



The Hawthorne HOTLINE

THE OFFICIAL NEWSLETTER OF THE HAWTHORNE CHAMBER OF COMMERCE

February 2007

Happy Valentines Day!



JOIN US FOR
THE 2007 STATE OF THE CITY ADDRESS LUNCHEON
FEATURING
HAWTHORNE MAYOR LARRY GUIDI
PRESENTED BY
THE HAWTHORNE CHAMBER OF COMMERCE
FEBRUARY 14TH, 2007
AT HAWTHORNE MEMORIAL CENTER
3901 W. EL SEGUNDO BOULEVARD
HAWTHORNE, CA 90250



MISSION OF THE HAWTHORNE CHAMBER OF COMMERCE

Act as a spokesperson for the business and professional community and translate into action the group thinking of its members

Render specific services to its members and to the community as a whole

All businesses within and around the City of Hawthorne are invited to join the Chamber and participate in its various community events

LOCATION AND HOURS OF OPERATION

4444 W. El Segundo Blvd.
Hawthorne
310.676.1163
www.hawthorne-chamber.com
info@hawthorne-chamber.com

Monday, Wed., Thurs., and Fri
9:30 am—4:30 pm

Tuesday
10 am—4pm

All Chamber members are welcome to attend the General Board meetings held the first Wednesday of every month, 8 am at the Chamber office.

***There will be no mixer during February,
but we're planning a special mixer in March,
stay tuned for more information.***

PRESIDENT'S MESSAGE

"CLEANING HOUSE FOR 2007"

1. Throw out worry. It is getting old and in the way, and keeps you from being you.
2. Throw out the book on "MY PAST." You don't have time to read it anyway.
3. Replace that book with NEW GOALS and start reading it today.
4. Throw out hate and bad memories (remember how you treasure them?)
5. Get a NEW PHILOSOPHY. Throw out the one from long ago
6. Bring in some new books, called I CAN, I WILL and I MUST
7. Throw out I might, I think, and I ought. WOW, you should see the dust.
8. Run across an OLD FRIEND, that you have not spoken to in a while. His name is God the Father, and I really like

his style. He helped me do some cleaning and added some things himself, like PRAYER, HOPE, FAITH AND LOVE. Make sure you place them on the shelf.

9. I picked up this special thing and placed it at the front door. I FOUND IT – it's called PEACE. Nothing gets me down anymore.

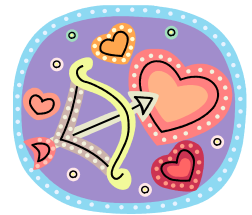
Yes, I've got my house looking nice. For the things like WORRY and TROUBLE there just isn't any space. It's good to do a little house cleaning and get rid of the things on the shelf. It sure makes things brighter. Maybe you should TRY IT YOURSELF!

BE BLESSED AND BE A BLESSING TO SOMEONE ELSE!!!

My prayer for Hawthorne is *May the Lord open the windows of heaven and pour you out a blessing that you will not have room enough to receive it all. And may the Lord bless you exceedingly; abundantly above all you could ever hope for!*



Patricia Feldman-Donaldson, Chamber President



HAWTHORNE CHAMBER BOARD MEMBERS

2006/2007 Board of Directors

President Pat Feldman-Donaldson
Abacus Security Services

Treasurer Larry Franklin
Commercial Capital Bank

Past President Don Harris
Farmers Insurance Group

Committees

Ambassadors- Manuel Cadena

Communications- Candy Cargill-Fuller
Behavioral Health Services

Economic Development- Don Harris
Farmers Insurance Group

Government Affairs- David Greene
South Bay Workforce Investment Board

Member Services/Women in Business-

Pat Feldman-Donaldson
Abacus Security Services

Special Events- Nelson Rios
Advanced Party Rentals

Elected Board Members

Brenda Lacy-Roberts
Century 21 Union Realty

Pastor Tyrone Partee
Olivet Lutheran Church

Betty Patterson, LV Travel & Tours

Nelson Rios, Advanced Party Rentals

Bill Salfity, G & S Printing

Joseph Simone, Menace Studios

Brian Mugford (for Steve Tavera)
Gold's Gym

Tad Teodoro, Century Aviation

At Large Directors

Candy Cargill-Fuller, Behavioral Health Services

Randy Jacobs, Vought Aircraft Industries Inc.

Lily Craig, Chevron Products Company

Shelley Rose, Hawthorne School District

Steve Bradford, Southern California Edison

David Greene, South Bay Workforce
Investment Board

Candace Epperson, Wescom Credit Union

Administrative Staff

Sherice Fernandez

Melanie Love

**CONTACT ANY BOARD MEMBER AND
GET INVOLVED TODAY!**

YESTERYEAR

Well, by the time this is published we should be out of the cold snap we have gone through which broke many records, and for one I am glad.

