricia K. Donnelly DDS - 1987

(626) 963-4464
410 S. Glendora Avenue
Glendora, CA 91741

Southland Properties - 1987

(626) 914-6999
211 N. Glendora Avenue
Glendora, CA 91741

Glendora Rotary - 1988

(626) 335-7112
PO Box 776
Glendora, CA 91741

Metrex Valve Corporation - 1990

(626) 335-4027
505 S. Vermont Avenue
Glendora, CA 91741

<i>Business</i>	<i>Phone</i>	<i>Joined</i>
Certified Automotive Specialists	(626) 963-0814	1992
Puritan Medical Equipment/Supply	(626) 335-0842	1993
Glendora Community News	(626) 914-7945	1994
Ludwick Family/Arsalyn Foundation	(626) 852-0092	2000
Mike Conway	N/A	2000
Booth & Associates	(626) 650-8880	2001
Spiritt Family Services	(626) 335-8153	2001
Kevin Curley	(626) 335-5139	2002
State Farm, Kyle Cline	(626) 335-0815	2004
Konica Minolta Business Solutions	(714) 630-7780	2005
Frisella's Roastery	(626) 852-1810	2006
Lifestyle Management Solutions	(626) 963-5350	2006
Foothill Transit	(626) 967-2274	2007
Heartland Mortgage	(626) 914-7660	2007
Oasis Medical, Inc.	(909) 305-5400	2007
Social Model Recovery Systems	(626) 332-3145	2007
Vicenti, Lloyd & Stutzman LLP	(626) 857-7300	2007
Euro Choice Motorcars	(626) 963-3151	2008
M & K Electrical/Plumbing/Heating	(626) 335-8187	2008
Citrus Valley Association of Realtors®	(909) 305-2827	2009
Cruise Planners	(626) 815-5909	2009
Hillcrest	(909) 392-4375	2009
Wells Fargo Home Mortgage	(909) 476-8843	2009



NEW MEMBERS

7-11

Brinderjit Dhillon
(626) 857-0795
1410 S. Grand Avenue, Glendora

Bright Now Dental

Sheila Derby
(626) 804-2144
810 E. Alostia Avenue, Azusa

Diamond Merchant Services

Maura Downing-Murabito
(626) 226-6460
Glendora, CA 91741

Forever Smiles

Dr. Sam Safar
(626) 914-7645
641 W. Route 66 #E, Glendora

Kara's Korner Deli

Robert Larsen
(626) 914-7447
101 W. Foothill Boulevard, Glendora

Maranatha High School

John Rouse
(626) 817-4000
169 S. St. John Avenue, Pasadena

Morgan Stanley Smith Barney

Brian D. Wong
(818) 502-4015
801 N. Brand Blvd., #908, Glendale

RaBuild Commercial

Veronica Becerra
(626) 335-4588
417B W. Foothill Blvd. #157, Glendora

Salon Zone8

Kim Labbe
(626) 914-2218
218 N. Glendora Avenue, Glendora

SGV Children's Center

Amanda Gonzalez
(626) 859-2089
2200 E. Route 66 #100
Glendora, CA 91740

Silverado Senior Living

Kathleen Hairston
(626) 812-9777
125 W. Sierra Madre
Azusa, CA 91702

John Fields (Individual Member)

*The Glendora Chamber of
Commerce Cordially Invites You*

Annual Holiday Mixer

With the Azusa, Covina and San Dimas Chambers

Thursday, December 2nd, 2010

5:00 to 7:00PM

Glendora Country Club

310 South Amelia Avenue, Glendora

Featuring Hors d'oeuvres, Salad Bar, Full Buffet,
Dinner and Dessert Station

\$20.00 With Advanced Reservation \$25.00 At the Door

Contact the Chamber at (626) 963-4128

Reservations must be made by Monday, November 29th

MEMBER PROFILE: Salon Zone8



Salon Zone8 has been a passion of mine for many years. My name is Kim Labbe and I have decided to open up my own salon to create an amazing atmosphere with one of a kind service for our clients. I have always

had a notion of what I would do with this zest for hair if I opened my very own salon. However, I was always limited by the fact that I could never quite find the perfect location. I have finally come across that perfect location in beautiful Glendora. I have been in the industry for 19 years, and still love what I do!

