



# The Update

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August 2006

## Executive Board

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

Vice President  
**Scott Buschman**  
Scott Buschman  
Photography

**Lisa Teglia**  
Lisa Teglia Graphic  
Consulting

## 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

2006-2008  
**Danna Stephens**  
First National Bank of  
Northern California

## City of San Bruno Liaison

**Terry Jackson**  
Director of Library Services

## 2006 San Bruno Chamber Installation Luncheon and State of the City Address



The SBCC welcomed nearly 60 people to the Installation Luncheon and State of the City Address, which was held at the Terrace Café on June 29th.

**Mayor Larry Franzella** provided guests with an update on San Bruno's Economic Development and an optimistic view of San Bruno's future, which includes a new 21-screen Century Cinema, 1,000 new housing units at the Crossings, 24 new homes on the Skycrest Shopping Center site and 16 new town homes at Glenview Terrace.

**Mayor Franzella** also performed the swearing in ceremony for the Board of Director's. New to this year's Board are **Shawn Mohler**, BJ's Brewhouse & Restaurant and **Ken Ibarra**, Ibarra and Associates, who was appointed post installation. Returning to the Board for another term is **Danna Stephens**, First National Bank of Northern California, **Karin Cunningham**, Prudential California Realty, and **Christine Maley-Grubl**, Peninsula Traffic Congestion Relief Alliance.



The Chamber held a special presentation of the **Larry Mobley Scholarship Fund**, in honor of former Executive Director and Chamber President, **Larry Mobley**. Larry's widow, **Carol Mobley**, was on hand to accept a commemorative plaque from Interim President, **Tammy Del Bene**, **Shelly Hausman** of Skyline College and **Pam Robertson**, of the San Bruno Park School District, who serve on the Larry Mobley Scholarship Fund Steering Committee. The Scholarship Fund will benefit special needs children in our community.



**Tammy Del Bene** closed the event by thanking the members and community leaders who supported the Chamber during her year as President. She also asked everyone to continue their support of the Chamber, through participation, sponsorship, volunteerism and communication, noting that each of these will make a difference.

Many thanks to the generous sponsors of this year's event: **Costa's Office Supply**, **Pacific Gas & Electric**, **San Bruno Auto Center** and **San Bruno Garbage Company**. A special thank you to our host, **Michael Brogdon** of the **Terrace Café**, for sponsoring the wine and **Sloat Garden Center** for loaning us the beautiful table centerpieces. And of course, thank you to the Chamber's own **Christine Folan**, who did an outstanding job of organizing the event!



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## President's Message

She's baaack! That's right...it's me, your President. Here to serve the San Bruno Chamber of Commerce on an interim basis, as we begin our new fiscal year.



One of my key tasks as President is to hire an Executive Director. Someone to represent our Members in the community, providing the leadership necessary to continue the programs and services that we have come to expect from the San Bruno Chamber of Commerce.

In order to achieve this goal of hiring an Executive Director, we need the support of our Members. Through your participation and sponsorship in Chamber events, such as the 3rd Annual Autumn Fest in October '06, we can take our Chamber to a new level.

Enclosed in this newsletter is an Autumn Fest Sponsorship Form. Please show your support of the Chamber and help make this event a success! Return your Sponsorship Form today!

On behalf of the SBCC Board of Directors, we wish you great success in your business. If there is something that the SBCC can do to help your business grow, please let us know. We welcome your comments and suggestions.

Regards,

Tammy Del Bene  
Interim President  
San Bruno Chamber of Commerce

**ALONE WE CAN DO SO LITTLE; TOGETHER  
WE CAN DO SO MUCH.**

*Helen Keller*

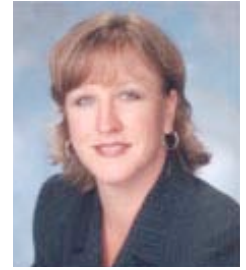
### **Larry Mobley Scholarship Fund**

This scholarship fund will benefit special needs children in our community

Donation forms are available on the chamber website at [www.sanbrunochamber.com](http://www.sanbrunochamber.com)

## Business Profile

### **Karin Cunningham Prudential California Realty**



Karin Cunningham started her career in real estate in the Spring of 1998. She moved to San Bruno in 1999 where she bought her first piece of property, a studio at Shelter Creek!

Finding real estate a suitable career right from the start, Karin has helped hundreds of people buy and sell homes in the Bay Area from Sacramento to San Jose. Though her primary focus is the peninsula, affordability takes her and her clients farther away to purchase their first homes or investments. A typical weekend for Karin would be to show homes in Richmond on a Saturday and hold an open house in San Bruno on Sunday.

Karin enjoys the interchangeable jobs associated with real estate: Helping someone research, find and purchase a home they love and helping someone market and promote a home they wish to sell.

Karin's patience, market knowledge, and negotiating skills make her business successful. Her involvement as a director at the San Bruno Chamber of Commerce and being a wife and mother add great flavor to the mix!

## **2006 Autumn Fest is Coming! Saturday, October 7th**

Family Fun

Live Music

Pumpkin Patch

Food



**San Bruno City Park  
10 a.m. to 4 p.m.  
San Bruno City Park**

For more information contact the Chamber  
(650) 588-0180 or [www.sanbrunochamber.com](http://www.sanbrunochamber.com)

## Avoiding Employee Lawsuits

**MANY SMALL-BUSINESS OWNERS** relish the informal workplace, where rules are bendable, office politics are nil, and staff members are treated like family. Corporate America be damned, right?