Things were a lot different in the "GOOD OLD DAYS". During the winter when it was cold, we didn't have electric blankets and such, so we would improvise. We would take a few bricks and heat them on the stove, wrap them in a large towel, and put them in the bed for a few minutes. Also, we would have flannel sheets and wear flannel pajamas, sometimes with feet in them. Cotton sheets were just too darned cold to get into.

Another thing we would do is take a couple of hot water bottles and fill them with hot water and crawl into bed with them. Of course the heat didn't last very long, but we hoped we would be asleep before the heat dwindled out of the bottles or bricks. We would also have anywhere from two to four blankets on us.

The next morning was always a traumatic thing, for one of us would have to get up in that very cold room and light a fire in the space heater, or the cook stove and then run back to bed until

the room warmed up a little. When it was time to go to school, there was the ritual of layers of clothes and coats. There was a cloak room in every class room to hang all of the clothing up until it was time to go home, then the ritual started in reverse.

Things were then different in many ways. This may be hard to believe, but there was no junk mail in your mail box every day. Remember, a postage stamp cost three cents and a post card was a penny. Of course it took quite a while longer to get to the party you were writing, but then things were at a much slower pace. It would take anywhere from a week to ten days to mail a letter from here to say the east coast, but no one was in a hurry then.

We also had to purchase an Air Mail stamp if we wanted it to go by air, then it would take anywhere from three to five days to get there, and man we thought that was really fast. An airmail stamp would cost about six cents. Now, if you want to pay the price, a letter can get to New York over night by priority mail.

If you traveled by air you would fly during the day, and then they would put

you on a train until it was daylight again, then back on the plane. This would take three days from LA to NY. When they made airplanes that could fly faster it would take 12 hours from coast to coast- that is from west to east and 14 hours from east to west because of the winds. Of course in those days when you flew anywhere, the men would wear a suit and tie, and the ladies would wear a nice dress with high heels. You were treated like royalty by the crew, and there was no long lines, so if your flight left at say one o'clock you would arrive at the airport at 12:45.

It was a good idea to bring and wear ear plugs, for the airplanes were not sound proof then. Also, you didn't wait in a nice lounge, and you walked out onto the tarmac and climbed a few steps to enter the cabin.

But remember those were

THE GOOD OLD DAYS.

Till next time,

Walt



UPCOMING EVENTS

February Events

2/7/2007– Board meeting at 8:00 a.m.

2/14/2007 State of the City held at the Hawthorne Memorial Center at 11:00 a.m.

2/15/2007– No mixer in February.

March Events

3/3/07– Los Angeles Teen Challenge Fashion Show at Torrance Marriott

3/7/07-Board meeting at 8:00 a.m.

April Events

4/4/07-Board meeting at 8:00 a.m.

List your community or business events here. Contact Candy Cargill-Fuller at candy@bhs-inc.org

JANUARY MIXER

What a wonderful mixer!!! On Thursday, January 18, 2007, the *HomeTown Buffet* graciously hosted an evening mixer for the members of the Hawthorne Chamber. Members paid only three dollars to have the chance to meet new members and network their services or products in a very comfortable atmosphere. We had a total of 35 for our turnout that night. We were also privileged to have in attendance our Mayor, the Honorable Larry Guidi and several members of the City Council to support our mixer. The Chamber would like to express our gratitude to Mr. Mike Jones, the General Manager, and his outstanding staff for providing an array of delicious food and beverages for our members. To our surprise, Mr. Mike Jones, the General Manager made an important announcement that the *HomeTown Buffet* will be remodeled in the month of April this year. This upgrade will not just include a new paint job and furniture, but the menu will include many new items to delight their patrons. If you or your company would like to host a mixer for the Chamber, please feel free to call us at 310-676-1163.

NEWS AND LEGISLATION

Cited: Cohen & Goldfried.
www.cogolaw.com

No Smoking Rules Expanded.

In 1994 California passed legislation to ban smoking in the workplace, to protect employees from secondhand smoke. The law required employers to not allow smoking in enclosed spaces in places of employment. A new law effective January 1, 2007 makes clear that an enclosed space is not merely an individual office or conference room, but includes lobbies, lounges, waiting areas, stairwells elevators and restrooms. Thus, employers must take steps to comply with these new restrictions, by posting no smoking signs in the specified areas, and by modifying policies and practices where necessary.