Over the years, I have continued my education, attending as many seminars and classes that were available to stylists. I believe that one can never stop learning, and I love sharing with others what I have learned in my career. The key to success in my

opinion, is the principle of team-work and positive attitude. Salon Zone8 is a full service hair salon that strives to have one of a kind customer service in an amazing, comfortable atmosphere. We care about our clients, and want each and every client to feel pampered, so that they look forward to every visit.

We specialize in all hair services from hair color, cutting, hair extensions, and the infamous Brazilian blowout. We also have a make-up artist on staff and a certified eye-lash extension specialist. Salon Zone8 is a great way to treat yourself to many “affordable” luxuries.

We are passionate about what we do and completely cater to the client. So every time you visit us, your experience is bound to exceed any and all expectations. Visit us at 218 N. Glendora Avenue!

MEMBER PROFILE: Forever Smiles

Forever Smiles Pediatric Dentistry & Orthodontics in Glendora, CA delivers wonderful smiles in a comprehensive, continuously accessible, coordinated and family-centered way, providing dentistry for children from birth to age 18, and orthodontic services for all ages.

Working closely with the American Academy of Pediatrics, we take a whole-patient approach that evaluates your children both psychologically and behaviorally to determine the optimum treatment for their overall health and growth.

From braces to cosmetic dentistry, Forever Smiles provides all pediatric dental, orthodontic, and oral health service your family is ever likely to need, even those with special needs.

We are committed to providing both parents and children with the latest and most complete oral and dental health education possible, through extensive consultations, online videos, brochures, and unlimited email and telephone access.

Special training allows us to treat children other dentists may not, including patients with Down’s Syndrome, cleft lip & palette, autism and other challenges.

From the highly trained team member who greets you, gathers your information and answers your preliminary questions, to the doctors who coordinate your care with your pediatrician, to the administrator who helps you with insurance, payment plans and any unanswered questions you may have, you’ll find every member of our team totally dedicated to you and your child’s health and comfort.

Forever Smiles treats the whole child, conducting cavity risk assessments based on diet and family



history, assessing spacing and alignment patterns to project future needs, encouraging preventive hygiene, emphasizing the importance of early intervention and promoting proper nutrition for normal jaw growth and overall dental health.

Forever Smiles is located at 641 West Route 66, Suite E, in the city of Glendora. Visit them on the web at www.foreversmilesdentistry.com.

The Gas Company Offers Customers Earthquake Preparedness And Natural Gas Safety Tips

Los Angeles, CA - As millions of people got ready to participate in last week's California ShakeOut practice drill, Southern California Gas Co. (The Gas Company) is reminding customers to prepare in advance for when the next real "Big One" hits.

The Gas Company offers these safety tips to help reduce the chance of injuries or property damage from the next quake:

Before an Earthquake:

- Securely strap water heaters to prevent them from moving or toppling over. The water heater should be fastened securely to the wall studs in two places - the upper and lower one-third of the tank - with heavy bolts and metal straps.
- Replace semi-rigid (aluminum or copper) gas appliance connectors with approved connectors made of corrugated metal. These are less

likely to crack during an earthquake. Connectors and water heater strapping kits are available at most hardware and home improvement stores.

- Know where the natural gas meter is located. Gas meters are commonly located above ground next to the home on the side, front or back, but may also be in a cabinet or below ground level.
- Have a 12-inch or larger adjustable wrench handy to manually turn off the gas meter should it be necessary if a gas leak is suspected after an emergency.

After an Earthquake:

- Do NOT turn off the gas meter after an earthquake, unless there is a gas smell, the sound of gas escaping, or other signs of a gas leak such as dirt, water or debris being blown into the air, or a fire

near a pipeline. Once the gas has been turned off, it may take The Gas Company several days to restore service, depending on the magnitude of the emergency. Do not turn the gas back on yourself.

