



Fremont

BUSINESS REVIEW

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December 2003

Fremont Festival of the Arts Chosen as Prime Venue for Firefighter's Combat Challenge

The Fremont Festival of the Arts, scheduled for July 31 and August 1, 2004, has been chosen as the prime venue to host the northern California Firefighter's Combat Challenge.

With the large attendance generated by the Festival and the event operation already in place, the Festival seemed like a natural choice, says Gerald Fogel, a Captain and Paramedic with the Fremont Fire Department, who along with John Cerruti a Battalion Commander also with the Fremont Fire Department, first approached the Chamber with the idea of hosting the Challenge. "I was



Firefighters will compete at the Firefighter Challenge during the 2004 Fremont Festival of the Arts. Photo courtesy firefighterchallenge.com

really looking to establish the Challenge as an annual event in northern California and what better place than Fremont," said Fogel.

The Firefighter's Combat Challenge is an intense, spirited competition in which firefighters, wearing full turnout gear, race against the clock and each other on an obstacle course that is dominated by a five story tower. The Challenge is a snapshot of the tasks and evolutions firefighters perform at the scene of a fire. Successful competitors at the Fremont Challenge will

go onto compete in the national Challenge with the possibility of competing in the world wide competition.

"The Firefighter's Combat Challenge is an incredible test of physical and mental toughness pitting professional firefighters against time, their own will and a series of demanding tasks that separates the fire services from other professions," said Willie McDonald, Fire Chief, City of Fremont.

The Challenge has won high accolades for its fidelity to the job and for providing the public with a greater appreciation of the physical demands of firefighting. Unlike sports that exist solely for entertainment value, the Challenge is about performing one of the most dangerous and demanding jobs safer and better.

Adding the Challenge to the Festival brought about a solution the Chamber has been seeking. Art and

—Firefighter Challenge Comes to the Festival, page 7

Employers Should Brace for 2004 UI Tax Hikes

California employers should begin to brace themselves for a severe unemployment insurance (UI) tax hike on their 2004 renewal notices, which are scheduled to appear in employer mailboxes the first week of December.

Indications are that the looming insolvency of the UI Trust Fund will leave California businesses paying the highest average UI tax rates in the nation in 2004 – 4.71 percent on average.

This multibillion-dollar rate increase amounts to a 74 percent rise in just one year, and will translate to an approximately \$136 per employee tax increase for California employers.

"These huge rate increases are the result of a structural imbalance in the fund, caused by steep and ill-advised benefit increases, and overly optimistic forecasting," said Julianne Broyles,

California Chamber director of employee relations and small business. "The unprecedented rate hikes are going to be a tremendous blow for small businesses that have already been hit with workers' compensation, health care and other cost increases."

The UI Trust Fund's insolvency is expected to trigger the first-ever 15 percent emergency solvency surcharge on the state's employers, estimated to cost California businesses \$815 million annually. Coupled with the other tax increases forecast by the EDD, necessary solely to maintain the fund for 2004, employers are facing a nearly \$2.5 billion increase.

The California Chamber continually warned the Davis administration

—Employers: Get Ready for Tax Hikes, page 7

Governor Signs Family Temporary Disability Insurance Law

New Rules Go into Effect on January 1, 2004

On September 23, 2003, California became the first state in the nation to offer wage replacement benefits for employees who take time off from their jobs to care for a new child or a family member with a serious health condition. Governor Gray Davis signed into law SB 1661 (Kuehl), the landmark legislation that implements Family Temporary Disability Insurance (FTDI).

This article outlines common questions surrounding FTDI and its interaction with the federal Family and Medical Leave Act (FMLA), California Family Rights Act (CFRA) and state Pregnancy Disability Leave

(PDL) law.

Six Weeks Paid Leave

Current state and federal family leave laws already allow workers at companies with 50 or more employees to take as much as 12 unpaid weeks off per year to bond with a newborn or adopted child, to care for their own illness or injury, or to care for a seriously ill child, parent or spouse.

The new California legislation creates a Family Tempo-

—Family Temp Disability back page

LESSONS IN LEADERSHIP

How Are You Running Your Business?

by Pat Mayfield

As a business leader, how are you RUNNING your business?

On a warm July Sunday, I got up at 4:30 a.m. to go to Golden Gate Park

to watch my daughter Karen run the San Francisco Marathon. This was her first time to run the San Francisco Marathon and I didn't want to miss seeing her start at 7:00 a.m. at the starting line.

The correlation of running a marathon to the challenges of running a business made an impact on me as I ran (figuratively) all over San Francisco to watch her at different spots throughout the run. OK, so I took Muni from Golden Gate Park to get to Pac Bell Park and then back to see her finish, but I did do a lot of walking!

set measurable goals with timelines...and they share those goals throughout the organization. Have you set realistic goals for your business? How many miles are you going to run? How many miles are you able to run? Use the basic 5 W's and How of journalism to set your goals. Develop *What* and *Why* first, then *Who*, *Where*, *When*, and use *How*, if needed. Simple system of setting goals, but it works.

2. **Preparation.** Great leaders are willing to roll their sleeves up and do what it takes to

—Lessons, page 6



Pat Mayfield
Leadership Fremont
Facilitator

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Our Mission is to promote, support and enhance a positive business environment.

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15 Years of Excellence

The United States Chamber of Commerce has acknowledged the excellence of the Fremont Chamber of Commerce by granting the designation of "Accredited Chamber" Only 12% of all Chambers nationwide have received this honor.

**FIFTEEN
YEARS**



**ACCREDITED
CHAMBER OF COMMERCE**
CHAMBER OF COMMERCE
OF THE UNITED STATES



Cindy Bonior, CEO
Fremont Chamber of Commerce

Message from the CEO

Nothing happens by chance or accident. A loving relationship, happy children, a successful career are all the result of hard work, commitment and personal involvement. That principle also extends to a successful business and a successful community. Successful, thriving communities are full of individuals who are interested and involved in its welfare.

The Fremont Chamber is sensitive to the welfare of the community and the organizations that serve our community. Not only do we, as an organization, work with community organizations, but the staff, as individuals, are also committed to the community serving on a number of boards and committees, volunteering time and talents whenever possible.

In my time with the Chamber, I have met many individuals who share a sense of commitment to the welfare of the community. They give freely of their time to charitable organizations and business organizations, and Fremont is enriched because of it.

Often times I see the same individuals volunteering again and again. Nothing wrong with that; but with the economy fledging and funding for non-profits being cut from many budgets, organizations are required

to become more resourceful and need more help to carry out their missions.

There are so many very important services and organizations that have been left devastated by the budget cuts. Organizations that aid those who are hungry, those who are homeless, those who are victims of abuse and domestic violence, those who are struggling with sickness have been affected. And, with the cold of winter upon us and the holidays dead ahead, the need seems to multiply.

