



Wheaton & Kensington Chamber of Commerce

2401 Blueridge Avenue, Suite 101
Wheaton, Maryland 20902
phone: 301-949-0080
e-mail: wkchamber@wkchamber.org
www.facebook.com/WheatonKensingtonCC

.the voice

March–April 2016

www.wkchamber.org

Villages of Kensington – A Network of Neighbors Helping Neighbors

There is a growing national (and international) Village movement that offers services and social/educational activities. A new group called Villages of Kensington (VoK) plans to offer these services to Kensington residents of all ages who live within the 20895 zip code (although others living just outside may also be deemed eligible to join by their Board of Directors).



VoK logo from www.VillagesofKensingtonMD.org

The mission of VoK is to build a supportive, diverse, and intergenerational network of neighbors helping neighbors to remain in their homes and to be actively engaged in their community. National studies have shown that Villages bring multiple benefits to their members and especially to their volunteers.

The entire community benefits and persons living alone are no longer socially isolated and thus less vulnerable to the kinds of physical and mental health problems associated with loneliness and helplessness.

VoK is working to establish many mutually beneficial relationships with community social and health organizations, and also with local businesses which may benefit from increased marketing opportunities. VoK's will post positive endorsements on their website and bi-monthly online newsletter to show support from businesses.

For more information visit website
www.VillagesofKensingtonMD.org
Facebook.com/KensingtonVillages

Or contact Suzanne Bowler, Ph.D. at 301-946-0990
Vice President and Board Member, Villages of Kensington
10106 East Bexhill Drive, Kensington, MD 20895
SuzanneBowler@verizon.net

Understanding the County's New Paid Sick Leave Regulations

The new county requirements for earned sick leave are designed to permit an employee to miss work due to the employee's illness or the illness of an immediate family member, without risking the loss of employment.



Mixer photos courtesy of Vicky Surtles

How will employers be affected by the new paid sick leave Bill No. 60-14? Who are the eligible employees, and what conditions apply? The speakers at the Chamber's Breakfast Mixer on February 17 answered those questions, and more. [This event was rescheduled from January, due to snowzilla.]



The event was held in the clubroom at new member Glen Haven Apartments, 1200 McMahan Road, Wheaton, MD 20902 (301-649-9700). Glen Haven sponsored and catered the breakfast; Community Manager Antoinette Newton took care of all the arrangements, along with Theresa Green, the Community Liaison.

Continued on page 2

Wheaton & Kensington Chamber of Commerce

Executive Committee

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301-942-2323

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240-777-8101

Administrator & Newsletter Editor

Vicky Surles 301-949-0080

Feb. 17 Breakfast – the New Paid Sick Leave Regulations

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The speakers had been directly involved in forming the legislation:

☉ James Stowe directs the Office that is responsible for enforcement (Office of Human Rights and Civil Liberties Commission).

☉ Bob Drummer is a Senior Legislative Attorney for the Montgomery County Council who helped amend the County Code: Chapter 27, Human Rights and Civil Liberties (Sections 27-7 and 27-8) to add: Article XIII, Earned Sick and Safe Leave.

☉ Tiffany Releford, a Partner at Whiteford, Taylor & Preston, (did not attend due to an ice-related traffic accident) focuses her practice on labor and employment law, and has a background in human resources.



Mixer photos courtesy of Vicky Surles



View Bill No. 60-14 at https://www.montgomerycountymd.gov/COUNCIL/Resources/Files/bill/2014/20150623_60-14.pdf

View the County Code website: American Legal Publishing – Online Library at: http://library.amlegal.com/nxt/gateway.dll?f=templates&fn=default.htm&vid=amlegal:montgomeryco_md_mc.

Look for “Chapter 27: Human Rights and Civil Liberties – Regulations” to see the new sections.

BOB DRUMMER PREPARED A HANDOUT WITH ANSWERS TO RELEVANT QUESTIONS:

1. What is earned sick and safe leave?

Earned sick and safe leave means paid leave away from work that is provided by an employer and can be used for the purposes described in the law. Earned sick and safe leave includes paid time off that can be used by the employee for any purpose.

2. What can earned sick and safe leave be used for?

An employee may use earned sick and safe leave:

- (1) to care for or treat the employee’s mental or physical illness, injury, or condition;
- (2) to obtain preventive medical care for the employee or the employee’s family member;
- (3) to care for a family member with a mental or physical illness, injury, or condition;
- (4) if the employer’s place of business has closed by order of a public official due to a public health emergency;
- (5) if the school or child care center for the employee’s family member is closed by order of a public official due to a public health emergency;

THANK YOU TO OUR NEW MEMBERS!