- If an appliance appears to have a leak, turning off the valve between appliance and gas line may stop the leak. If not, shut off the gas at the meter.
- If there is an apparent gas leak, remain calm. Do not light a match, candle or cigarette, and do not turn electrical devices - not even a light switch - on or off. From a safe location, call The Gas Company at 1-800-427-2200 or 1-800-342-4545 in Spanish, 24 hours a day, seven days a week; or call 911.
- If a gas leak is suspected and it is safe to do so, turn the gas off at the

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The Turnover Survival Guide

Submitted by Anne Woods, *Express Employment Professionals*

According to a recent report released by the Associated Press, this spring U.S. businesses experienced the largest decline in workplace productivity in four years. Experts suggest the decline in productivity, coupled with a rise in labor costs, indicates that businesses could have reached the limits of getting more out of fewer employees. With productivity down and many companies seeing employee engagement issues, some businesses are now facing the threat of attrition.

When one employee leaves it can have a domino effect that impacts your entire team. And turnover can get expensive fast. With the expense of replacement hiring and training costs, along with lost productivity, turnover costs businesses billions of dollars each year. But the truth is, attrition is often an unavoidable part of business.

Good and bad employees alike come and go. But, it can be difficult to be successful and get ahead when you are always managing changes.

If you are facing the possibility of attrition in your office, follow these survival tips to help keep your business running smoothly through the changes and struggles of turnover.

Be Prepared. Whether or not you are facing the threat of turnover now, help your business outlast transitions and changes by being prepared. One of the hardest parts of losing employees is losing the knowledge, experience and expertise they bring to the table. Having job descriptions and written procedures for specific tasks will help ensure some of that knowledge does not walk out the door with an employee who has resigned. And, it will help make

training a new employee that much easier.

Make sure each employee has written instructions for the different jobs they do. Procedures and job descriptions should be kept up to date, so be sure to make changes when necessary. You would not want something important to be forgotten because of outdated information. Also, be sure those directions are easily accessible so you will not have to search for them when an employee leaves.

Another great way to ensure a smoother turnover transition is to make sure more than one person is trained on specific tasks. Most employees give the traditional two weeks' notice, but that is not always enough time to hire and train a replacement. Having more than one person trained on different

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Glendora Named By Kosmont-Rose Institute As One Of Three Cities In LA County With A Business Cost Rating Of “Very Low Cost”

On October 2, 2010, Claremont McKenna College’s Rose Institute of State & Local Government released the 16th annual Kosmont-Rose Institute Cost of Doing Business Survey. **The survey rated the City of Glendora as one of only three cities in Los Angeles County with a business cost rating of “very low cost,”** and one of LA County’s ten least expensive cities in which to do business.

“Being a business-friendly community has been, and continues to be, a priority for the City of Glendora,” said Mayor Ken Herman. “These survey results reflect the efforts of our City, its Council, and its staff. Congratulations to the City for this recognition and thank you to all the businesses who choose to be a part of

the City of Glendora.”

The survey objectively gathers and compares business fees and a variety of tax rates from 413 selected cities nationwide based on the raw data on fees, taxes, and economic incentives and programs that businesses may encounter in each city. Two of the biggest determinants of a city’s cost of doing business tend to be business license fees and property taxes.

To assist businesses in clarifying the collective impacts of these various issues and trends, the survey uses a proprietary approach to compare state and local government fees as determinants of what drives businesses’ location choices.

According to the survey results, only a quarter of the 72 Los

Angeles County cities featured in the Survey received either a Low or Very Low Cost rating, while over half (41 cities) received either a High or Very High Cost rating. Only three cities received a Very Low Cost rating: Agoura Hills, Glendora, and Westlake Village.

The ten least expensive cities in Los Angeles County in 2010 (in alphabetical order) are: Agoura Hills; Bell Gardens; Diamond Bar; Glendora; La Mirada; La Puente; Lancaster; Santa Fe Springs; Walnut; and Westlake Village.

The full survey is available for purchase at www.rosereport.org/kosmont/ and the press release with more information is available at www.kosmont.com/codb.php.

Glendora Habitat Home Moved From LA County Fair



Snyder Family: David, Melissa & David Jr.

On September 16, 2010, the house arrived safely to South San Jose Avenue - its permanent home. Construction quickly resumed and volunteers are again picking up hammers and donating dollars to assist the progression to completion.

Pomona Valley Habitat for Humanity has received great support from the community. The City of Glendora and Glendora United Methodist Church will both be recognized for their partnership at the

organization’s annual Celebrating Partnerships Gala on November 5 (reservations available for \$100.00 - call 909-596-7098 for details.)

