

APRIL 2011 EVENTS

Networking Breakfast

Wednesday, April 13th

7:00 a.m.

Hamilton's Steak House

1211 E. Garvey St., Covina

\$10.00 Members

\$13.00 Non-Members

E-Waste Event

Friday & Saturday April 15 & 16

9:00am to 4:00pm

Home Depot Parking Lot

963 W. Badillo St., Covina



935 West Badillo, Suite 100
Covina, California 91722-4164
WWW.COVINA.ORG
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COVINA BUSINESS

VOLUME 28, ISSUE 3 APRIL 2011



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 and mercury contents found in today's landfills come from E-Waste.

New federal mandate requires that television stations switch from analog format to digital format, which means a greater number of televisions will become obsolete within the next several years.

FOR E-WASTE COLLECTION EVENT DATE, TIME AND LOCATION:

Friday & Saturday, April 15 & 16th, 2011
From 9:00 am to 4:00 pm
Home Depot (Parking Lot)
963 W. Badillo St., Covina, CA 91722

An event hosted by the
Covina Chamber of Commerce
and the Home Depot.
For more information,
please contact us at
(626) 967-4191 or
chamber@covina.org



CHAIRMAN'S CLUB 2011

PLATINUM LEVEL

The McIntyre Company
Athens Services

GOLD LEVEL

Citizens Business Bank
Citrus Valley Health Partners
Foothill Transit
Forest Lawn
SGV Postal Credit Union
Stellar Business Bank

SILVER LEVEL

Taco Bell - Downtown Covina

BRONZE LEVEL

Mark Andersen & Associates, Inc.
Elite Financial Solutions, Inc.
Reynolds Buick / Pontiac / GMC
Valley Insurance Service, Inc.

Ribbon Cutting welcomes Mr. Fresh



SPECIAL THANKS!!!

Thank you to the businesses listed below, for their continued support of our Networking Breakfasts. These generous donations of door prizes are recognized and appreciated.

Networking Breakfast • March 9, 2011

Arbonne - Betty Futter

Artemis Concepts

Dyson Motors

Hamilton's Steak House

K & S Snaks

Miche Designer Bags

San Gabriel Valley Postal

Credit Union

ServiceMaster by T.A. Russell

Trinity Foster Care



Now, 3 Locations to serve you!
www.citrusvalleyflorist.com

143 S. Citrus Ave.
Covina, CA 91723
(626) 331-0551

2161 S. Fullerton Rd.
Rowland Heights, CA 91748
(626) 839-3029

1601 S. Grand Ave.
Glendora, CA 91740
(626) 963-7511

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SAVE THE DATE

The Covina & Glendora Chambers with the Glendora Country Club
presents

*Cuisines
Of The
Foothills*

Monday, May 16th - 5:00 to 8:00 p.m. Glendora Country Club
Tickets only \$20.00 - Contact the Covina Chamber at 626-967-4191

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Chairman's Message: California's Budget Process Better Than Me!

by Dr. Chris Carlos- Athens Services

About this time every year, all of California's most pressing and important issues temporarily get placed on the back burner while the legislature and the Governor battle it out over the state budget. Why? The California Constitution requires that a new state budget is passed by June 15th of each year. "O.K.," you might say, "but can't they handle more than one thing at a time?" Regardless of your opinion about the legislature's talent for walking and chewing gum at the same time, this scenario is really more than an issue of the legislature's ability to multi-task. Here's why:

At any given time, California vacillates between the 5th and 8th largest economy in the entire world. This means that only the United States as a whole and a few other countries have larger economies than California has by itself--and we're only a state! Agreeing on and managing California's budget is a monumental task. The budget process for California defies a simple concise definition. It is a process rather than a product. It is not the development of the Governor's Budget, the Legislature's enactment of a budget, nor the executive branch's administration of the budget. Rather, it is the combination of all of these phases with all the ramifications and influences of political interactions, relationships with federal and local governments, public input, natural events, legal issues,

the economy, initiatives and legislation, etc. So, understanding this process (not to mention trying to explain it) is as daunting as the process itself. But, what the heck--I'll give it a shot.