Realtors

Go Brent Team, Keller Williams
Deborah Gerald
7801 Woodmont Avenue
Bethesda, MD 20814
301-873-0422
Debbie@GoBrentTeam.com
www.GoBrentTeam.com

Schools

**Ana G. Méndez University
System, Capital Area Campus**
Melissa A. Rivera Pabón
11006 Veirs Mill Road
Wheaton, MD 20902
301-949-2224
merivera@suagm.edu
www.suagm.edu/capitalareacampus

THANK YOU TO THESE MEMBER RENEWALS!

Arts Organizations

InterAct Story Theatre
Ali Oliver-Krueger
301-879-9305
ali@interactstory.com
www.InteractStory.com

Automotive Repair

Carlos Auto Service
Carlos Zamora
301-897-0880
3960 Howard Avenue
Kensington, MD 20895

Banks/Financial Institutions

M&T Bank - Kensington
Denise Willsey
301-933-9608
dwillsey@mtb.com
www.MTB.com

M&T Bank - Wheaton

Ajaz Rahman, CFP
301-933-6311
MRahman@mtb.com
www.MTB.com

Book Store

Kensington Row Bookshop
Eli Sola-Sole
301-949-9416
Kensington.Books@verizon.net
www.KensingtonRowBookshop.com

Cleaning Services

Huff-N-Puff Cleaning
Vicki Coleman
301-942-3777
huffnpuffbusiness@msn.com
www.huffnpuffcleans.com

Credit Union

Lafayette Federal Credit Union
Paul Nowacek
240-292-5531
PNowacek@LFCU.org
www.LFCU.org

Employment Services/Workforce

**Montgomery College Workforce
Development**
Kenneth Nelson
240-328-4747
kenneth.nelson@montgomerycollege.edu
www.MontgomeryCollege.edu/wdce

Event Planning

The Party Rescue Team
Emma Williams
301-717-6140
info@thePartyRescueTeam.com
www.ThePartyRescueTeam.com

Fire Department

**Kensington Volunteer Fire
Department**
President Norman T. Jones
301-942-5979
jdemarchi@evergreenschool.com
www.EvergreenSchool.com

Fitness

YMCA Silver Spring
Joshua Smith
301-942-6800
Joshua.Smith@ymcacdc.org
www.ymcacdc.org/branch.cfm?bid=14

Framing/Art Gallery

Artistic Gallery & Framing
Hassan Lolavar
301-929-8988
ArtisticFramingGallery@gmail.com
www.ArtisticCustomFramingandGallery.com

Police Department

Mont. County Police - 4th District
Cmdr. Michael Hartnet
240-773-5500
4DCommander@montgomerycountymd.gov
www.montgomerycountymd.gov/
pol/districts/4d/index.html

Restaurants

China Gourmet Restaurant
Vicki Coleman
Steve Lee
301-946-9400
selee1@bigplanet.com
www.ChinaGourmetKensington.com

Spotlight on New Member

Curación Nails, Body, and Success Sanctuary™

If you're looking to experience happiness, healing, and empowerment, try a new and unique wellness sanctuary spa in Wheaton. Curación Nails, Body, and Success Sanctuary™ is just two blocks from Westfield Wheaton Mall on Grandview Avenue and University Boulevard. They have a team of professionals committed to providing high-quality experiences in a welcoming, sanitary environment.



**EXPERIENCE HEALING
AND
HAPPINESS**
Curación Nails, Body, and Success Sanctuary™

This is a cozy sanctuary with natural lighting, a sense of relaxation, simplicity, and friendliness. Creative Director and owner Ebony Contreras strives to provide trustworthy personal services and products that are healthy and eco-friendly.

The large selection of services includes natural nail care, massage, life-career coaching, resume services, and enrichment classes. The team welcomes all people regardless of their age, sexuality, race, or gender.

Curación's emphasis on diversity is obvious when reviewing their menu and eyeing the signs on their walls which show support for nursing mothers. They also have classes and services geared to the elderly and children (free classes and services for those over 80).

They speak Spanish, provide services for the LGBT community, and host adult-themed events, children's parties, apartment resident appreciation events, and more. They also serve free wine, beer, cocktails and other premium beverages with any service!

All of their nail services are experienced in ergonomically shaped Lounger Relaxation Chairs; and all message clients receive the full hands-on massage time advertised.

