



ELK GROVE'S FOCUS ON BUSINESS

Elk Grove Chamber of Commerce Newsletter March 2006

www.ElkGroveCA.com

It's the Law – Business Must Comply with Local, State, Federal Rules

Businesses in Elk Grove, as well as the rest of the country, must comply with a myriad of statutes, regulations and ordinances. Failure to do so can result in consequences from warnings to jail time for business owners and/or managers. In this issue, we highlight three areas of employer requirements. I urge employers to learn about employment laws, and follow them to the letter. The Chamber can help you stay (or get) in compliance through products, education and referrals to information sources. This year, the Elk Grove Chamber is offering several solutions to labor law questions and challenges. These resources, produced by the California Chamber of Commerce, are available to Chamber members at a special discounted rate. [See insert for the products and resources mentioned.] If, after perusing these articles in this issue, you need more information, or want to purchase the products, do not hesitate to contact the Chamber office.

- Janet Toppenberg, President/CEO

Compliance with Labor Laws is Not Optional

Employees may not give employers permission to break the law by volunteering to work and get paid in a manner that is contrary to California law or otherwise give away their

rights as employees under California law. Even though an employer may believe that a working arrangement is mutually acceptable, the employer can still be fined, and even end up in jail, for violating the labor laws in California. Chamber members can

stay up to date on changes in employment law by subscribing to the 2006 California Labor Law Digest.

Overtime Rules – California's rules of how employees must be compensated are more stringent, and less flexible, than those of other states and federal law. In California, hourly (non-exempt) employees must be paid overtime if they work more than eight hours in one day, or more than forty hours in the work week, with very few exceptions. The ability of an employee to take 'comp' time or make up time is severely limited in scope. In addition, employers must make certain that any job for which an employee is paid on a salary basis (exempt from the overtime rules, for one thing), meets the rigorous state standards – mutual agreement on status is not enough to alleviate the employer's liability. Check-lists to help employers determine whether a job fits into an exempt category are available from the Chamber in the HR Handbook and the California Labor Law Digest.

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Business License Now Required in Elk Grove

As of February 1, 2006, most businesses in Elk Grove will need to apply for a business license and pay an application fee. General Business Licenses will be issued to businesses with a physical location within the City limits. The fee is \$110 for a two year license, with a \$75 due on renewal fee. Special Business Licenses may be required for some businesses, and businesses operated out of private residences will be required to obtain a cit license to replace the county licenses. Solicitors will also be required to obtain licenses. All nonprofits and not-for profit businesses will have to register, but may be exempt from the fee.

The City adopted the Business License ordinance last year to assist in obtaining current and relevant information about local businesses. The information gathered from the license applications will be helpful as a public safety and planning tool – knowing where and of what type businesses are will assist in emergency response. It will also be useful in developing business support and service programs by the Chamber – identification of current services, and conversely, lack of services, will help target programs designed to grow existing businesses and to bring new businesses and services to the city.

The fees will be limited to the amount needed to cover the actual costs of the operation of the program, as recommended by the Chamber during in workshops in 2005. An outreach program by the City is currently

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Call today to be the April newsletter sponsor, 691-3760!

ElkGroveChamberofCommerce

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Newsletter Published By
 Elk Grove Chamber of Commerce

Toppenberg Received Academy Accreditation

At this year's Conference of the Western Association of Chamber Executive's, Janet Toppenberg, President/CEO of the Elk Grove Chamber of Commerce was honored as one of the first graduates of the WACE Academy. The Academy's professional development program is a three-year training program on Chamber management essentials designed for today's chamber executive and staff professionals. Toppenberg received her certificate in front of more than 500 chamber executives and professional staff at the February meeting. "I look forward to utilizing the information and skills I have gained through this intense program" Toppenberg remarked to those in attendance.

"We designed the Academy as a program for this new era of chamber management," said Dave Kilby, President/CEO of WACE. "We congratulate Janet and her Chamber for having the vision to invest in her professional development."

WACE is an association of chamber of commerce executive and staff professionals in 14 Western States designed to promote and enhance the professional development of chamber of commerce executives. With over 700 members, WACE is the largest state or regional association of chamber of commerce executives in the United States. ❖

Employment Laws, continued from page 1

Posting Employment Posters is Mandatory

– The Chamber urges employers to make sure they have the required employee posters displayed in the proper manner and have distributed the required information pamphlets to employees. For instance, failure to post the required notice on minimum wage rates, unemployment insurance rights and leave policies can result in fines. Employers should remember that anyone, not just employees, can file a complaint regarding posting violations, so your employers may not give you permission not to post the required notices. All the required postings and pamphlets are available in the 2006 California and Federal Required Notices Kit, or the posters may be purchased separately.

fined or lose employment-related law suits due to inadequate recordkeeping, not for breaking the law. An employer should be ready to prove that all laws and rules were followed in hiring and releasing employees. State and federal law prohibit discrimination in hiring and firing, compromising employees' privacy rights, and interference with employees' right to complain of unlawful conduct such as safety violations, fraud, and wage violations. Good records showing that all actions were taken lawfully will save employers grief, as well as money. Forms to cover employers for all phases of employee files are available in the HR Handbook for California Employers.

Proper Recordkeeping is essential to prevent legal action

– Many employers are

Contact the Chamber at 916-691-3760 or go to www.elkgroveca.com to purchase any of these products. ❖

Elk Grove Bsuiness License, continued from page 1

underway as City Business Liaison Reid Montgomery calls on all store-front businesses in the City over the next few weeks.