Not exactly. When it comes to managing employees, many business owners take too lax of an approach, failing to educate their work force on harassment or discrimination policies and forgetting to document performance problems. Unfortunately, that "one-big-happy-family" attitude — so common in small businesses — can turn out to be highly dysfunctional.

Small-business owners often unwittingly violate federal and state employment laws, because they don't have in-house counsel or even a human-resources department to advise them on best practices. The results can be disastrous, says Jennifer L. Goldberg, a labor and employment lawyer with Thelen Reid & Priest in Los Angeles.

"The risks for small-business owners are so great, because one lawsuit can make such a huge dent in your overall financial picture," she says. While small-business owners like to eschew corporate rigidity, "you still have to deal with a certain amount of sophistication, with having some written policies, following posting laws, and taking necessary steps to prevent anything from blowing up."

Here are some ways small-business owners can protect themselves throughout an employee's lifecycle, from hiring to termination:

### **Don't hire the walking lawsuit**

Be savvy enough to read between the lines of someone's well-crafted resume, says Goldberg. Ask previous employers if the person is eligible for re-hire, and make sure you check references. Have a formal in-house application on hand that the employee completes and signs. Background and credit checks are also a good idea, though you must have written authorization from the potential employee.

### **Make sure employees are classified properly**

Employees must be labeled "exempt" or "nonexempt" under federal labor laws. Employees are exempt from overtime based on their duties and salaries; the general hallmark is the ability to work with a certain amount of discretion. Categories include executive, professional and administrative. Nonexempt employees, on the other hand, receive hourly wages, which means they are eligible for overtime and provided meal and rest breaks. For more information, check the Department of Labor's web site.

### **Maintain a clear discrimination policy**

This means outlining clearly what constitutes unlawful harassment or discrimination based on age, gender, race, religion or disability. Have the policy in writing, and make sure employees receive and sign a copy when they are hired. Display the policy on workplace bulletin boards or the company's intranet.

### **Address problems when they arise**

Have a procedure for handling employee complaints. Train supervisors and managers on responding to unacceptable behavior. And be proactive, as there's an obligation on the part of the employer. You can be sued for failing to prevent harassment, for instance.

### **Implement an evaluation process**

Do performance reviews — and make sure they are honest. A big mistake made by small-business managers working in a close environment is patting someone on the back for hard — but insufficient — work. "It's what we call the 'halo effect,'" says Keith Rosenblatt, a lawyer specializing in employment litigation with Littler Mendelson in Newark, N.J. "They sugarcoat bad performance. They don't want to hurt employees' feelings."

### **Document, document, document**

Whether it's unacceptable workplace behavior or extended absences or poor performance, keep a written record. "Do so keeping in mind that those documents could be Exhibit A to a jury," says Goldberg. It's harder to prove that an employee was warned or disciplined if there's no documentation. Remember the saying: If it's not in writing, it didn't happen.

### **Be careful when handling a termination**

Take a step back, especially if the reason for firing an employee is bad performance. Make sure you've put the employee on notice, and given them an opportunity to improve. "The big message I give to small-business clients is: The employee who is more surprised by his termination is more likely to sue," says Gansle, of Wilson Sonsini. "So clear warnings that your conduct is putting you at risk of losing your job are key."

By Colleen DeBaise Smart Money

## Membership Matters

### Welcome New Members

James Hong Animation  
for Education  
Andy Ching  
22 Linden Ave #4  
San Bruno, CA 94066  
650-766-3081  
www.jameshong.com

Creative Memories  
Consultant  
Felicia Neirby  
831-566-9176  
fneirby@hotmail.com

Terrace Café  
Michael Brogdon  
1100 El Camino Real  
Millbrae, CA 94030  
650-742-5588  
650-742-5587  
www.elranchoinn.com

California Kids Jump  
Franklin & Carla Vives  
125 De Soto Way  
San Bruno, CA 94066  
800-543-7675  
www.californiakidsjump.com

T.G.I.Friday's  
Valerie Hannah  
1250 Grundy Lane  
San Bruno, CA 94066  
650-952-8443  
www.fridays.com

### Renewing Members

#### 10 or More Years of Membership

Denise's Coin Laundry  
Mr. Wire  
Nor-Cal Instant Sign Center

#### 5 or More Years of Membership

Law Offices of David Butler, Jr.  
Crestmoor Auto Center  
Electrical Concepts  
Joseph Kelly Insurance  
Larry's Plumbing  
San Bruno Auto Center  
Skyline College  
Calvary Cross Church of the Highlands  
San Bruno Investment Co., Inc.

#### 1 to 5 Years of Membership

California Dive Center  
Grand Leader Market  
Tom & Jack's Auto Service & Repair  
American Links Logistics International, Inc.  
John's Bayhill Café & Catering  
Howard Johnson Express Inn

**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.

**Meg Rocas Finones**  
Investment Representative

**Edward Jones**

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## Upcoming Events

September 6th - November 15

North San Mateo County  
LEADERSHIP 2006

September 11th

Blood Drive  
1st National Bank Parking lot  
11:00 a.m. - 3:00 p.m.

September 11th

West Coast Cafe Mixer  
5:00 p.m. - 7:00 p.m.

September 28th

San Mateo Business Expo and Mega Mixer 2006  
See flyer insert for details

Saturday, October 7th

3rd Annual Autumn Fest  
San Bruno City Park  
10:00 a.m. - 4:00 p.m.



**Scott Buschman**  
Photographer

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www.buschmanphoto.com



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