Funding is still needed to reach the goal of raising \$200,000 toward the construction of this project. Sponsorship and volunteer opportunities are available.

Contact Faith Mellinger at (909) 596-7098 or fmellinger@habitatpv.org for more details.

SportClips
HAIRCUTS

GLENDORA
Diamond Ridge Marketplace
1385 E. Gladstone St., Ste. 100
Glendora, CA 91740
Next to Corner Bakery, across from Best Buy

(909) 305-2547 store
(909) 305-4822 Fax

GLENDORA TIRE & BRAKE CENTER
“Complete Automotive Service”

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“We’re not just about Wheels”

D.J. JAFARI
Owner

- BRAKES
- LUBE & OIL
- ALIGNMENT
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221 E. Route 66 Glendora, CA 91741 Ph. (626) 335-3345 Fax: (626) 963-0734

The Glendora Chamber of Commerce & Presenting Sponsor The Gas Company
Cordially Invite You To The

2011 State Address

Thursday, January 20th, 2011
Registration 11:45 ♦ Program Noon
Glendora Country Club



Ken Herman
Mayor, City of Glendora



Dr. Robert Voors Ed.D
Superintendent, GUSD



Dr. Michael Hendricks Ed.D
Superintendent, COUSD



Dr. Geraldine Perri Ph.D
Superintendent, COUSD

\$20.00 Advanced Reservation ♦ \$25.00 At the Door
Reservations Must Be Made By Monday, January 17th

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programs and projects will help ensure someone is available to help train the new employee. And, when more than one employee knows how to accomplish certain job duties, you will also have a backup if someone is sick and cannot make it in that day.

Assess The Situation. When an employee leaves, take time to assess the situation. Make sure you know what they were working on. Be aware of the different projects they were dealing with and find out if there are any pressing deadlines that need to be met.

While turnover can be costly and difficult for your team, it can also give you a chance to make changes or adjustments. It offers you the

opportunity to restructure or transition different projects. It also gives you the chance to build an even better team by hiring the right employee for the job. Before you hire a replacement, determine what you are looking for. Examine what strengths would add to the team to help build on the foundation of your workforce.

Part of assessing the situation is also looking at why turnover is occurring. So, if you can, find out why employees are choosing to leave. That may mean having a frank conversation with an employee who has resigned during an exit interview. Ask for their honest feedback so you can learn from their resignation. The more you know about why an employee is leaving, the sooner you can fix the issues so others do not follow suit. Finding ways to

resolve issues that can cause turnover can help prevent future resignations and allows you to make changes to the weaker areas of your business.

Develop A Plan. Once you have assessed the situation, develop a plan to help your team survive the changes. Your plan should include how your team will handle the workload until a replacement is found and how you will shelter your remaining employees from the added strain. You are a team and you have to work together to survive. But, with many employees already feeling strain of heavy workloads, be sure you protect your remaining employees from burnout. Until a replacement is found, spread the workload around so it does not weigh heavily on just one

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Pre-Order Your 2011 California Employment Poster Today!

ALL California employers, regardless of size, **MUST** post a current employment poster in a conspicuous place in the workplace where all employees and applicants can see it. You may need to order several to ensure that your business, branches, and satellite offices are displaying the poster according to the law.

California law is very strict with regard to posting the *California Employment Poster* and required notices. Failure to post only one notice, as required by law, may result in a penalty of up to \$17,000.

The *California Employment Poster* is produced by **CalBizCentral**[®] and presented by the **California Chamber of Commerce**, a publisher of top-quality human resource products and services with more than 100 years of experience helping California business do business.

California Employment Poster

All 16 required notices on one non-laminated poster	_____ English	_____ Spanish @ \$23.99\$_____
All 16 required notices on one non-laminated poster *With Poster Protect	_____ English	_____ Spanish @ \$36.99\$_____
All 16 required notices on one laminated poster	_____ English	_____ Spanish @ \$39.99\$_____
All 16 required notices on one laminated poster *With Poster Protect	_____ English	_____ Spanish @ \$57.99\$_____

**Poster Protect service provides that if the purchased 2011 poster has a mandatory change in 2011, employers will receive a free "updated" poster in 2011.*



Subtotal.....	\$_____
Tax (9.75%).....	\$_____
Total.....	\$_____

Deadline to order is January 7, 2011

Items must be picked up from the Chamber Office

Save Time By Ordering Through The Glendora Chamber Today!