Applications and general information may be obtained on the City's website, www.elkgrovecity.org. ❖



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www.fitnessandmoreinc.com **916-691-1703** 8355 Elk Grove Blvd Suite 500



NewMembers

ADVERTISING – PUB.

Valley Yellow Pages
John Gluskin
650 Howe Avenue, Suite 100
Sacramento, CA 95825-4732
(916) 648-9888
(916) 648-7190

APARTMENTS – SENIOR

Vintage At Laguna Senior Apts.
Tracy Foster
9210 Big Horn Boulevard
Elk Grove, CA 95758
(916) 691-6516
(916) 691-6359

AUTOMOBILE COLLISION REPAIR

Premier Auto Body of Elk Grove
Chris Gurule
10148 Iron Rock Way
Elk Grove, CA 95624
(916) 686-6661
(916) 686-6061

BANKS & BANKING ASSOC.

Citibank FSB, West
Cindy Murphy
8225 Laguna Boulevard, #B
Elk Grove, CA 95758
(916) 628-0441
(916) 966-0263

BOXES

Discount Boxes
Mike Eddy
6927 Springmont
Elk Grove, CA 95758
(916) 690-3026

ENTERTAINMENT

Color Me Mine
Brian Bedford
9640 Bruceville Rd., Ste. #100
Elk Grove, CA 95757
(916) 714-4943
(916) 714-4598

GIFTS & ACCESSORIES

The Classy Cottage
Carol Nichols
9645 East Stockton Blvd.
Elk Grove, CA
(916) 686-5155
(916) 686-5323

INTERNET PROVIDER & SERVICES

WSI Internet Consulting
& Education
Glenn McCarthy
8359 Elk Grove Florin Rd., Ste. 103-136
Elk Grove, CA 95624
(916) 681-6893
(916) 405-3759

ORGANIZATIONS

Golden Empire Council, BSA
Andrew Wong
21 Commerce Circle
Sacramento, CA 95853
(916) 929-1417
(916) 929-4461

REAL ESTATE SALES & MORTGAGE

KSL Real Estate and Financial Svcs, Inc.
Keith Lewis
8788 Elk Grove Boulevard,
Bldg. 3, Suite 10F
Elk Grove, CA 95624
(916) 996-6830
(916) 525-2217

RESTAURANTS

Mikuni Japanese Restaurant
& Sushi Bar
Derek Fong
8525 Bond Road
Elk Grove, CA 95624
(916) 714-2112
(916) 576-2642
Pot Belly Deli Burger & Grill, LLC
Eileen Bonner
9304 Elk Grove Blvd., Ste. #150

Elk Grove, CA 95624
(916) 681-3937
(916) 681-3927

SCRAPBOOK PRODUCTS

Scrapbook Addict
Sarah Castro
9632 Emerald Oak Dr., Ste. C
Elk Grove, CA 95624
(916) 686-1998
(916) 685-1198

SHIPPING

The UPS Store
Robert Smith
8250 Calvine Road, Suite C
Sacramento, CA 95828
(916) 525-2369
(916) 525-2029

TELECOMMUNICATIONS

Telepacific Communications
Mike Levy
777 Campus Commons Rd., #200
Sacramento, CA 95825
(707) 307-6520
(916) 273-1071

Elk Grove Chamber Honors Businesses That Inspire

At the annual Installation of Officers & Directors, the Elk Grove Chamber of Commerce recognized Safeway Stores, Inc., as Business of the Year, and Old Town Grill as the Rookie Business of the Year. The award recognizes businesses that demonstrate business excellence and contribute to the health of the Elk Grove business community

Old Town Grill – The “Rookie” business, Old Town Grill, opened in Elk Grove in mid-2005, creating 15 new jobs in Old Town Elk Grove. Being funded, developed and now run by family and close fiends, Owner/Manager Brenda Pereira is proud that the business provides an atmosphere where staff and customers can develop close relationships. It has quickly become part of the landscape in its locale.

It brought in a new product and new jobs to this important part of our community, contributing to the growth of the economy in Old Town. Even though this business is less than a year old, the manager/owner has been a member of the Elk Grove Chamber for several years. The business, its employees and management have become active in many service programs in the community, hosting the Thanksgiving dinner for the Food Bank in November.

Safeway Stores, Inc. – Tom LePage, manager of the newly remodeled Laguna Safeway Store accepted the Business of the Year Award on

behalf of Safeway. Safeway has had a presence in Elk Grove since 1990 and began expansion of services in 1993. It now has three outlets in the area, with a fourth ready to come on line in the near future.

After several years of providing necessary products (food) and other products, from household supplies to personal care products, the Laguna location underwent a major remodel last year. The remodel added more healthful products in a new atmosphere, products specifically to fill the need created for families by today’s hectic pace of life and, most importantly, new jobs.

The corporation and the local stores contribute to and are involved in a variety of Elk Grove community events with donations of food, product, produce, dairy and gift cards and funding of over \$250,000 to the Elk Grove community including churches, schools and various other charitable events. It is a major sponsor of the annual Harvest Festival and, as part of its participation, allows youth groups to utilize the booth space and take the proceeds from sales. The local store has been active in the Chamber since 2000, and Tom LePage served on the Chamber’s Board of Directors and Marketing Committee. ❖



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Elk Grove Chamber of Commerce
9280 W. Stockton Blvd., #104
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Chamber Mission

To develop, promote and advance the
Elk Grove area business community.

Newsletter Produced by



Support Our Newest Businesses!



Law Office of Stephen T. Hodge
2384 Maritime Dr., Ste. 110
916 **525-9455**



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10044 Bruceville Rd., #130
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