The State Constitution requires the Governor to submit a budget to the Legislature by January 10th. It provides for a balanced budget in that, if the proposed expenditures for the budget year exceed estimated revenues, the Governor is required to recommend the sources for the additional funding. In California, there are currently only two options to balance the budget--tax or cut. In other words, California is not allowed to "deficit-spend" like the federal government can--and always does! California's budget must always be balanced. The Governor annually unveils his proposed version of the budget at a formal press conference. Then, he has to give both the Assembly and the Senate their say in the process.

The Senate Budget and Fiscal Review Committee and the Assembly Budget Committee are the two committees that hear the Budget Bills. They assign the items in the bill to several subcommittees (by major subject areas such as Education or Health and Human Services) which conduct budget hearings. These hearings generally begin in late February soon after the Legislative Analyst (a non-partisan legislative appointee) issues the "Analysis of the Budget Bill".

On May 14th the governor submits adjustments to his proposed budget known as "The May Revise." This revision is based on revised projections of General Fund revenues as a result of the April 15th tax deadline and changes in expenditures for school funding requirements. The Legislature typically waits for the "May Revise" before final budget decisions are made on major programs such as Education, Corrections, and Health and Human Services.

When a subcommittee completes its actions, it reports its recommendations to the full committee. Upon adoption of the budget by the full committee, a recommendation is made to the Floor (full house). Upon passage by one house, the Budget Bill is passed to the other house. A Budget Conference Committee is then appointed to work out differences between the Senate and Assembly versions of the bill. Upon completion of action by the Conference Committee (consisting of members from both houses) this conference version is then sent to the two houses for approval.

Sometimes the Conference Committee does not reach final resolution on the budget. This stalemate typically results from non-resolution of a few major issues. These issues are then resolved by the "Leadership," also known as the "Big 5" (Governor, Speaker of the Assembly, President Pro Tempore, and the minority leaders of both houses).



Photo Courtesy of Strike a Pose

Thanks to the passage of California Proposition 25 in November 2010, the previous 2/3 super majority requirement to pass the budget is no longer. Now, only a simple majority is required to pass the budget. Proposition 25 also requires state legislators to forfeit their pay if they fail to pass a budget in a timely fashion.

After passage, the California Constitution allows the Governor to reduce or eliminate individual items of appropriation. This is known as "line-item veto" power. Even the President of the United States doesn't have that! After the Governor signs the budget, it is enacted into law.

Whew! Sound complicated and confusing? It is! And because the legislature must jump through all of these hoops to pass a budget each year, is it any wonder why they put everything else on hold? And still they very rarely meet the June 15th deadline! So, the next time you hear on the news that the legislature is "pulling their hair out" trying to pass the annual budget--stay as far away from Sacramento as possible and just be happy that it's them and not you!

New Members – Welcome!



Alexander Parslow - Charter Oak Partners in Education, Inc.

PO Box 1462 Covina, CA 91722-0462 • (626) 339-1008

Charter Oak Partners in Education, Inc. seeks to enhance the quality of educational programs and facilities in the Charter Oak Unified School District. As a non-profit organization, we raise funds on behalf of the District, working with the Board of Education to direct these re-sources toward projects that benefit students and the community alike.

Richard Harder Richard Harder & Associates Covina, CA (626) 252-7548

www.richardharderassociates.com

Richard Harder & Associates, Leadership Development and Management Consulting Services presents interactive training seminars custom-designed to meet organizational change strategies and performance improvement initiatives. All of our management development seminars, on-site workshops and consulting projects focus on positive individual, managerial and organizational change outcomes.



Jason Fann
Hamilton's Steak House
1211 E. Garvey St.
Covina, CA 91724-3666
(626) 859-4546
www.hamiltonssteakhouse.net

Jim Phillips
Lowes Covina #3151
1348 N. Azusa Ave.
Covina, CA 91722-1249
(626) 756-3000
www.lowes.com

Dan Nguyen
Mind Body Empowerment
2149 E. Garvey Ave. N. Suite A-6
West Covina, CA 91791-1508
(626) 339-6463
www.mbempowerment.com

Carlos Morales
Mr. Fresh
239 N. Citrus Ave.
Covina, CA 91723-2004
(626) 974-9400

Member Testimonials

When choosing a florist, I can highly recommend **Citrus Valley Florist in Covina**. They did flowers for a friend of mine for Thanksgiving and she could not stop raving about how unique and beautiful it was. I also had an arrangement done at Christmas and it was exquisite. Remember they also give chamber members a discount. They have also done flowers for the Chamber the installation dinner and Covina Development, and they are always beautiful. Thank you Don Waters and Al.