This is where you come in. The holidays are the perfect time to give to the community in which you live and work, and there are so many ways to accomplish this. How about making an agreement with your friends to donate money to a worthy organization instead of exchanging gifts? Place a food or toy collection bin in your company and encourage employees to donate. Offer a discount to customers if they donate to the food or toy collection bin. Volunteer your time and talents to an organization. The web site www.volunteermatch.org matches a volunteer's interests and skills with organizations needing help. And although that is just one resource, I'm sure there are many more out there. And, if it is still within your budget, pull out your checkbook and write a check to an organization that you believe is important to the community. Your support, whether it is through time, money or talent, is greatly needed. A partial list of non-profit organizations is shown below.

May your holidays be filled with love, joy and happiness; and may we each reach out to those in need and spread the goodwill. Happy Holidays!

Afro-American Cultural & Historical Society, Inc.
Phone: (510) 793-8181

Alameda County Community Food Bank
Phone: (510) 834-3663
sbateson@secondharvest.org
www.accfb.org

American Association of University Women
Phone: (510) 856-4813
rognliz@attbi.com

American Cancer Society
Phone: (510) 742-8346
laurie.howe@cancer.org
www.cancer.org

American Red Cross
Phone: (510) 429-3300
wrightba@usa.redcross.org
www.bayarea-redcross.org

Ardenwood Historical Farm
Phone: (510) 796-0199
ardnwood@ebparks.org
www.ebparks.org

Bay Area Community Services
Phone: (510) 613-0320
bacs@pacbell.net
www.bayareacs.org

Baywood Apartments
Phone: (510) 651-1075
mbaywood@lmi.net
www.edenhousing.org

Black Adoption
Phone: (510) 839-3678
family@baprc.org
www.baprc.org

Centerville Lions Club
Phone: (510) 792-2223
tford30@yahoo.com

Child Abuse Prevention Agency (CAPA)
Phone: (510) 657-2272
capa-kids@mindspring.com
www.capa-kids.org

Child Care Links
Phone: (510) 791-9256
www.childcarelinks.org

Child, Family & Community Services, Inc.
Phone: (510) 796-9511
www.cfcisinc.org

Non Profits in the Tri-Cities

—Non-Profits
page 4

**Reasons Why You
May Need An Appraisal**

- Selling • Buying • Refinancing • Dissolutions (Partnership or Marriage)
- Contesting Property Taxes • Probate • Realtor Assistance
- Construction Loans • Relocating

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Referrals Count!

One direct benefit of joining the Fremont Chamber of Commerce is getting referrals. This happens through drop-ins at the Chamber office, phone calls, use of the Membership Directory, through Connection Clubs, and via the web site. Listed below are modest estimations of referrals for the month of October, 2003:

Business Referrals.....	1,668
Connection Clubs.....	253
Web site, click thru.....	317
Web site, email inquiry.....	7
Web site, map search.....	106
Total.....	2,351
Year-to-Date.....	44,448

This total does not tally in Directory referrals, member-to-member referrals and recommendations, or direct contact at mixers and other networking events.

It pays to join the Fremont Chamber of Commerce!

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(510) 793-5683
League of Volunteers
Newark
www lov.org

Message from the Chair

I would like to take this opportunity in my monthly address to announce an exciting addition to the 2004 Festival of the Arts and to make a plea for your support.

The Chamber has formed a partnership with the Fremont Firefighters to explore the possibility of hosting the 2004 Firefighter's Combat Challenge (FCC). The FCC is a skills test for firefighters throughout the nation. Wearing full gear and racing against the clock, firefighters participate in a number of tasks typically performed at the scene of a fire. It provides a prime opportunity to showcase our local firefighters and acknowledge the difficult job they have. Successful competitors in this Challenge will move onto the national challenge and hopefully onto the world challenge.

The City's Permit Committee has reviewed the plans and issued approval of the event along with permission for the use of City property. The Chamber has also contacted NBC11 to act as a media sponsor for the event and expects to have significant coverage for the event.

The Chamber is pleased to host this event for a number of reasons. First, it will add interest and breathe new life into our festival, separating it from others. It will further establish the festival as a family event with a wide variety of entertainment and activities for all. Second, it will attract a new and more diverse audience to the festival. More individuals will be exposed to the festival and take part in the festivities. Third, Chamber members and community merchants will benefit with added business. More people attending the FCC and festival will result in more money being spent during the weekend. More money will be spread through non-profits

with additional monies spent on concessions. In addition, we expect more opportunities for businesses and non-profits as a result of the FCC.

However, the bottom line is, in order for this event to succeed, we need to have a corporate sponsor or sponsors!

As you can imagine, hosting this type of event requires a financial commitment, and in order for the Chamber to proceed, we must have the financial backing. The FCC is a prestigious event known world wide and offers enormous benefits for a corporate sponsor. The FCC sponsor will enjoy exposure at the FCC and exposure at the Festival. With an attendance of 400,000+ expected at the Festival, sponsorship of this event could prove to be an exceptional value for a company's sponsorship dollars. Of course, there are many other benefits that will accompany sponsorship and any interested organizations should contact the Chamber office as we don't expect this opportunity to go unclaimed for very long.

If you are looking for a good way to promote your business by associating with this worthwhile event, please contact Cindy Bonior at the Chamber.

We hope you plan to join us for the 2004 Fremont Festival of the Arts, featuring the Firefighter's Combat Challenge, on July 31 and August 1, 2004.



Tim Tikalsky, Chair
Fremont Chamber of
Commerce

Business Marketplace 2004

THURSDAY, JANUARY 22, 2004

4:30 - 7:00 PM

Fremont Marriott Hotel
46100 Landing Parkway, Fremont

Reserve your exhibitor space now for the best attended trade show in the Tri-Cities. Don't miss this prime opportunity to show your products and services to a targeted group of business professionals and community members. Act now as space is expected to sell out quickly. Visit www.fremontbusiness.com to download a registration form, call Lana Hillary-Windom at 510-795-2244, ext. 100, or email cbonior@fremontbusiness.com.

An Excellent Opportunity to:

- Generate Sales Leads
- Attract New Customers
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- Find New Vendors
- Promote Your Business

Exhibitors Benefits Include:

- Listing in Fremont Business Review
- Listing in Trade Show Program
- Listing on Chamber Web Site
- Hot Link to Your Web Site



December Calendar of Events

1 FCCTV September Show "Meeting the Mark, Helping Employees Achieve Business Goals" Premieres
8:30 p.m., Fremont Cable Channel 29

3 Ambassadors' Club Meeting
7:45 a.m., Chamber Conference Room

Fremont Flowers & Gifts Mixer
5 - 7 pm
36551 Fremont Blvd. Fremont, CA
(510) 797-1136

As Fremont Flowers & Gifts celebrates its 45th year, we embark upon our shop expansion and remodel. Fremont Flowers & Gifts was established in 1959, and since has been the leading retailer of beautiful flowers and houseplants in the tri-city area. It is celebrated as a top 100 FTD member, and the Lorenz family thanks its loyal Fremont clientele for its support in making this achievement a possibility.

