



# The Update

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## President's Message

I am excited to begin the 2007 term as President of the San Bruno Chamber of Commerce. I have been an active member of the San Bruno Chamber for many years and I look forward to building on the accomplishments of my predecessors! What a team we have going forward! The Executive Board is full of active concerned members that are all on the same page! We want our Chamber to grow and be the "shiny penny" of the peninsula chambers!

**President's Challenge!** I want to see this Chamber grow and be recognized as a Chamber that counts! I challenge each of you to bring in 4 new members! I have a fantastic prize to award to the business or individual that brings in the most businesses. How does a weekend get away sound? Well, think along those lines for a prize! Our Installation and Awards Dinner will be held in January of 2008. How would you like to be the grand prize winner? Can you bring in new businesses to be a part of an outstanding and growing community?

I would like to see the San Bruno Chamber grow in membership and become an even more active organization in the community we all work and live in! We have an exciting year planned and I hope you will join me in becoming an active participant in our programs! Together, we can help bring our community and the Chamber to the forefront of the Peninsula Chamber community!

I hope to meet you at a mixer or other event in 2007.

Regards,

Danna Stephens  
President, San Bruno Chamber of Commerce

## Events

Wednesday February 14th 1:00pm  
***Skyline College Ribbon Cutting***  
New and Renovated Buildings

Thursday February 22th  
***SBC Executive Board Meeting***

Thurs. March 15th 11:00am-3:00pm  
***Blood Drive***  
FNB of Northern California  
Free Dream Dinner Gift Certificates

Thursday March 29th  
***Butterfly Restaurant Mixer***

Saturday March 31st 9:00-11:00am  
***Pancake Breakfast***  
San Bruno City Park  
Easter Egg Hunt to Follow

Thursday April 26th 4:00-8:00pm  
San Bruno Chamber of Commerce  
***Showcase of Businesses***  
The Shops at Tanforan

## Executive Director Message



2007 has begun and it's hard to believe we're already in February (where did it go?). We have been busy planning out the year and are very excited about all the programs we are working on!

We just supported the City of San Bruno in their annual "Polar Bear Plunge" on January 20<sup>th</sup>. Jake Folan (son of our Office Manager, Christine) and Ken Ibarra (Board Member) were among the brave souls that took the 55 degree plunge! Congratulations on surviving the cold and participating in a fun event!

We are searching for VOLUNTEERS - if you would like to get involved in the Chamber, network with some incredible members and have fun too, please check out the volunteer opportunities on the last page of this newsletter.

Congratulations to our very own President, Danna Stephens! Danna started with First National Bank in October, 2004 and was placed at their Millbrae/San Bruno Branch as an Assistant Vice President, Branch Manager. Danna was just promoted to Vice President of the Millbrae/San Bruno Branch! Congratulations Danna! Way to go!

Laura Baughman  
Executive Director, San Bruno Chamber of Commerce  
[laura@sanbrunochamber.com](mailto:laura@sanbrunochamber.com)

## Executive Board

Executive Director  
**Laura Baughman**

President  
**Danna Stephens**  
*First National Bank of Northern California*

Vice Chair/CFO  
**Scott Buschman**  
*Scott Buschman Photography*

Vice Chair/Communications  
**Lisa Teglia**  
*Lisa Teglia Graphic Consulting*

Past President  
**Tammy Del Bene**  
*San Bruno Garbage Company*

## Board of Directors

2005-2007  
**Reena Carvallo**  
*Wells Fargo*

2006-2008  
**Karin Cunningham**  
*Prudential California Realty*

2005-2007  
**Emile Hons**  
*The Shops at Tanforan*

2006-2007  
**Ken Ibarra**  
*Ibarra & Associates*

2006-2008  
**Christine Maley-Grubl**  
*Peninsula Traffic Congestion Relief Alliance*

2006-2008  
**Shawn Mohler**  
*BJ's Restaurant & Brewhouse*

## City of San Bruno Liaison

**Terry Jackson**  
*Director of Library Services*

## Stay a Step Ahead of Colds and Flu

By Debbie Mendes, Kaiser Permanente

With winter comes coughing, sneezing, and a stuffy nose. And during this time of year, the number of sick days from employees tends to increase. It's common for people to catch a cold, and others may get hit with the flu. To help avoid the misery altogether, here are simple things you and your employees can do to stay healthy:

Get a flu shot. It's especially important for those 50 and older, children 6 months to 5 years old, or those with a chronic condition.