Submitted by: Diane Fonseca, Artemis Concepts

Grand Printing. I have used Bill and his staff twice over the years when I needed to have something printed for an event I was working on. Always, Bill and his staff work to get us the best price and gives us an outstanding product that we are proud to use.

Submitted by: Laura Montgomery, Citibank

My husband, Roy, recently purchased a set of 4 tires from **Tucker Tire**. The tires had to be ordered and that was done in a timely fashion. He said the people there were helpful and friendly. He appreciated the great service.

Submitted by: Betty Futter, Arbonne

SAVE THE DATE!!

Covina Escrow
is celebrating
60 years!

Join us for their Mixer
Thursday, May 26th at 5pm

Covina Business Awards Postponed

The awards luncheon originally scheduled for April 21st has been postponed. We will send the new date as soon as it is confirmed. In the meantime, nomination forms are still being accepted. One is included in this newsletter. So, please complete the form and return it to the Chamber office.

BOARD OF DIRECTORS

Covina Business (USPS 708-150) is published monthly (with the exception of combined July/Aug and Dec/Jan issues) for \$10.00 of the membership yearly investments by the Covina Chamber of Commerce, 935 W. Badillo Street, Suite 100, Covina, CA 91722. Second class postage rates paid at Covina, CA Postmaster. Advertisements in the Covina Business newsletter in any form, does not indicate endorsement by the Covina Chamber of Commerce.

OFFICERS

Chairperson 2011: Dr. Chris Carlos
Immediate Past Chair: Sally Ervolina
Chief Financial Officer:

Laura Montgomery
Chairman Elect: Amanda Gonzalez

BOARD OF DIRECTORS

Ron Capotosto, First Choice Loans
Dr. Chris Carlos, Covina Disposal Co.
Roland Cordero, Foothill Transit
Dawn Cychner, C&S California Capital
Garry Dyson, Dyson Motors

Sally Errolina, Associate
Amanda Gonzalez, San Gabriel Children's Center, Inc.
Charles Gustafson, MFT
Bill Hammett, Grand Printing & Design
Bill Harris, Elite Financial Solutions, Inc.
Lavonne Hillhouse, Associate Member
Andrew McIntyre, The McIntyre Co.
Laura Montgomery, Citibank
Doris Sappenfield, The Hair'em Beauty Salon
Joe Sorace, Sunland Tires
Tricia Vagt, Covina Escrow
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Ambassadors, Anita White

Cuisines of Covina, Diane Fonseca & Laura Montgomery
Economic Development Council, Ron Capotosto
Education, Bob Cruz
Golf Tournament, Robert Gillespie
Marketing, Laura Montgomery
CHAMBER STAFF
Dawn Nelson, President/CEO
Angelina Fierro, Membership Director
Dawn Lifosjoe, Office Assistant
NEWSLETTER COORDINATION
Layout & printing,
Grand Printing & Design

Non-Paid Internship Must Meet Specific Federal/State Criteria

Our vice president of engineers would like to hire an intern, someone in college working toward an engineering degree, to do some testing projects for about 3-6 months. Can this person be an unpaid intern or is minimum wage required?

Your question strongly indicates that this individual will be an employee and should be paid at least minimum wage, which is \$8 per hour.

CRITERIA FOR UNPAID INTERNSHIP

The U.S. Department of Labor (DOL) has adopted six criteria to determine if an individual can be classified as an unpaid intern and not an employee.

The State of California Division of Labor Standards Enforcement (DLSE) uses the same tests in making the distinction between an unpaid intern and an employee who must be paid minimum wage.

- The training, even though it includes actual operation of the employer's facilities, is similar to that which would be given in a vocational school;
- The training is for the benefit of the trainees or students;

- The trainees or students do not displace regular employees, but work under close observation;
- The employer derives no immediate advantage from the activities of trainees or students, and, on occasion, the employer's operations may be actually impeded;
- The trainees or students are not necessarily entitled to a job at the conclusion of the training period; and
- The employer and the trainees or students understand that the trainees or students are not entitled to wages for the time spent in training.