4 Gala Planning Committee Meeting
8:30 a.m., Chamber Conference Room

5 Public Forum Series "The Future of Education in Fremont"
Noon - 2 p.m.
Fremont Marriott Hotel, 46100 Landing Parkway, Fremont
\$25 Fremont Chamber and educational community members, \$35 all other individuals. Register at fremontbusiness.com, or contact Lana Hillary-Windom at (510) 795-2244 for more information.

8 Executive Committee Meeting
7:30 a.m., Chamber Conference Room

9 Communications Committee Meeting
9:30 a.m., Chamber Conference Room

10 Connection Club Leaders Meeting
8 a.m., Chamber Conference Room

Leadership Fremont, Class of 2004 Session
8:30 a.m., Fremont Police Dept

Chamber Holiday Mixer
5-7:30 p.m.
39488 Stevenson Blvd. Fremont, CA
(510) 795-2244

Come join the Fremont Chamber of Commerce celebrate the holidays at one of the finest mixers of the year-it's our way of saying thank you to our members. A Toys for Tots barrel will be on hand so that we may spread our good cheer to those less fortunate. All donated gifts must be unwrapped.

12 Board of Directors Meeting
7:30 a.m., Chamber Conference Room

15 December Newsletter Deadline

16 Life Line Screening Health Screening hosted by Fremont Chamber of Commerce
8:30 a.m. - 5 p.m., @ Fremont Chamber Office
A non-invasive painless screening that can identify vascular disease and osteoporosis - valuable information for your personal physician to help you reduce your risk of stroke.

Leadership Fremont Steering Committee
Noon, Chamber Conference Room

17 Government Affairs Committee
7:45 a.m., Chamber Conference Room

23 Communications Committee Meeting
9:30 a.m., Chamber Conference Room

24- Chamber Office Closed
1/4

Welcome, New Members

Aceena Corp.
Benjamin Yee, VP Sales & Marketing
47801 Fremont Blvd.
Fremont, CA 94538
Phone: (510) 490-0100
Fax: (510) 490-0123
ben@aceena.com
www.aceena.com
GPS Solutions

AwesomFit
Regina Larbie
4439 Lagoon Court
Union City, CA 94587
Phone: (510) 429-7223
Fax: (510) 429-7223
awesomfit@earthlink.net
Womens Clothing

Big O Tires
Guido Bertoli, Owner
38623 Fremont Blvd.
Fremont, CA 94536
Phone: (510) 790-2444
gbertoli@bigoo.com
Tires

Egation Communications Inc.
Anthony Adams, CEO/Chairman
39510 Paseo Padre Pkwy, Ste. 330
Fremont, CA 94538
Phone: (510) 742-9288
Fax: (510) 742-9257
anthony@egation.com
www.egation.com
Internet Service Provider

EXP Pharmaceutical Services
Nadine You, V.P. Corporate
Operations
48021 Warm Springs Blvd.
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nyou@expworld.com
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Phone: (510) 793-4323
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bill@hlccpa.com
www.hlccpa.com
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Fremont, CA 94539
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glennntillman@kw.com
Real Estate

Magic Touch
Tan Do, President
37621 Central Cove Court
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Fax: (510) 794-9228
tdo@magic-touch.com
www.magic-touch.com

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Neal Duffy, Principal
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Fremont, CA 94536

Phone: (510) 742-6823
Fax: (510) 796-0711
nduffy@ix.netcom.com
www.nduffydesign.com
Graphic Designers

Plan B Grill & Ale House
Phil Woodman, Manager
37378 Niles Blvd.
Fremont, CA 94536
Phone: (510) 494-1863
Fax: (510) 494-1008
www.plan-b-grille@sbcglobal.net
Restaurants

**Prudential California Realty-Vi
Scott**
Vi Scott, Realtor
46921 Warm Springs Blvd.
Fremont, CA 94539
Phone: (510) 492-4102
Fax: (510) 657-5500
viola.scott@prurealty.com
www.prurealty.com/violascott
Real Estate

Scios
Maureen Lopez, Executive Assistant
6500 Paseo Padre Parkway
Fremont, CA 94555
Phone: (510) 248-2405
Fax: (510) 248-2366
lopez@sciosinc.com
www.sciosinc.com
BioPharmaceutical

Sun Office Furniture
Ahmed Belgaumi, Director
49041 Milmont Drive
Fremont, CA 94538
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Fax: (510) 657-1001
www.officefurnishers.com
Office Furniture & Equipment-
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Talan Chiropractic
Staci Talan, D.C., Chiropractor
39210 State St., Ste. 212
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Phone: (510) 745-7445
Fax: (510) 745-7443
Chiropractic Doctors

Terminex Commercial
Spencer Rice, Pest Control Consultant
32980 Alvarado-Niles Road, Ste. 826
Union City, CA 94587
Phone: (510) 489-8689
Fax: (510) 489-3511
srice@terminex.com
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thepatriot101@gmail.com
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Laura Sharp, CeM
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Fax: (510) 494-9205
laura@wholepicture.com
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Fax: (650) 716-0142
azeem@xcarta.com
www.xcarta.com
Advertising

Non Profits in the Tri Cities —

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Citizens for Better Community
Phone: (510) 790-0865
garretty@atbi.com

**Community Child Care Coordinating Council
of Alameda County**
Phone: (510) 582-2182
tennam@4c-alameda.org
www.4c-alameda.org

Dominican Sisters of Mission San Jose
Phone: (510) 795-2468
dmsjdev@infonline.com
www.msjdominicans.org

East Bay Regional Park District
Phone: (510) 795-4863
www.ebparcs.org

East Bay Small Bus. Development Center
Phone: (510) 893-4114

Falun Dafa
Phone: (510) 209-5846
angelabuyya@hotmail.com

Fremont Art Association
Phone: (510) 792-0905
Toody@msn.com
www.hypersurf.com/~faa

Fremont Education Foundation
Phone: (510) 659-2561
nmooore@earthlink.net
www.fremont-education.org

—Non-Profits
next page



Dr. Michael
Nichols

Sound Advice for Healthy Living

Ask Dr. Michael

Dear Dr. Michael:

I have always heard that chiropractic can be good for ear infections. Is this true and if so how?

An ear infection, or otitis media, is definitely one of the many conditions that people associate with chiropractic care. I think first we should be crystal clear by restating what I always say in this column: chiropractic's goal is the location and removal of interferences to the proper function of the nerve system. The effect that chiropractic has on so many conditions is a by-product of a nerve system functioning better. With that said, let's look at otitis media.

Otitis media is an inflammation of the inner ear caused by a back up of fluid. Otitis media is a very commonly seen condition in the general childhood population and the most common treatments are antibiotics and the insertion of tubes to drain the fluid. It is a very well documented fact that the use of antibiotics has little to no effect on the outcome of otitis media and the use of tubes to drain the fluid is a risky procedure that should best be left as an extreme measure. Thank-

fully there are better ways to go about helping your child. A comparative study between the children of 200 medical doctors and 200 chiropractors showed a 69% otitis media free response in the 'chiropractic' children versus a 20% response in the 'medical' children.¹ So what was the difference? The 'chiropractic' children were adjusted! Another study done in 1996 showed that 93% of all episodes of otitis media treated with chiropractic care improved and 75% of those in 10 days or fewer!² It should be noted that chiropractic is a drugless profession. In other words...your children will be drug free!