Business Name _____

Contact Person _____

Address _____

Telephone _____

E-mail _____

Another business solution brought to you by the California Chamber of Commerce and the

626.963.4128
info@glendora-chamber.org

Glendora Chamber of Commerce
131 E. Foothill Blvd.
Glendora, CA 91741

THANK YOU

- DOMINO'S PIZZA for providing lunch for the Legislative Action Committee meetings.
 - CHILI'S GLENDORA for hosting our September networking breakfast.
 - SYLVIA BELTRAN of the METRO GOLDLINE FOOTHILL EXTENSION for speaking at our September networking breakfast.
 - SILVERADO SENIOR LIVING for hosting the September Multi-Chamber mixer.
 - DR. CLIFF HAMLOW and the entire LEGISLATIVE ACTION COMMITTEE for coordinating the 59th District Candidate Meet & Greet.
 - CITRUS VALLEY ASSOCIATION OF REALTORS® for hosting the 59th District Candidate Meet & Greet at their new facility on Route 66.
 - MAURICIO'S MEXICAN FOOD & PIZZA for hosting our October networking luncheon.
- Special Thank You To Our Raffle Prize Donators*
- A & J Cake & Candy Supply
 - Chili's Glendora
 - Chocolates by Imagination
 - Costco San Dimas
 - Glendora Trophy & Engraving
 - Jan's Towing
 - Ship DTS
 - SportClips
 - Westview Services

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infrastructure. Protecting these investments will assist in the creation of new jobs while generating economic activity.

Cal Chamber: Support
SGVEP: Support
PROPOSITION 23 - SUPPORT

Suspends Air Pollution Control Laws Requiring Major Polluters to Report and Reduce Greenhouse Gas Emissions That Cause Global Warming Until Unemployment Drops Below Specified Levels for Full Year. Initiative Statute. Proposition 23 will suspend AB32, which provides the Governor the ability to suspend the provisions of the bill in the event of an economic downturn. Suspending AB32 could prove critical in the growth and stabilization of our local and state economy.

Cal Chamber: No Position
SGVEP: No Position

PROPOSITION 24 - OPPOSE

Repeals Recent Legislation That Would Allow Businesses to Carry Back Losses, Share Tax Credits, and Use a Sales-Based Income Calculation to Lower Taxable Income. Initiative Statute. Proposition

24 will repeal recently enacted tax benefits, the elective single sales factor, net operating loss (NOL) carryback, and tax credit sharing. According to the San Gabriel Valley Economic Partnership, "If passed [Proposition 24] California businesses would pay \$1.4 billion in additional taxes, resulting in 144,000 job losses."

Cal Chamber: Oppose
SGVEP: Oppose

PROPOSITION 25 - OPPOSE

Changes Legislative Vote Requirement to Pass a Budget From Two Thirds to a Simple Majority. Retains Two-Thirds Vote Requirement for Taxes. Initiative Constitutional Amendment. Proposition 25 will exempt the budget bill and other bills providing for appropriations (spending money) from the two-thirds vote requirement, and provide that those appropriations take effect immediately. The two-thirds majority plays a crucial role in preventing unreasonable budgets that would potentially force tax increases to cover approved spending.

Cal Chamber: Oppose
SGVEP: Support

PROPOSITION 26 - SUPPORT

Increases Legislative Vote Requirement to Two-Thirds for State Levies and Charges. Imposes Additional Requirement for Voters to Approve Local Levies and Charges With Limited Exceptions. Initiative Constitutional Amendment. Proposition 26 will close a loophole that allows the Legislature to raise, by majority vote rather than the required two-thirds vote, taxes on products and services simply by calling them "fees" instead of "taxes." These hidden taxes work against job creation, driving businesses out of the state and forcing many small businesses to close.

Cal Chamber: Support
SGVEP: Support

PROPOSITION 27 - OPPOSE

Eliminates State Commission on R Redistricting. Consolidates Authority for Redistricting With Elected Representatives. Initiative Constitutional Amendment and Statute. Proposition 27 would return the responsibility of drawing legislative district lines back to the Legislature, thereby taking it away from the Citizens Redistricting Commission.