Wash your hands often.

Cough or sneeze into a tissue or your upper sleeve.

Avoid touching your eyes, nose or mouth.

Eat well and exercise to keep your immune system strong.

Reduce stress and get plenty of rest.

If you or someone you know gets a cold or the flu, here are a few tips for relieving the symptoms:



**For general relief:** Get extra rest and drink warm liquids.

**For aches and fever:** Take acetaminophen (Tylenol) or ibuprofen (Advil, Motrin).

**For a stuffy or runny nose:** Use saline nose drops, breathe warm, moist air from a steamy shower, and take a decongestant for up to three days.

**For coughing:** Use cough drops or cough syrup and drink lots of fluids.

**For a sore throat:** Gargle with warm salt water or (if older than 6) suck on lozenges, ice chips, or sugar-free hard candies.

You'll have to let your cold or flu run its course (usually about 10 days). Since colds and the flu are caused by viruses, antibiotics won't work because they only fight bacteria. Plus, if you take antibiotics when you don't need them, they may not work as well when you do need them.

For more information, visit [kp.org/colds](http://kp.org/colds).

Source: *Partners in Health*, Kaiser Permanente, Winter 2006.

## Members in the News



**LA PETITE BALEEN INC.**  
swim schools • half moon bay • san bruno

### La Petite Baleen wins industry honors!

La Petite Baleen Swim Schools Inc., with schools in Half Moon Bay and San Bruno, was recognized at the October United States Swim School Association conference in San Diego.

The school's owners, John and Irene Kolbisen, 35-year Coastsiders and former Cabrillo Unified School District teachers, were inducted into the USSSA's Hall of Fame. The association honors individuals who have at least 20 years experience and have made exceptional contributions to the swim school profession, according to a release.

For more of this story, click on or type the URL below:

<http://hmbreview.com/articles/2006/11/16/news/business/story2.txt>

**Mission Statement** The mission of the San Bruno Chamber of Commerce is to promote and enhance the economic growth and vitality of San Bruno businesses and the community.

# Chamber Events

## Dream Dinners Grand Opening and Ribbon Cutting



**Dream Dinners**  
*photo on the left*  
Christine Folan, Frank Wong,  
Jim Ruane, Karen Liu,  
Ken Ibarra, Carol Bonner,  
Marc Liu, John Leland.  
*Upper Right*  
Lisa Teglia, Christine Folan  
and Reena Carvallo



**Trilogy Golf Classic**  
*Photo on the far left*  
Danny Noland, Dave Thomas,  
Bob Marshall Jr. and  
Padaer McGlothlin  
*middle photo* Dan Voreyer,  
Tammy Del Bene and  
Gino Gasparini

## San Bruno Chamber Holiday Party at First National Bank of Northern California



*photo above* Al Ramos and Donavon Dilworth, *middle photo* Danna Stephens  
*right photo* Ed Cruz, Dan Strazzullo and Jim Black





## Governor Unveils Health Care Reform Plan

Governor Arnold Schwarzenegger recently released his proposal to reform

California's health care system with a goal of providing health care coverage for all Californians.

The California Chamber of Commerce reports the Governor said he wants to reduce hidden taxes, lower costs, support better care and create a healthier California through three core components:

**Prevention, health promotion and wellness;** "Healthy Action Incentives/Rewards" programs will be implemented in both the public and private sectors to promote healthy lifestyles. All health plans and insurers would be required to offer health benefit packages that include an incentive program.