So the next question asked was, how? Well without getting too technical: There is a muscle that controls the drainage of your ears. This muscle has a nerve that controls its actions. This nerve originates from the neck. If there is a misalignment in the cervical vertebra (bones of the neck) it can cause interference to the proper transmission of signals to this muscle. Chiropractors can apply a small, gentle amount of force to the precise location of interference to allow the nerve system to function optimally. Chiropractors are the only profession prop-

erly trained to correct these misalignments.

1 A comparative study of the health status of children raised under the health care models of chiropractic and allopathic medicine. J Chiro Res 1989; 5:101-3

2 Ear infection: a retrospective study examining improvement from chiropractic care and analyzing for influencing factors. J Manipulative Physio Ther 1996;19(3):169-77

Dr. Michael Nichols, a Fremont chiropractor and a guest writer for this column, has worked for over 15 years as a certified personal trainer, nutritional counselor and massage therapist. He received his B.S. degree in Kinesiology (exercise science) with a minor in nutrition from the University of Houston. Dr. Nichols graduated with his doctorate in chiropractic from Cleveland Chiropractic College of Los Angeles. Dr. Nichols is also a Fellow of the International Chiropractic Pediatric Association. To submit questions or comments please contact Dr. Michael at NicholsChiro@aol.com. For more information on these topics, visit my website at www.NicholsFamilyChiropractic.com.

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Union Sanitary District
Wellex Corp.

10+ Years

Karen Giannotti, DDS
Healthguard I.P.A. Medical
Assoc., Inc.
Multiple Access CA. Corp.
Residence Inn by Marriott-Fremont
Tri-Cities Waste Management
Wells Fargo Bank - Warm Springs

5+ Years

Acme Security Systems
Alborada Apartments
Robert H. Avon, CPA
Diamond Software Solutions
Alfred S. Ding, DDS, MS
Family Service of the Tri-Cities
Marquee Pest Control
Ohlone Photo & Digital
Outback Steak House
Realty Experts-Lu Jayo
Tri-City Glass
Troy Van Sloten CPA &
Associates, PC
Western Financial Bank

2+ Years

Afro-American Cultural & Historical
Society, Inc -Tri-City Area
Alliance Selected Benefits
Group, Inc.
American Cancer Society
Ardenwood Historical Farm
Benton in Fremont
BisSilv Rentals
Bombay Garden
The Club at Mission Hills
Crawford Suites
First Source Unlimited
Fremont Art Association
Harmon M. Shragge & Co.
MitraJobs.Com
Navnidh International
REI
State Farm Insurance
Michael Rizzo

1 Year

Casa Arroyo Apartments
FedEx
Fortune Law Group
JZM Int'l Marketing
Mehran Restaurant & Catering
Mission Opera Theater
Hema Patel, DDS
Pre-Paid Legal Services, Inc
Wilson/Graham
State Farm Insurance
Gene Daniels

Congratulations to all our members who have reached these milestones



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Sundays: 4 pm - 9 pm



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Lunch M-F: 11:30 am - 2:30 pm
Dinner: 5-10 pm (M-F & Sun)
5 pm - 12 am (Sat)
Sun. Brunch: 10 am - 2 pm



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Saturdays, dinner only
4:30 pm - 9:30 pm



40645 Fremont Bl, #23, Fmt
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Fri-Sat: 11:30 am - 9:30 pm
Sun: 1 pm - 8 pm



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Fri & Sat 11 am - 10 pm

Connection Clubs

Meeting Dates, Times, Places

Open only to Chamber members. Six groups meet at a variety of times and days of the week to exchange leads and assist members in growing their business. Fremont Chamber's Connection Clubs are so successful that they have now served as the model for similar "Leads-Generating" groups in Chambers all over the state.

Purpose: The Chamber's Connection Club is a "business to business" referral program, designed to give maximum support and opportunity to Chamber members who understand the value of networking and doing business with people they know and trust. No duplications of business types allowed. Each club may only have one representative of any given profession or specialty.

To visit a Connection Club, please call the Chair or Vice Chair to reserve your space.

Tuesday Noon (start at 11:45 a.m.)
Red Lobster
39401 Fremont Blvd, Fremont
Chair: Becky Carleton, 510-581-8113
Vice Chair: Stephanie Pavis, 510-790-2066
tuesdayconnectionclub.com

Thursdays 7:30 a.m.
The Depot Cafe
37260 Fremont Blvd, Fremont
Chair: Todd Cannon, 510-651-8854
Vice: Matt Dickstein, 510-796-9144

2nd & 4th Thursdays 12 Noon
Original Pancake House
39222 Fremont Blvd, Fremont
Chair: Don Datanagan, 510-791-3200
Vice: OPEN

1st & 3rd Thursdays 12 Noon "Referrals"
El Torito
39550 Paseo Padre Parkway, Fremont
Chair: Harriett Whitney, 510-793-7405
Vice Chair: Anna Jacoby, 510-490-0379

Fridays Women In Business, 7:30 a.m.
Best Western Garden Court Inn
5400 Mowry Avenue, Fremont
Chair: Edie Parson, 510-651-4675
Vice: Vicki Kriner, 510-441-7387
fremontwib.com

Friday AM Connection Club, 7:15 a.m.
The Depot Cafe, Fremont
37260 Fremont Blvd, Fremont
Chair: Daniel Kisner, 510-791-5790
Vice: Kelley Rao, 510-252-0448
fridayconnections.com

Before visiting a club, call Chairperson to confirm place & time.

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Member Benefits

Fremont Chamber Greetings

It's been quite some time since newcomers to Fremont received a formal welcome to our community. The Fremont Chamber offers a sincere and hearty welcome to new businesses and residents through its Fremont Chamber Greetings program. Currently sponsored by BFI and Fremont Flowers, the Chamber Greeting bag is chock full of useful information to help newcomers become acquainted with community services and businesses and is distributed through title companies, apartment management offices, Chamber staff and Chamber Ambassadors, City offices and the Chamber office. For a nominal fee, Chamber members can be a part of this warm Fremont welcome by placing promotional items, business information, coupons, gifts or samples in the bag. Be among the first to welcome new residents and businesses to our community, contact KK Kaneshiro at (510) 795-2244, ext. 101 or email kkkaneshiro@fremontbusiness.com.

