



ELK GROVE'S

FOCUS on Business

The Cornerstone of Business Since 1952

New Employment Laws for 2008 Will Impact Business

As part of its ongoing efforts to keep business members up to date, following is a partial list of new laws that will affect California employers, signed by Governor Schwarzenegger in October included in the October 25, 2007, edition of HRCalifornia Extra produces by the CalChamber. A full list of new laws is at www.hrcalifornia.com.

www.elkgroveca.com

ISSUE: November/December 2007

In This Issue

New Employment Laws for 2008 Will Impact Business

Toppenberg Elected 2008 Superchex President

New Members

Ribbon Cuttings

Special Event

Nov. 24 – Dickens Fire, Holiday Parade of Lights

AB 392 – Urgency Legislation, Military Spouse Leave

Requires employers with 25 or more employees to give qualified employees as many as 10 unpaid days off when their spouse is on leave from military deployment. A qualified employee is one who works for more than 20 hours per week whose spouse is a member of the Armed Forces, National Guard or Reserves who has been deployed during a period of military conflict. The employee must provide the employer with notice within at least two business days of receiving official notice that their spouse will be on leave from deployment that s/he wishes to take leave.

SB 929 – Computer Professional Hourly Rate Lowered

Exempts a computer professional from overtime requirements if the computer professional is primarily engaged in work that is intellectual or creative. This bill could lower the hourly minimum compensation from \$41 to \$36, effective Jan. 1, 2009 (actual amount to be set by Oct. 1 annually by the Department of Industrial Relations).

AB 14 – Civil Rights Act of 2007

The Unruh Civil Rights Act entitles all people in California to full and equal accommodations, advantages, facilities, privileges or services in all business establishments regardless of sex, race, color, religion, ancestry, national origin, disability, medical condition, marital status or sexual orientation. This bill expands these protections in a list of affected classes. For a list of affected classes, CalChamber members can see 'New Laws for 2008.'

SB 869 – Workers' Comp

Authorizes the Labor Commission to systematically identify unlawfully insured employers and prioritize targets for the workers' comp (WC) program in consideration of available resources.

AB 632 – Health Care and Whistleblower Protection

Prohibits a health facility from discriminating or retaliating against any patient, employee, a member of the facility's medical staff, or any other health care worker of the facility because that person has (1) presented a grievance, complaint or report to an entity or agency responsible for accrediting or evaluating the facility or to any other governmental agency; or (2) has initiated, participated or cooperated in an investigation or administrative proceeding related to the quality of care, services or conditions at the facility. An employee who has been discriminated against in employment in violation of this bill shall be entitled to reinstatement, reimbursement for lost wages and work benefits caused by the employer, or to any remedy deemed warranted by the court, as well as lost income and legal costs.

AB 949 – Residential Care Facilities for the Elderly

Licensed residential care facilities for the elderly, before transferring a resident to another facility or independent living arrangement because of a loss of license or change of use

Continued on page 2



Elk Grove Chamber of Commerce
9280 West Stockton Boulevard
Suite 104
Elk Grove, CA 95758
Tel: 916.691.3760
Fax: 916.691.3810
www.elkgroveca.com

Francisco Rodriguez, Chair
Cosumnes River College
(916)691-7321

Jack Williams, Chair Elect
Smog 'N Go, LLC
(916)712-4280

Ken Allred, Vice Chair

Gregg Mason, Past Chair
Jackson Properties, Inc.
(916)381-8113

Todd Vermillion, Treasurer
River City Bank
(916)685-390

Janet Toppenberg, President/CEO
Elk Grove Chamber of Commerce
(916)691-3760

Sheryl Carlson, Director
Parisi Insurance Agency
(916)396-5107

Chris Harris, Director
Elk Grove Ford
(916)478-7000

Lyndon Hawkins, Director
Valley Oak Home Appliance Center
(916)686-8877

Terry Haupt, Director
Frontier
(916)691-5800

Lynda Keylon, Director
Safe Credit Union
(916)971-2840

Paul Krueger, Director
SureWest
(916)746-3330

Nancy McGinnis, Director
Kaiser Permanente
(916)478-5503

Curtis Miller, Director
Georgia Pacific Resins, Inc.
(916)685-3964

Oscar O'Con, Director
Elk Grove Nissan-Infinity
(916)405-5171

Richard Samra, Director
Richard Samra Investments
(916)275-3150

James Sweeney, Director
Sweeney & Greene, LLP
(916)388-5170

New Employment Laws for
2008 Will Impact Business, continued from page 1

of the facility because of eviction by the Department of Social Services, must take all
reasonable steps to transfer safely and minimize possible trauma during relocation. If seven
or more residents are transferred, a plan for closure for the affected residents must be
submitted to the department for review and approval/denial.