**Coverage for all Californians;** Employers with 10 or more workers who do not provide coverage will pay an "in-lieu fee" – or payroll tax – of 4 percent of their payroll, that will go toward the cost of employees' health coverage. All Californians will be required to have health care coverage that is extensive enough to protect families against catastrophic costs. Insurers would be prohibited from denying insurance to any person who seeks it.

**Affordability and cost containment;** Health plans (HMOs), insurers and hospitals will be required to spend 85 percent of every premium dollar on patient care, therefore allocating 15 percent for administrative costs. Individuals may make pre-tax contributions to health care insurance health savings accounts, thus aligning state tax laws with federal tax laws. The proposal also will require

employers to establish "Section 125" plans so that employees can make tax-sheltered contributions to health insurance

### What is the CalChamber saying about the Governor's proposal?

California Chamber of Commerce President Allan Zarembeg released a statement the day Governor Arnold Schwarzenegger outlined his health care reform proposal that generally supported the initiative, but outlined a few concerns.

They are:

**1.) Resources:** Zarembeg said that the new costs mandated by this plan may outstrip anticipated resources. One funding mechanism for the increased coverage – the employer tax and mandated employee contribution – is tied to payroll. What effect will a new 4 percent payroll tax have on employers in California?

**2.) Purchasing coverage:** He outlined concern on what the proposal may mean for those who purchase health care coverage today. Will the new tax on health care providers be passed on to employers and employees who currently purchase health care coverage, thereby reducing affordability and access?

"The California Chamber of Commerce shares Governor Schwarzenegger's goals of increased access to and affordability of health care coverage," Zarembeg said. "The CalChamber will conduct a comprehensive analysis of the reform proposal to examine its effects on the goals of increased affordability and access and on the state's economic competitiveness. "

## Unsolicited Mail "Junk Mail" Hurts Your Business and the Environment

Unsolicited junk mail is a waste. It's a waste of natural resources and for businesses it's a waste of money. Your business can take action to stop this waste, both in the amount of unsolicited mail you receive and send.

### Stop the unsolicited mail from coming to your business.

With the **Stop Junk Mail Kit** your business can substantially reduce the amount of unsolicited mail received—which can save staff time spent handling this unwanted mail. Your business will be doing its part to reduce junk mail's burden on our natural resources.



*Over 100 million trees and over 28 billion gallons of water are used to produce one year's worth of this country's junk mail. And if you're concerned about global warming, those 100 million trees would be sufficient to offset the greenhouse gasses released by every personal vehicle registered in San Francisco—three times over!*

If you are a company that sends out direct marketing pieces, you might find it interesting to know that according to the Consumer Research Institute in New York, **"forty-four percent of unsolicited mail is being thrown away unopened and unread."** To make sure your direct mail is not part of that 44%, contact the Direct Marketing Association and make sure the people on your mailing list have not asked to be taken off direct mail lists. Also, give recipients an easy way to contact you and request to be taken off your list. It will save you money and natural resources.

You can take action to stop this waste and help fight global warming. It's much easier than you think. Simply request your **FREE Stop Junk Mail Kit** online at [www.RecycleWorks.org](http://www.RecycleWorks.org) or call 888-442-2666 for more information.

Join the other Bay Area cities, counties and businesses that are working together with the Bay Area Recycling Outreach Coalition (BayROC), to save our national resources. Order your **Stop Junk Mail Kit** today!

**To learn more about recycling and waste reduction at your business, call San Bruno Garbage Company at 650-583-8536.**

2007 - 2008  
Chamber Directory  
is coming



**Christine Folan**

It is with great sadness I tell you that Christine Folan has given her notice. Her last day will be on February 16<sup>th</sup>. Christine started with the Chamber a year and a half ago and has made fast friends with all of the Board and our Members - She will be missed by us all!