Non-Profits— from page 4

Fremont Elks Lodge
Phone: (510) 797-2121
elk2121@aol.com
www.elks.org

Fremont Farmers Market
Phone: (415) 456-3276
marincofarmers@aol.com

Fremont Fire Fighters, Local 1689
Phone: (510) 376-8730
fremontfirefighters.org

Fremont Symphony Orchestra
Phone: (510) 794-1659
info@fremontsymphony.org
www.fremontsymphony.org

Furry Friends Rescue
Phone: (510) 794-4703
emily@furryfriendsrescue.org
www.furryfriendsrescue.org

HERS Breast Cancer Foundation
Phone: (510) 790-1911
tricia@bralady.com
www.hersfund.org

Indo-American Community Federation
Phone: (510) 589-3702
jeevanzushi@aol.com

Kiwanis Club of Fremont
Phone: (650) 852-5133
charleskoehler@atbi.com
kiwanisfremont.org/home/

League of Volunteers (LOV)
Phone: (510) 793-5683
LOV@coordinet.com
www.LOV.org

LIFE ElderCare
Phone: (510) 494-4582
curran@ci.fremont.ca.us
www.lifeeldercare.org

Mediation Services
Phone: (510) 733-4940
tjwaldia@mediationservices.org
www.mediationservices.org

Music for Minors II
Phone: (510) 733-1189
czilli@aol.com
www.musicforminors2.dotplanet.com

National Assoc. for the Self Employed
Phone: (510) 773-5053
hal.hattori@nase.org
www.naseweb.com/halhattori.htm

Niles Main Street Association
Phone: (510) 742-9868
info@niles.org
www.niles.org

Niles Merchants Association
Phone: (510) 792-8023

Northern California Cancer Center
Phone: (510) 991-4478
ashapiro@nccc.org
www.nccc.org

One Child
Phone: (510) 668-1479
dadlowe@atbi.com
www.onechildca.org

Pacific Grove Supportive Housing
Phone: (510) 668-1159

Redwood Lodge
Phone: (510) 657-6231

Rides for Bay Area Commuters
Phone: (510) 273-2064
jstiasny@rides.org
www.rides.org

Rotary Club of Fremont Sunrise
Phone: (510) 490-3834

Sequoia Manor
Phone: (510) 770-1378
msequoia@ml.net

Serra Residential Center
Phone: (510) 608-3900

Shelter Against Violent Environments
Phone: (510) 574-2250
dvshelter@aol.com
www.save-dv.org

Sisters of the Holy Family
Phone: (510) 624-4581
jpessagno@aol.com
www.holyfamilysisters.com

Society of Afghan Professionals
Phone: (510) 401-3284
zfakiri@sipex.com
www.sapweb.org



KK Kaneshiro, host of FCCTV

FCCTV

Fremont Chamber of Commerce Spotlights Members with Weekly Television Broadcast

Meeting the Mark

Helping Employees Achieve Business Goals

It's not uncommon for business owners and managers to get so caught up in the day to day operations of their business that they lose sight of their goals and become side tracked. Periodic review of a goals helps a business stay on track, establish priorities and stay headed for success. KK Kaneshiro, Director of Member Services and host of the Fremont Chamber of Commerce television show (FCCTV) interviews two guests who share insights into strategies for achieving success through goal-setting. "Meeting the Mark - Helping Employees Achieve Business Goals" December's FCCTV segment features Veronica Calzada from Vero's Facilities and Maintenance Services explains how she has achieved her goals through involving her team in her vision. Juan Carlos Medina from the Courtyard by Marriott discusses the importance of consistency in tracking your business goals and celebrating each milestone to assure success.



FCCTV SHOW SCHEDULE

Fremont - Channel 29	Mondays 8:30 p.m.
Fremont - Channel 26	Mondays 6:30 p.m. Sundays 6:30 p.m.
Newark - Channel 26	Fridays 5:00 p.m.
Union City - Channel 15	Thursdays 10 p.m. Saturdays 3:30 p.m. Sundays 8:30 p.m.
Hayward, San Lorenzo, San Leandro and Castro Valley - Channel 28	Thursdays 10 p.m. Saturdays 3:30 p.m. Sundays 8:30 p.m.

UPCOMING FCCTV SEGMENTS

January 2004 -

Being Prepared - Common causes for fire at work and home, Police: common thefts, Computer hacking

Would you like to be a guest? Call KK at 510-795-2244, ext. 101

Member News

Annual Kid's Free Holiday Party & Bingo

LOV (League of Volunteers) is hosting its annual Kid's Free Holiday Party & Bingo at the LOV Community Service Center on Saturday, December 13, 2003 at noon from children 17 and under. Santa will be there with treats and the snack bar will be open. For more information, contact LOV at (510) 793-5683.

Bank of Walnut Creek Declares Cash Dividend

BWC Financial Corp. announced that its Board of Directors has declared a quarterly cash dividend of \$.06 per share to be distributed on or about November 18, 2003, to shareholders of record as of November 10, 2003. BWC Corp. is the holding company for Bank of Walnut Creek and BWC Mortgage Services.

LOV Hosts Annual Pops Concerts

Annual Holiday benefiting Toys for Tots will be presented by LOV on Sunday, December 14, 2003 at 2:00 p.m. The event will be held at the LOV Community Service Center and will feature the Ohlone Wind Orchestra under the direction of Tony Clement. Admission is a new, unwrapped toy. Christmas art and photography will also be on display. Doors open at 1:00 p.m. There will be complimentary intermission refreshments. For more information, contact LOV at (510) 793-5683.

Kwanzaa Celebration

The Afro-American Cultural & Histori-

cal Society will be hosting a Kwanzaa Celebration on Sunday, December 28, 2003 from 3 pm - 6 pm. at the Centerville Community Center, 3355 Country Dr., Fremont. Bring family, friends and neighbors to enjoy the entertainment, share the seven principles of Kwanzaa, honor elders, give zawadi to children and present ancestral libations. For more information, call (510) 489-0689 or (510) 793-8181.

Soroptimist Presents "Flashback to the Sixties"

Soroptimist International of Fremont proudly presents its annual fundraising event, "Flashback to the Sixties" on January 20, 2004 from 6:30 p.m. till whenever. The event will be held at LOV Newark, 35244 Newark Blvd., Newark. For more information, contact Debbie Durham (510) 494-0829 or Colleen Ganaye (510) 557-7025. Soroptimist International is a women's business service organization raising money to support community events, local and international.

Mattson Technology Secures Follow-On 300 MM Strip Orders

Mattson Technology, Inc. recently announced that it has received multi-million dollar follow-on orders from a major Taiwanese foundry for several 300 mm Aspen III ICP Strip and Aspen III Highlands systems. These mark the latest in a string of orders for Mattson Technology's advanced processing systems in Taiwan. The 300 mm strip systems, some of which have already been shipped, will be used for front-

end-of-line (FEOL) and back-end-of-line (BEOL) advanced low-k/copper cleaning applications for 130 nm and 90 nm production of DRAM and logic devices.

Na Mamo O Ke Anuenue A Kamakani Places Second in Competition

For the second consecutive year, Na Mamo O Ke Anuenue A Kamakani placed second in the la'Oe E Ka La Hula Competition, Wahine/Kane Auana category using the song "Hene Hene Kou Aka." Congratulations on your hard work.