Cal Chamber: Oppose
SGVEP: Oppose

Drive Thru

FREE Electronic Waste [E-Waste] Collection Event

Help our City get rid of E-Waste the right way by sending it to a proper recycling process and not into the landfills!

- Electronic discard is one of the fastest growing segments of this nation's waste stream.
- 56% of American households have functional e-products that they no longer use.
- 70% of heavy metals, 40% of lead & mercury contents found in today's landfills come from E-Waste

Saturday & Sunday January 22 & 23, 2011

From 9:00AM to 4:00PM

Glendora Chamber of Commerce Parking Lot

Across from Glendora City Hall

131 East Foothill Blvd., Glendora, CA 91741

E-Waste is any consumer electronic equipment that has reached its 'end-of-life' or 'end-of-usage,' whether in full or non-working condition. It includes most electronics or electric appliances with a cord or circuit board such as: Computer Monitors, Television sets, PC Systems, Printers, Laptops, Copiers, Scanners, Fax Machines, Toner Cartridges, UPS & PDAs, Power Supplies, Main Frame Units, Networking Equipment, Mother Board Systems, VCR/VCD/DVD Players, Home Entertainment Systems, Landline and Cellular Phones, & Small Portable Devices. We also accept car and forklift batteries. There is a \$5.00 service fee for Microwave Ovens. **We do not accept:** Refrigerators, Washer and Dryers, Fluorescent Light Bulbs, and Household Batteries.

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person. Or, consider hiring temporary workers to help fill in. Communicate with your team during the transition. Be open and honest, and if they have to take on more work, let them know how much you appreciate their willingness to help. Share with them where you are in the hiring process and ask for their input on candidates when a new addition to the team could impact them directly.

Your plan should also include finding ways to fix the issues causing the turnover. If you have seen several employees leave, find out if there is a pattern. If it is an issue of compensation, compare your team's

salary ranges with other companies in your market to make sure you are offering competitive compensation. If it is a lack of interesting work, find ways to make each employee's job more engaging. Offer training and development opportunities they can grow from. Take a hard look at what is causing your company's turnover and make sure you plan includes viable solutions. What improvements can you personally make? How can you help increase employee engagement and build your team? To get ahead of turnover, become a business that employees want to work for by actively working to improve the things you can.

Hire Right. Changes occur in

business everyday. You cannot always control when an employee leaves. But you can make the most out of the situation by hiring a great replacement that can bring new strengths and skills to the team. Make sure you know what your team needs, and take the time to hire the right employee to fit the job position. Look at a potential employee's experience, abilities, strengths, and personality. All of these elements should complement your team's strengths, experience, and personalities. Making the wrong hiring decision could take you back to square one and cause additional turnover, so take the time to hire right the first time and put a stop to your turnover issues.

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meter. Using an adjustable wrench, make a quarter-turn of the valve, moving it from a vertical position to a horizontal position. This will shut off the flow of gas. (A diagram and instructions for turning off the gas meter are printed in the "Survival Guide" section of most telephone directory white pages and is also available at www.socalgas.com.)

- If the gas is shut off at the meter,

DO NOT TURN IT BACK ON. Call The Gas Company to turn the meter back on and check your natural gas piping and equipment for safe operation.

For more natural gas safety information, visit The Gas Company's website at www.socalgas.com/safety.

Southern California Gas Co. has been delivering clean, safe and reliable natural gas to its customers for more than 140 years. It is the nation's largest natural gas distribution utility, providing safe and reliable energy to

20.5 million consumers through 5.7 million meters in more than 500 communities. The company's service territory encompasses approximately 20,000 square miles in diverse terrain throughout Central and Southern California, from Visalia to the Mexican border. The Gas Company is a regulated subsidiary of Sempra Energy (NYSE: SRE.) Sempra Energy, based in San Diego, is a Fortune 500 energy services holding company.

Contact Raul Gordillo at (877) 643-2331 with any questions.

(Continued from page 3)

number of "Job Killer" bills from advancing beyond the legislative house in which they were introduced.