The good news is that Christine will be going to work for Mercy High School, a job she has coveted for quite some time. Christine is very excited about beginning a new "career" and her sons are excited she'll be working at an all girls' school!

I know each of you join me in wishing her the best of luck - she has promised to join us for an occasional mixer or two so hopefully, we'll still be able to see that smile and listen to her quick wit!

We are actively looking for a replacement for Christine (9:00 a.m. - 2:00 p.m. five days a week) so if you know someone that would fit in well with the Chamber, please have them fax their resume to 650-588-6473 or e-mail it to [Laura@sanbrunochamber.com](mailto:Laura@sanbrunochamber.com).

Thank you.

**Membership Matters**  
*Welcome New Members*

**Kids Cuts & Kicks**

Jonathan Arnold  
446 San Mateo Avenue  
San Bruno, CA 94066  
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Fx: 650-873-5435  
kidscutsandkicks@hotmail.com  
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San Bruno, CA 94066  
Ph: 650-871-1666  
Fx: 650-871-7666  
www.technicsauto.com  
Auto Body Shop

**IZZY Construction**

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San Bruno, CA 94066  
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Fx: 650-869-6132  
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General Contractor

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Home Loans

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501 San Mateo Ave.  
San Bruno, CA 94066  
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San Bruno, CA 94066  
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www.archstonesanbruno.com  
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Cold Stone Creamery  
County of San Mateo Peninsula Works  
BJ's Restaurant & Brewhouse

## Business to Business

### ADVANCE AT YOUR OWN RISK:

#### How to structure commission advances so they can be lawfully charged back in California

By Robert S. Nelson, Esq.

Nelson Law Group

Score another victory for California employers in the ongoing battle over whether they can charge back advances against future commissions. In the recent case of *Koehl v. Verio, Inc.*, a California appellate court reaffirmed employers' right to charge back commission advances, and provided helpful guidelines about the circumstances under which charge-backs will be upheld. Employers with commissioned employees often advance some portion of commissions soon after sale bookings, on the understanding that the advances can later be "charged back" if customers don't eventually pay for their orders. If not done right, however, charge-backs can violate California's strict rules against wage deductions. If the amounts being charged back were already earned and vested, they are considered to be wages and cannot lawfully be deducted without violating California law. If, however, the amounts were not yet been fully earned, then they will not be considered wages and can be lawfully charged back. *Koehl* explained when commission advances will and will not be considered wages. Most important is that employers have clear, written pay plans specifying that any monies paid prior to customer payment are *advances against commissions* that can be subject to charge-back. It is also important that pay plans explain *the exact terms and conditions of charge-backs* (e.g., orders returned after a month are subject to a 100 percent charge-back, orders returned after two months are subject to a 50 percent charge-back, etc.), and that they require employees to perform ongoing work up to the point of customer payment, which illustrates that employees have to do something other than simply booking orders to earn their commissions.

Robert S. Nelson is the founder of the Nelson Law Group, a San Bruno, California based law firm specializing in labor and employment matters. He regularly drafts employment agreements and pay plans for commissioned employees. He can be reached at (650) 794-2760, or [rnelson@nelsonlawgroup.net](mailto:rnelson@nelsonlawgroup.net).

## Police Watch

Congratulations goes to our new San Bruno Police Chief!

Captain Neil Telford was sworn in on December 18th taking over for Chief Lee Violett, who retired earlier this year after 34 years of service. Telford was chosen from 23 candidates following a state-wide recruitment that began last August.



Please join me in welcoming Chief Telford to his new position! We look forward to working with him and the City of San Bruno Police Department in our Business Watch program.