Joli's Gift Baskets Offer Holiday Discount for Chamber Members

Joli's Gift Baskets is offering a 15% discount exclusively to Chamber members. The discount can be used by visiting www.jolisgiftbasket.com and using code fcc1104. The discount is good until December 7, 2003. For more information, contact Jose at (510) 894-0764.

Alameda County Community Food Bank and eBay Ring in the Season

The Alameda County Community Food Bank and eBay recently launched eBay's first-ever Secret Santa Gift Exchange holiday promotion. By visiting www.ebay.com/2ndharvest, eBay visitors are able to purchase \$25 gift baskets and \$50 Santa bags that can feed entire families. The funds donated through the program will benefit the America's Second Harvest affiliate in the giver's area.



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Fremont Chamber of Commerce
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2. Abdominal Aortic Aneurysm Screening - \$95
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3. Peripheral Arterial Disease Screening - \$65
Screen arteries in the lower extremities for blockage.
4. Cholesterol Screening for Men and Women - \$45
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8880 Midwest Avenue, Suite 110
 San Leandro, CA 94688 [Web Site: www.lifelinescreening.com](http://www.lifelinescreening.com)

SCORE NEWS

Import & Export Business Workshop

The East Bay Chapter of SCORE (Service Corps of Retired Executives) is presenting a one-day workshop "Export & Import for Profit" on Saturday, December 13, 2003 at the Fremont Chamber of Commerce, 39488 Stevenson Place, Fremont. The workshop will include the basics of import business, how to successfully export, financing international business and the role of the freight forwarder and customs broker. Registration begins at 8:30 a.m. and the session ends at 1:30 p.m. Advance registration is \$40, at-door registration is \$50. For more

information or to register call (510) 273-6611 or visit www.eastbayscore.org.

Volunteer to Help Small Business Succeed and Grow

Ready to retire from your day job but still want to contribute to the new business economy? Are you a working business professional who wants to volunteer your expertise to help small business succeed?

SCORE may be just the opportunity you are looking for to share your business knowledge and experience. Help emerging business succeed and stay active in the local and national small business marketplace.

The SCORE Association is the pre-

miere small business counseling and advice organization in the United States. SCORE is a nonprofit, charitable organization composed of 11,500 volunteer business mentors both working and retired who counsel businesses from nearly 400 counseling offices throughout the country. Why not explore this unique opportunity to give something back to your business community.

For more information on SCORE services or becoming a SCORE counselor, contact SCORE-East Bay Chapter 506 at (510) 795-2244 or visit www.eastbayscore.org.

Lessons —

from page 1

lead their companies. Many new (and old) businesses start without a lot of preparation. They simply don't do the homework. One of the main reasons businesses don't make it, is that they are not prepared for downturns in the market and the economy. Their assumptions are based on limited or incorrect information. As you're preparing for the New Year, take time to research, envision and embrace the reality that it takes time to build and maintain a business and a good reputation, just as it takes time to prepare and train for a marathon.

3. Tracking. Great leaders keep a close watch on the scorecard. Because Karen knew her average time per mile, I knew what time to be where. If companies want to arrive at a certain level at a certain time, they must also know their productivity rate. Accurate projections require historical performance rates. For example, at a minimum in sales, one must know many sales calls it takes to close one sale, what the average sale is, and daily, weekly, monthly and quarterly sales results. There is nothing like a scorecard to keep you and your company on track. Great leaders are always willing to face and react to the bad news just as much as they are to the good news.

4. Tenacity. One of the traits of great leaders is the ability to

keep going on during the tough times. All runners dread "Hitting the Wall"—the moment you have depleted your reserves. Most runners know which mile will be the "hitting the wall" mile. Unfortunately, in business we don't have that luxury. When a business hits the wall, it may even be a surprise or unexpected. Many businesses do hit the wall from time to time and it's the reaction and tenacity that makes the difference in success. Some companies fold, while others search for creative ways to resolve setbacks, work longer, harder and smarter to make sure they reach the finish line. Not quitting is critical!

5. Cheerleading. Leaders and managers of all types of companies who understand the importance of cheerleading will have a higher success rate. Cheerleading include incentives and recognition, as well as the daily or occasional acknowledgement of effort. Non-verbal hugs go a long way to encourage the recipients. Karen tells me that it's the cheering of the spectators that really helps to energize her race...especially when she's close to hitting the wall. Leaders that are able and willing to cheer their employees on to the finish line will reap the benefits of being a caring leader.

Pat Mayfield is the president of Pat Mayfield Consulting, LLC, a sales and marketing consulting company and the facilitator for Leadership Fremont 2004. Contact Pat at pat@patmayfield.com.

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Employers: Get Ready for Tax Hikes—

from page 1

that the huge benefit increases passed by the Legislature and signed into law in 2001, if enacted without any cost-saving reforms, would bankrupt the UI Trust Fund.

In 2001, the maximum weekly benefit was \$230; that amount skyrocketed to \$330 in 2002. California's UI system currently pays close to half a million unemployed Californians up to \$370 a week, an amount scheduled to increase in January to a maximum of \$410 week, and in 2005 to \$450 a week.

"Against strong opposition from the employer community, the Legislature in 2001 passed a \$100 per week UI benefit increase in just one year. That increase essentially broke the fund's bank. The lack of cost saving reforms has further contributed to the

fund spiraling into insolvency," said Broyles. "The UI Trust Fund has a long and expensive road back to solvency, and the same employers who so adamantly warned against these benefit increases are the ones now being looked at to foot the bill."

In 2001 the UI Trust Fund had over \$6 billion in reserves. In August 2003 the EDD forecast that by year-end UI Fund balance would contain less than \$210 million. Even worse, the fund is projected to plummet to nearly \$1.2 billion in the red in 2004, even after collecting nearly \$2.5 billion in new taxes from California employers.

The UI Trust Fund became insolvent as of the last week of October 2003. The EDD has been forced to apply to the federal Department of Labor for a nearly \$1.2 billion bailout

for the first time in the state's history. This loan would be to generate needed revenue over and above the nearly \$2.5 billion in tax increases paid by California employers.

The California Chamber is advocating immediate action on legislation that temporarily freezes rates and benefit increases at 2003 levels to allow the UI Trust Fund to build up a minimum level of reserves before the 2004 and 2005 benefit increases are allowed to go into place. If enacted before the year's end, legislation delaying the 2004 and 2005 benefit increases could save the fund more than \$300 million per year.

The California Chamber also has sponsored reform legislation to streamline the UI program and help restore the UI Trust Fund to solvency.

These cost-saving reforms include, but are not limited to:

- Addressing the slippage in eligibility requirements, such as instituting a required length of time on the job before the worker qualifies for benefits and adjusting the minimum amount of earnings necessary to qualify for benefits;

- Reforming eligibility requirements that have not been updated in over two decades; and

- Addressing the over \$250 million per year in fraudulent claims paid out by the EDD, along with other systemic cost-saving reforms.