Court Decisions

Even consensual Sexual Relationships between supervisors and subordinates may constitute hostile work environment sexual harassment. In a recent decision, the California Supreme Court has greatly expanded the scope of protection from harassment. In that case, the warden of a California prison was carrying on concurrent sexual relationships with three subordinate female employees. Two other women employees complained, alleging they were being discriminated against and harassed based upon their sex, even though the warden had never made any sexual approach or comments to them. Their claim was based upon the perception that the warden promoted his lovers despite the fact that they were no the most qualified candidates for the positions. The plaintiffs further claimed that they complained about the disparate treatment, they were underlined, burdened with extra duties and responsibilities and subjected to verbal and physical abuse. The California Supreme Court allowed their lawsuit to go forward, and broadened the definition of hostile work environment sexual harassment under the California Fair Employment and Housing Act, to include consensual sexual relationships between supervisors and subordinates, when such relationships create an environment where women are perceived as sexual playthings, or are made to believe that their ability to advance professionally depends upon their willingness to engage in sexual relations with their supervisors or management. Thus, employers now have a difficult burden to monitor and control, to the extent possible, consensual romantic relationships between supervisory employees and their subordinates. Effective harassment policies and complaint procedures, as well as a non-fraternization policy, will help. But monitoring these kinds of relationships implicates

all kinds of privacy issues. Thus, employers in California now have to contend with the need to balance prevention of hostile work environment sexual harassment, with the need to avoid violating the civil liberties of their employees. This will not be an easy task.

Non Competes Continue to be Illegal in California

If anyone needed a reminder that California law differs from the law of most other states, a recent decision of the California Court of Appeals makes crystal clear that, except in very limited circumstances, no competition agreements with California employees will not be enforced in California courts. In most cases, non competition agreements are valid, so long as the restrictions are reasonable, and limited in time, place and scope. Not so in California, where they are allowed only when necessary to protect the goodwill of a business being sold (by restricting the seller's ability to complete with the buyer in the geographic region where the seller's business had been conducted), upon dissolution of partnership or when necessary to protect a former employer's confidential information or trade secrets. The reason behind the restrictions on non-competition agreement is California's strong public policy that employees should have the unfettered right to work for whomever they please.

Several years ago a federal court sitting in California had tried to create an exception, if the agreement still left a substantial portion of the market available to the employee, and was otherwise limited in time, place and scope. The California Court of Appeals rejected this "narrow restraint" any agreement that restricts an employee's ability to pursue similar employment after leaving a job is prohibited, even if it is narrowly written, and leaves a substantial portion of the available employment market open to the employee. Moreover, an employer can be held liable for damages if it tries to enforce an invalid non-competition agreement, even by non-litigation conduct, such as notifying third parties of the existence of the agreement. Additionally, firing an employee for refusing to sign an employment agreement containing an unenforceable non-competition covenant constitutes wrongful termination in violation of public policy. Last, an invalid non-competition agreement contained within a comprehensive employment agreement could be held to void the entire employment agreement. Thus, employers need to exercise caution when requiring an employee to sign a non-competition agreement, should be careful to ensure the agreement does not violate the law, and should think twice

before trying to enforce an agreement that tries to do more than it should. Employers should also have all non competition language in agreements reviewed to ensure compliance with the law.

Meal and Rest Breaks— the New LawsUIT du Jour.

A California jury, in a class action recently awarded \$57,000,000 in compensatory damages to Wal-Mart's nonexempt employees for violations of California's meal and rest break rules. The jury also awarded the employees 115,000,000 in punitive damages. The large punitive damages award occurred because the jury felt that Wal-Mart should have known better, and should have done a lot more to ensure its employees got their breaks. The publicity about this verdict has whether the appetite of lawyers to sue employers for meal and rest break violations. Class action lawsuits are being filed every day in California, even against small employers. The lawsuits are very dangerous, because it is very difficult for any employer, no matter the size to strictly comply with the law. For instance, even if a nonexempt employee decides to forego a meal break in order to get home earlier, the employer may be liable, because under California law employers must ensure that nonexempt employees actually take their meal breaks. The damages can be substantial, as Wal-Mart learned the hard way. First, an employee is entitled to one additional hour of compensation for a missed meal break, or for a missed rest break. The California Supreme Court is now wrestling with the issue of whether the additional hour of compensation is a penalty, subject to a one year statute of limitations, or is wages, subject to a four-year a statute of limitations. If the court decides it is the latter, employees will be able to recover that extra hour of compensation for all breaks missed going back four years. In a class action, that can mount up quickly. Also, the employees would be entitled to interest, attorneys' fees, and perhaps punitive damages.

The risk of a class action lawsuit is simply too great to ignore. Thus, employers need a comprehensive and rigorous program to ensure their nonexempt employees take their break. The foundation of such a program is a detailed policy, which sets forth all of the break requirements in detail, and which includes discipline for employees who fail to comply. The program should also include (i) a form for nonexempt employees to sign each pay period, certifying they have taken all of their required breaks, and (ii) a written acknowledgment that they have been provided with a copy of the policy, understand it, and will comply with it.


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Behavioral Health Services
BHS
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 Since 1973
 Thanks to BHS
 for publishing our newsletter.



Tell us what you would like to hear!

The HAWTHORNE HOTLINE is the official newsletter of the Hawthorne Chamber of Commerce. It is published monthly, sent by mail, email, and is posted on our website at www.hawthorne-chamber.com

Send requests to:
Candy Cargill-Fuller at
candy@bhs-inc.org.

The HAWTHORNE HOTLINE welcomes your comments, suggestions and story ideas!

Your Hawthorne Chamber *Taking Care of Business!*



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