## 3rd Annual San Bruno Chamber of Commerce

### *Showcase of Businesses*

Thursday April 26, 2007

4:00 - 8:00 pm

The Shops at Tanforan  
1150 El Camino Real  
San Bruno

[Click to see details](#)

**Meg Roces Finones**  
Investment Representative

**Edward Jones**

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San Bruno, CA 94066  
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## Advertise your Business In the Bimonthly Update Newsletter

### Business Card Size AD

1 issue \$20.00

2 Issues \$35.00

3 Issues \$50.00

### Flyers - 1 Issue

\$50.00 Mail & Scan Flyer

(Please Provided 250 Copies, when mailing)

\$25.00 - Scan only for E-Update

\$20.00 - Mailing Labels sent to you for your own mailing.

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### San Bruno Chamber of Commerce

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*Shop Dine and Play in San Bruno*

## Volunteer Opportunities

**Membership Drive - February and March.** Emile Hons, Karin Cunningham and Jamie Fong - We are working on the postcard announcing the drive now. We need to set up kick-off locations - maybe Extreme Pizza, Fridays or Butterfly Restaurant! How about your business? Call if you are interested in hosting the kick-off event.

**Pancake Breakfast @ San Bruno Park - March 31<sup>st</sup>**.... Artichoke Joes does the cooking and the Chamber provides table service and decorations. We need to have people work the event! The breakfast is followed by an Easter Egg Hunt put on by the City of San Bruno.

**Business Showcase @ Tanforan Mall - April 26<sup>th</sup>**: Currently on this committee are Scott Buschman, Karin Cunningham and Lisa Teglia.

**San Bruno School Centennial - June 1-3<sup>rd</sup>**: We will be teaming up with the School Centennial Committee, Lions Club and Rotary to plan an event for this weekend. This will be a fun community event to be involved in! Sign up now!!!

**4<sup>th</sup> Annual Autumn Fest - October 6<sup>th</sup>** - Need a Chairperson and volunteers! Last year's event was a huge success - we don't want to lose the momentum, it will be bigger and better this year!

**2<sup>nd</sup> Annual Trilogy Golf Classic - October 15, 2007**: Laura is on the committee - need more folks for this fun event that we co-sponsor with San Bruno Rotary and the San Bruno Lions Club. This year's venue is the Crystal Springs Golf Course - a beautiful setting and great golf!

**Cultural and Arts Committee** - We will be joining this city program to offer an "International Taste of San Bruno" evening on San Mateo Avenue. Emile Hons is representing the Cultural Arts Committee and would love to work with anyone interested in pulling the restaurants together for this fun evening! With all of the wonderful ethnic restaurants we have here in San Bruno - this would be an evening to remember for all! A great opportunity to taste all the different cuisines!

**Downtown Business Watch Committee** - Tammy Del Bene, Karin Cunningham and Ken Ibarra are all on this committee. They will be working with the City of San Bruno on the Redevelopment Façade Program and a Business Watch.

**Larry Mobley Memorial Fund** - Tammy Del Bene, Shelly Hausman, Pam Robertson and Danna Stephens are serving on this committee with Mrs. Mobley. The raffle money will go toward this Fund for the year. We made over \$200 from our Christmas raffle - a good start.

**Lecture Series** - We would like to plan a Lecture Series for 2007 - Breakfast meetings scheduled with speakers **one morning in March, April, May, September, and October.** If your business has a Speaker or Outreach Program to present to other members and be a part of starting something exciting and worthwhile, please consider signing up for this project! Examples; Financial Management, Insurance Policies, Public Speaking, Networking Tips....etc.

**Mixers** - Mixers will be held every **4<sup>th</sup> Thursday of every month.** Currently on this committee are Karin Cunningham, Karen Sumner and Reena Carvallo .

**S.C.O.R.E.** - Service Corps of Retired Executives - will be setting up appointments here in the San Bruno Chamber offices (618 San Mateo Drive) on the **4<sup>th</sup> Tuesday of each month.** Please call 588-0180 for an appointment. Appointments will be one hour long between 11:00 -2:00 p.m. SCORE is the premiere, free business counseling and advice service found in the United States! They counsel entrepreneurs in the formation, growth and success of the nation's small business community!