"The Legislature must act immediately to pass legislation that addresses the UI Trust Fund's bankruptcy crisis, and promote an agenda that stimulates the economy, and puts

Californians back to work," said Broyles. "Unfortunately, the reality is that regardless of any further action taken by the administration or the Legislature this year, California employers must be prepared to pay the nearly \$2.5 billion in UI tax increases that are all-but-inevitable for 2004."

New UI premium rates that include the 15 percent emergency solvency surcharge and a multibillion-dollar tax increase are expected to be sent to employers in early December. First-quarter UI taxes are due to the EDD in April 2004.

Reprinted with permission by the California Chamber of Commerce. For more information, contact Gordon Goolsby, (510) 795-2244 x110, email goolsby@fremontbusiness.com

Firefighter Challenge Comes to the Festival—

from page 1

wine events are plentiful in the bay area and the Challenge is just what the Chamber has been looking for to differentiate the Fremont Festival while adding to the Festival's longevity. "We have to keep changing," said David O'Hara, Festival Chair, "and the Firefighter's Combat Challenge promises to be a positive and exciting addition. It will enhance the experience and certainly add another dimension to the Festival."

The Fremont Festival of the Arts draws nearly 400,000 festival-goers over the two-day event and has earned the prestigious title of the largest free street-festival in California. Although the exposure of the festival, its promotional value, and the built-in audience seemed to make it the perfect venue, a number of concerns cropped up and some challenges needed to be addressed before moving forward.

"I have to admit, I was a little hesitant during my first meeting with Gerry and John," said Cindy Bonior, President and CEO of the Fremont Chamber of Commerce. "After all, the

festival is so large, our staff and committee resources are limited, and the thought of taking on another event in conjunction with the festival was a little overwhelming. But, they spoke with such passion and excitement that I knew I just couldn't say no without listening to the whole story. As they talked, it became clear that the Challenge could offer so many opportunities for our community, far beyond the Challenge's original intent. I knew it was something we couldn't pass up."

Among the initial concerns was the location of the Challenge. With space at the festival going at a premium coupled with the Challenge's logisti-

cal requirements, it seemed as if a road block had been thrown up. After careful consideration, the Chamber staff, with the help of Fogel and Cerruti, identified the vacant lot on State Street as a viable location for the event. Armed with a revised layout for the 2004 Festival, the Chamber staff approached the special event permit committee of the City and gained support for the Challenge. "We are very pleased to have their support for this project," said Bonior. Almost immediately, they went to work helping us identify solutions and walking us through paperwork."

Even with many of the obstacles removed, there is still one hurdle left, and it's a big one. "Money," said Bonior, "We need a sponsor in order to host the Challenge. As you can imagine, hosting an event like this can be expensive, even with many of the event logistics in place, and unfortunately, we are not in a position to shoulder the expense."

But, according to Bonior, being too concerned at this point would be premature.

"This is an incredible advertising and promotional opportunity for any company," said Bonior. "The ability to reach the large audience it will draw and the potential for huge media exposure, companies look for these kinds of prestigious events to present themselves. We have plenty of feelers out and I'm sure it's just a matter of time before some savvy marketing person recognizes the potential of sponsoring the Challenge."

"We're very hopeful the Chamber will find a sponsor," said Fogel, "the Firefighters Combat Challenge promises to be an important event for Fremont. Of course it will be a fun and exciting event, but more importantly, it will deepen the community's appreciation for the physical demands placed upon firefighters and give the community the chance to speak with firefighter's to learn more about their jobs."

Anyone interested in learning more about the sponsorship opportunities for the Firefighter's Combat Challenge may contact Cindy Bonior at the Fremont Chamber of Commerce (510) 795-2244, ext. 106.



Firefighters will rescue 175-lb "victim" in one part of the challenge.

2004 Labor Law Products Available at Chamber

As 2003 comes to an end, it is important for employers to prepare for labor law changes coming in 2004. One way to do so is to order your employer poster, California Labor Law Digest or Human Resources Essentials kit through the Fremont Chamber of Commerce.

All employers are required to post the 2004 California Employer Poster. For only \$25, the Fremont Chamber of Commerce will send you the poster and checklist to ensure the poster is displayed according to the law.

The 2004 California Labor Law Digest is a two volume guide that is easy to understand in today's busy work environment. It provides employers with the information needed to comply with state and federal regulations and includes forms and checklists to make compliance easy. For only \$179, employers will receive the guide plus one copy of the labor law poster in English.

Finally, there is the California Human Resources Essentials kit. This kit, for \$199, is designed for companies with less than 99 employees and includes 10 folders covering important labor laws, required notices you need to provide employees and one copy of the labor law poster in English.

For more information or to place an order contact Lana Hillary-Windom at (510) 795-2244 x100 or lhillary-windom@fremontbusiness.com

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Family Temp Disability —

from page 1

ary Disability Insurance program within the State Disability Insurance (SDI) program. The new law provides workers at companies of any size partial reimbursement of their pay for up to six weeks during any 12-month period.

The law does not create a new right to a leave of absence. Like SDI, the law merely provides pay for time an employee is off work for a covered reason. Employers not covered by state and federal family leave laws may continue to provide leaves under any policies they have voluntarily adopted, with FTDI providing wage replacement benefits during those leaves.

Weekly Cap Is \$728

The FTDI program provides that workers will be reimbursed 55 percent of their base wage for up to six weeks in any 12-month period. The amount, which is tax free, will be capped at \$728 a week. Like SDI, there is a seven-day waiting period each time the employee uses the benefits.

At the first claim for benefits filed in any 12-month period, employers can first require the use of up to two weeks of unused vacation time. One week of used vacation counts as the waiting period.

Someone who is entitled to leave under FMLA/CFRA must use FTDI benefits concurrent with the FMLA/CFRA leave.

Law Applies to All Businesses

This new legislation applies to all employers currently covered by the SDI program. Thus, an employer with only one employee who is covered by SDI also will be covered by the FTDI program.

The law imposes no limit on how many employees can take paid time off at the same time. State and local government employees, who contribute to a different plan than SDI, are exempted from the new law. For instance, employees of the California State University system are not covered by the new legislation because they do not contribute to SDI.

When Must Employers Hold a Job?

Employees at companies with more than 50 employees are covered by FMLA and CFRA and will be eligible for the state's six-week paid leave benefits, plus the remaining six weeks of unpaid leave under federal law (for a total of 12 weeks in a 12-month period). These employees cannot lose their jobs for taking family leave.

Employees at companies with fewer than 50 employees who are not covered by FMLA/CFRA will be eligible only for the state's six-week paid benefits under the FTDI program. Businesses with fewer than 50 employees are not required to hold a job open for a worker receiving FTDI benefits. (However, see reference to kin care.)

The Pregnancy Disability Leave (PDL) law also provides entitlements to leave and reinstatement.