AB 1302 – Health Insurance Portability and Accountability Act

Extends the Act's duration to July 1, 2010. Employers should understand and comply with
all HIPAA requirements

More information on new labor laws as well as compliance assistance, visit the CalChamber
service at www.hrcalifornia.com.

Elk Grove Chamber CEO Elected to Head
Northern Region Chamber Association

Elk Grove Chamber President and CEO Janet Toppenberg has been elected to serve
as President for SUPERCHEX in 2008. SUPERCHEX is an association of northern
California chamber executives that provides programs designed to enhance the
professional knowledge and skills of chamber staff.

"Life-long learning is imperative in today's world, and the Chamber profession is
no exception. I'm pleased to be a part of an organization that offers quality educa-

Calendar of Events

November

1 Chamber Trip to China
through the 9th

20 5:30-7:00 p.m. Mixer at
Jenning's Wine Cellar

6 Chamber Trip to China
through the 15th

22 Chamber office closed
for Thanksgiving until
the 23rd

12 Chamber office closed
for Veteran's Day

24 6:00 p.m. Parade of
Lights Holiday Tree
Lighting

13 6:00 p.m. Board of
Directors Meeting

15 12-1:00 p.m. Brown Bag
Education Series

30 10:00 a.m -2:00 p.m.
Economic Development
Forum & Membership
Luncheon at Cosumnes
River College

Calendar of Events

December

9 4:00 p.m. Board of
Directors Meeting

24 Chamber office closed
through January 1st

13 9:00-10:00 a.m. Member
Orientation

New Members

Aguilar Advertising

Jose Aguilar
1511 Corporate Way Suite 200
Sacramento, CA 95831
phone: (916) 428-5100
fax: (916) 428-5146
www.aguilardvertising.com

Eastern Ways Martial Arts

Matt Stroh
9059 Bruceville Road Suite 140
Elk Grove, CA 95758
phone: (916) 683-5006
fax: (916) 683-0558
www.easternways.com

Elk Grove Business Club

Robert Segura
9700 Business Park Dr., Ste. 102
Sacramento, CA 95827
phone: (916) 835-5664
fax: 916-362-7706

Pride Industries

Lisa Cruz
555 Display Way
Sacramento, CA 95838
phone: (916) 813-4359
fax: (916) 649-3854
www.prideindustries.com

Heritage Community Housing Inc.

Cesar Delgado
2000 East 4th Street, Suite 203
Santa Ana, CA 92705
phone: (714) 835-3427
fax: (714) 835-3275

Homestead Security Services, Inc.

Gerrie Kabbaj
9766 Waterman Road,
Suite L3
Elk Grove, CA 95624
phone: (916) 714-9650
fax: (916) 714-4900
www.homesteadsecurity
services.com

Inland Business Systems

Carl Folcik
1500 North Market Boulevard
Sacramento, CA 95834
phone: (916) 928-0770
fax: (916) 928-0889
www.ibs-team.com

Sheldon Acres Child Development Center

Robert DeLisle
10393 Pleasant Grove
School Road
Elk Grove, CA 95624
phone: (916) 686-8344
fax: (916) 686-2232
www.sheltonacres.net

Sheryl Carlson & Associates

Sheryl Carlson
phone: (916) 396-5107
www.sherylcarlson.biz

Subway #26336

Anil Nayyar
2300 Longport Court
Elk Grove, CA 95758
phone: (916) 683-7263
fax: (916) 683-7279

Time Well Spent

Jacqui McManigal
9727 Elk Grove Florin Road,
Suite 160
Elk Grove, CA 95624
phone: (916) 690-2852
www.timewellspent
massage.com

Tri Counties Bank

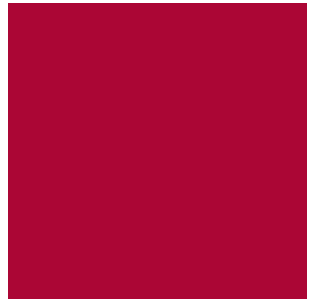
4900 Elk Grove Boulevard
Elk Grove, CA 95757
phone: (916) 478-9102
fax: (916) 478-9104
www.tcbk.com

Wackford Dental

Elsemay Nagy
9045 Bruceville Road,
Suite 160
Elk Grove, CA 95758
phone: (916) 683-3841
www.wackforddental.com

Wireless Toyz

Dean Perez
2733 Elk Grove Blvd., Suite 100
Elk Grove, CA 95758-7155
phone: (916) 691-1800
fax: (916) 691-1822
www.wirelesstoyz.com



Ribbon Cuttings



Elk Grove Chamber of Commerce
9280 West Stockton Boulevard
Suite 104
Elk Grove, CA 95758

PRESTD STD
U.S. POSTAGE
PAID
ELK GROVE, CA
PERMIT NO. 50

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



Premier Partners