"Intern" is a loosely used term, but for a student to qualify for a non-paid internship, the above criteria must be used in analyzing the position.

Limited analysis based upon your question seems to show that a student is wanted, not for educational purposes, but to fill a testing position for 3 to 6 months. This person should be hired as an employee and paid at least the minimum wage.

For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.

State of the City

State of the City Luncheon sold out!

Over 130 people attended this very informative luncheon on March 11th. Mayor Peggy Delach and City Manager Daryl Parrish started the program with the successes and challenges the City is facing. Dr. Mike Hendricks from Charter Oak Unified School District provided a short video that was created by students that was very informative. Dr. Catherine Nichols from Covina Valley Unified School District gave an update and information on how the State funding will affect the schools. Dr. Chris Carlos from Athens Services finished the program with an update on the Covina Chamber which is strong and active.

We would like to thank our Event Sponsors: The Gas Company and Foothill Transit and our Table Sponsors: Covina Police Officers Association and Forest Lawn Memorial Park. It is because of their support that the luncheon was so affordable and



we were able to host it South Hills Country Club. We appreciate you!

We also want to thank Citrus Valley Florist for the beautiful centerpieces. You always make our events look amazing!



10 Tips for Employee Training on a Budget

As a small business owner, your employees are a crucial factor in your success. How can you provide the training they need to keep their skills WHERE IS YOUR MEMBERSHIP up-to-date-without spending a lot of money? Here are 10 tips for employee training on a budget.

1. Assess their needs. What do your employees need to learn-both for their current jobs, and to move up in your company? Equally important, what do they want to learn? Employees will be more motivated if they have a say in the training they receive.
2. Join the group. Industry associations and trade organizations offer a variety of training options, including conferences, seminars, certifications and more. Take advantage of these learning opportunities.
3. Cross-train. Have employees train each other in how to do their jobs. Not only will your staff learn new skills, but you'll benefit by having backup when one employee is out sick or on vacation.
4. Go online. A simple online search will reveal a wide range of online webinars and training courses, many of them free or low-cost. This can be a great way for employees to learn at their own pace and when it's convenient for their schedules.
5. Brown-bag it. Host weekly brown-bag lunches at your business where you or other employees talk about a topic of interest. For instance, the person who handles marketing at your business could explain how your company uses social media and how employees can participate.
6. Send them back to school. Community colleges and adult education programs offer lots of courses relevant to your employees, from how to use specific software to accounting and marketing classes.
7. Read all about it. Have everyone on staff read a business book on a topic that will help your business. At the end of the month, lead a lunch meeting where everyone discusses the book and what they learned from it.
8. Start a mentorship program. Having experienced employees mentor younger ones is not only a good way for novices to learn, but also a great way to ensure the knowledge and experience of older workers is passed on.
9. Spread the wealth. Can't afford to send an entire department to a particular training program or conference? Choose one employee who's a good presenter. Have that person attend the program, then come back and train the others in what he or she learned.
10. Visit the SBDC. Talk to your local SBDC's Business Advisors to find out about training programs and solutions offered in your area.

—SBDC-Los Angeles Regional Network

Small Business/Entrepreneur Workshop was a Success!!!



The Redevelopment Agency of the City of Covina, the Downtown Association and the Covina Chamber of Commerce co-hosted a workshop for businesses that were looking for financial assistance and/or marketing ideas. Several speakers provided information to the attendees including programs the City offers, SBA lending, SBDC services available and the benefits of being a Chamber member.

Where Is Your Membership?

Membership in the Covina Chamber of Commerce sends a message to your customers, employees and friends that your business is actively involved in and concerned with the community. **German Santizo** of **Tradeway Glass** recognizes this and displays their Covina Chamber of Commerce Membership Certificate and the

new Membership Decal with great pride for all to see. Each month the Chamber staff will be stopping by businesses at random and if your certificate and decal are on display you will receive a small gift from the Chamber of Commerce and recognition in our newsletter. If you have not received your Certificate and your Decal, contact the Chamber office or stop by and pick one up. (For certificates please call ahead). Phone (626) 967-4191.