No Length of Service Requirement

There is no length of service requirement under the new law. Unlike FMLA/CFRA, FTDI does not require employees to work at least 12 months

or 1,250 hours before becoming eligible for benefits.

Thus, an employee who has been with the company for one day is eligible. Such an employee has no reinstatement rights unless they are provided by company policy or some other law such as FMLA/CFRA, FEHA, kin care, or the Americans with Disabilities Act (ADA). However, there is a one-week waiting period before the worker can apply for the benefits (similar to the unemployment insurance program.)

New Law Effective 2004

Employers should be aware, and inform their employees, that the new law does not go into effect until January 1, 2004. On this date, employees will see an increase in the amount they pay to the SDI fund, including both the new FTDI tax and an increased SDI tax.

Benefits will be paid under the FTDI program for qualifying absences beginning on or after July 1, 2004.

State to Develop Notification Form

The law requires the state to develop a notice outlining the FTDI program and provide it to employers by January 1, 2004. The notice must be distributed to new employees hired on or after January 1, 2004 and to each employee leaving work on or after July 1, 2004 for a qualifying reason, such as pregnancy, non-occupational illness or injury, or the need to provide care for a sick or injured family member or bond with a new child.

The Employment Development Department also is required to develop medical certification forms.

Provides Pay for a Covered Reason

The new legislation does not create a new right to a leave of absence. Like SDI, it provides pay for time an employee is off work for a covered reason.

Under existing law, employees who are covered by federal or state family and medical leave laws (such as the FMLA or the CFRA and California's pregnancy disability leave law) still must comply with those laws in terms of granting time off, continuing benefits and preserving job rights. See the chart on page 5 comparing the features of family and medical leave and pregnancy disability leave laws with FTDI benefits.

Also, under existing law, any employer with a policy that authorizes employee sick leave must permit half the sick leave that would be accrued during the year to attend to the illness of a child, parent, spouse or domestic partner of the employee. This is commonly called the kin care law. FTDI could be accessed by the employee during this time period.

Employers not covered by these mandatory leave laws, but who still have their own sick or medical leave policies and employers who have policies, providing leaves more extensive than those required by law should continue to provide leaves of absence in keeping with their internal policies. While on such voluntary leaves for covered reasons, employees will benefit from FTDI payments.

Benefits for Domestic Partners

FTDI provides benefits when an employee is required to care for a domestic partner or child of a domestic partner. FMLA and CFRA do not provide leave rights for such a purpose. The employee would not be able to use FMLA/CFRA to care for a child of a domestic partner unless the employee is the parent or is adopting the child of the domestic partner.

However, if company policy provides sick leave, FTDI will provide benefits to care for a domestic partner during time used under the kin care law.

Requires Proper Documentation

Employers must be more vigilant than ever in requiring proper documentation for employee absences.

Also be aware that the Family Temporary Disability Insurance program requires medical certification for absences and provides that it is unlawful to present a false statement in support of a benefit claim.

How Family Temporary Disability Insurance Compares to Current Law

SB 1661, signed by Governor Davis on September 23, creates Family Temporary Disability Insurance (FTDI). See chart at right. This chart compares the features of family and medical leave and pregnancy disability leave laws with FTDI benefits.

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	FMLA, CFRA, PDL	FTDI (eff. Jan 1, 2004)
Employer coverage	(current state/fed law) FMLA/CFRA-50+ employees PDL - 5 + employees	New state law One of more employee
Employee eligibility	FMLA/CFRA - worked for 12 months, 1250 hours/12 mo PDL - Immediate for a period of actual disability	Immediately upon employment
Duration	FMLA/CFRA -12 weeks in a period (unpaid) PDL - Periods of actual disability, up to 4 mos.	6 weeks in a 12 month period.
Reason for Leave	FMLA/CFRA - Bonding with newborn child; child placed by adoption/foster care; care of child, parent spouse with serious health condition. PDL- Disability due to pregnancy or pregnancy related problems.	Birth of a child; placement of a child by adoption/foster care; serious health condition of child, spouse, domestic partner, or parent.
Requirement for Medical Cert	Yes - Employer may require medical certification.	Yes.
Vacation Pay During Leave	Employer may require employee to use accrued vacation for reasons other than pregnancy disability.	Employer may require the employee to take up to two of paid vacation before becoming eligible for benefits.
Reinstatement rights. Rights	The employer must reinstate employee to the job held prior to the need for leave.	Creates no reinstatement rights.
Continuation	Employees are entitled to the same level of benefits as if they were still on the payroll.	No benefit continuation.
Relationship to Current Leave Laws	FMLA/CFRA - run concurrently unless employee is disabled by pregnancy For pregnancy disability, PDL runs concurrently with FMLA.	Runs concurrently with FMLA/CFRA/PDL for those who are eligible.

Fighting the Southern California Fires Fremont Fire Department Answers Call to Action

by Willie McDonald
Fremont Fire Chief

The involvement of the Fremont Fire Department began on Saturday morning, October 25th. An engine company with a 3-person crew was sent to Southern California as a part of a 5 engine "Strike Team." Four additional engines came from other Alameda County Fire Departments. We also sent a Strike Team Leader (Mark Neveau) and an Assistant Strike Team Leader (Chris Huntze) who provided direction for all 5 engines. They were assigned to the Verdale Fire in L.A. County, and then re-assigned on October 27th to the Piru Fire in Ventura County (Northwest of Lake Piru near Fillmore) to protect structures in areas threatened and thought to be in the path of the main fire. This Strike Team was ultimately assigned to a 3rd incident, the Old Fire, in San Bernardino County. All Strike Team members were relieved after 7 straight days of assignments and then the Team was released back to Alameda County

on November 2nd.

On Sunday October 26th, Fremont Fire Department sent out a smaller wildland type engine with a 3-person crew as a part of a 5 wildland engine Alameda County Strike Team. We sent another Strike Team Leader (Rich Dickinson) and an Assistant Strike Team Leader (Jim Martin). The Team

eliminate the fuel so the fire will go out). This Team was in the same area as the firefighter from Novato who was killed. The Team stayed with their equipment until released, returning to Fremont on November 2nd.

A third 3-person engine crew was sent to the Cedar Fire in San Diego County on October 29th. They remained in the initial assignment until released on November 2nd.

Captain Doug McKelvey was requested and dispatched as a member of an Overhead Command Team on 10/29. He was one of the Incident Safety Officers and was assigned to the Cedar Fire.

In all, 19 Fremont Firefighters participated in one or more of the Southern California fires in the past two weeks. All returned safely and uninjured and all did excellent work in their respective assignments in behalf of the City of Fremont.

"All returned safely and uninjured and all did excellent work in their respective assignments..."
—Fire Chief Willie McDonald

arrived in San Diego County on October 27th at about 1:00 a.m. and was assigned to the Cedar Fire in San Diego County near Cedar Creek and Boulder Creek Road. This Team was involved in very heavy firefighting and was primarily deployed to assist the effort in setting "backfires" (purposely set fires ahead of the ensuing fire to