Workers' Compensation Bills that Affect Business Owners:

Workers' Compensation Apportionment. SB 145 (DeSaulnier; D-Concord). Erodes recent workers' compensation reforms and leads to higher premiums for California employers by undercutting fair and reasonable provisions in current law that protect an employer from paying for disability that was not caused by a workplace accident. *CalChamber opposed - Vetoed.*

Utilization Review. AB 933 (Fong; D-Cupertino). Increases the cost of performing utilization review (UR) on medical treatment requests by requiring all doctors who make UR decisions to be licensed in California. *CalChamber opposed - Vetoed.*

Increased Workers' Compensation Costs. AB 2253 (Coto; D-San Jose). Drives up workers' compensation costs for public sector employers and creates pressure to apply similar presumptions to the private sector by giving public safety employees an extended timeframe to file for the cancer presumption from 60 months, or five years, to 120 months, or 10 years, after the termination of employment. *CalChamber opposed - Signed.*

Workers' Compensation Coverage.

SB 1254 (Leno; D-San Francisco). Authorizes the state to issue stop order to a contractor that does not have workers' compensation coverage. *CalChamber supported - Signed.*

Streamlined Medicare Claims Resolution. AJR42 (Solorio; D-Anaheim). Allows parties to more quickly settle claims involving Medicare beneficiaries by providing them important information about potential Medicare Secondary Payer claims, and allowing them to more quickly, and with finality, settle claims they may have against third parties. *CalChamber supported - Resolution Chapter 92.*

LEGISLATIVE ANALYSIS CONTRIBUTED BY MAC TAYLOR, OCTOBER 8, 2010 Addressing an \$18 Billion Budget Problem

The *2010-11 Budget Bill* was passed by the Legislature on October 8, 2010. The Legislature's plan attempts to address one of the most vexing state budget shortfalls in California's history - the product of a continuing structural imbalance between state revenues and expenditures and a slow recovery from a severe recession that began in 2007 and ended in 2009.

In May 2010, the administration estimated that there would be a gap of \$17.9 billion between General Fund resources and expenditures in 2010-11 under then-existing laws and policies.

To address this projected gap,

the Legislature opted for a package of budget actions. That package (prior to vetoes) includes the following actions (based on our office's categorization):

- \$6.8 billion of expenditure-related solution (including ongoing and temporary cost or service reductions.)
- \$5.4 billion of new federal funding (most of it not yet approved by Congress.)
- \$3.3 billion of revenue actions (including \$1.4 billion in higher assumed baseline state revenues consistent with our May 2010 state revenue forecast.)
- \$2.7 billion of largely one-time loans, transfers, and funding shifts.

This package does not include the Governor's proposed elimination of the California Work Opportunity and Responsibility to Kids (CalWORKs) and subsidized childcare, and it does not include reductions in social services grant levels.

If all of the assumptions are met in the Legislature's package, the state would be left with a \$364 million General Fund reserve at the end of 2010-11.

Any gubernatorial vetoes would reduce spending and add to this reserve.

Longer-Term Budget and Pension Changes. The budget package includes legislation proposed by the Governor to decrease pension benefits for state employees hired in the future.



JDFservices

Serving all Counties

(626) 825-7184

Don't get caught with a dirty catch.....

When your catch basin is filled with debris and becomes clogged it can't catch and filter unwanted toxic sediment from draining into the city stormwater system that drains directly to our oceans.

The state of California Stormwater Quality Association issues stiff fines for businesses that fail to maintain the catch basin units on their property. The California Stormwater Quality Association published a handbook of "Best Management Practices" also called BMP's, as a guide for businesses to use to stay in compliance.

JDF Services will keep you in compliance

.Our services includes the following:

A. Initial inspection, BMP's report and photos

B. First service, bring you up to compliance which may include installing a new basin filter or a thorough cleaning of an existing one, then a high pressure flush to unclog any debris that may be deep down.

Cut out any roots or foliage that have grown inside the unit.

BMP's report and photos

C. Then depending on the service plan you choose:

*Monthly
Bimonthly
Quarterly
Semi-Annually
Annually*

JDF Service will maintain your catch basins and keep on file BMP 's compliant reports and photos everytime we service your catch basins.

State officials can ask you for your catch basin maintenance history reports and you are required by law to provide them or you could be penalized.

JDF will keep a thorough history so you never have to worry.