They also provide male-specific nail services, offering a large selection of "male paint/man-polish" (or a clear coat matte polish for men who don't prefer color). They offer a male-specific counter-culture Hard-Gothic-Rock fitness class; and more traditional wellness classes such as International Belly Dance, Children's Enrichment, Meditation and Stretch, and Yoga Fusion.

Ebony Contreras, who has a Masters of Arts in Strategic Human Resources and Organization Development from the Carey Business School at Johns Hopkins University, is very community-minded, supporting and partnering with other area businesses, non-profits, schools, and organizations.

Ebony Contreras

Curación Nails, Body, and Success Sanctuary™
11308 Grandview Avenue #200, Wheaton, MD 20902
301-933-5258 / ebony@curacionheals.com

www.CuracionHeals.com / [Facebook.com/CuracionHeals](https://www.facebook.com/CuracionHeals)
Blog: CuracionHeals.TypePad.com/EmpowerYou

February 17 – Breakfast Understanding the New Paid Sick Leave Regulations

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(6) to care for a family member if a health official or health care provider has determined that the family member's presence in the community would jeopardize the health of others because of the family member's exposure to a communicable disease; or



Mixer photos courtesy of Vicky Surles

(7) if the absence from work is due to domestic violence, sexual assault, or stalking committed against the employee or the employee's family member and the leave is used:

(A) by the employee to obtain for the employee or the employee's family;

(i) medical attention needed to recover from a physical or psychological injury due to domestic violence, sexual assault, or stalking;

(ii) services from a victim services organization related to the domestic violence, sexual assault, or stalking;

(iii) legal services, including preparing for or participating in a civil or criminal proceeding related to the domestic violence, sexual assault, or stalking; or

(B) during the time that the employee has temporarily relocated due to the domestic violence, sexual assault, or stalking.



3. How much leave must an employee receive?

An employee must earn 1 hour for every 30 hours worked in the County up to 56 hours in a year.

(1) An employer with 5 or more employees must provide paid leave.

(2) An employer with less than 5 employees must provide 32 hours of paid leave and 24 hours of unpaid leave.

4. How much leave can an employer use in one year?

An employee can use up to 80 hours in a year.

5. Can an employee carryover unused leave into the next year?

Yes, up to 56 hours of leave can be carried over, unless an employer awards the full amount of leave that the employee would earn over the year at the beginning of the year.

If an employee uses more leave than the employee has accrued when leaving employment, an employer may deduct the amount paid for the unearned leave from the employee's final wages if the employee signed a document agreeing to the deduction.



6. Who is covered?

A person who regularly works in the County more than 8 hours each week, including a domestic worker, for an employer that employs 1 or more persons in the County in addition to the owners. An employer includes the County government, but not the federal, state, or any other local government. The law does not cover an independent contractor or a person who does not have a regular work schedule.

An employer must permit a probationary employee to earn leave during an initial 90-day probationary period, but may prohibit the employee from using the leave during the 90-day probationary period.

7. Can an employer provide more earned sick and safe leave than required in the law?

Yes, these are minimum standards.

8. If an employer currently provides more than 56 hours of vacation leave or paid time off each year, does the employer have to also provide additional earned sick and safe leave?

No. As long as the leave can be used for the purposes described in question 2 above, an employer does not have to provide additional earned sick and safe leave.

9. How much does an employer need to pay an employee for earned sick and safe leave used?

The employee must be paid at the same rate and with the same benefits as the employee normally earns. A tipped employee must be paid at least the County minimum wage.



www.wkchamber.org

The 32nd Annual
Wheaton & Kensington
Chamber of Commerce
Community
Awards Banquet
Wednesday, April 27, 2016
From 6 to 9 pm



at

Hollywood East Café

11160 Veirs Mill Road
 Wheaton, MD 20902

(in Westfield Wheaton's Restaurant Row)

www.HollywoodEastCafe.com

240-290-9988

Dressy Business/Cocktail Attire

See page 2 for Sponsorship Opportunities and Benefits.

Celebrate the connection and goodwill between citizens, businesses, schools, and public safety workers in the area community. Help us give thanks to those receiving these well-deserved annual awards.



The Chamber will honor Officer Noah Leotta, a Montgomery County Police 4th District patrol officer who was killed in December by a drunk driver, while on assignment with the Holiday Alcohol Task Force.

Special Guest Speaker: Police Chief J. Thomas Manger, an advocate of tougher drunk driving laws, and for wider use of ignition locks for those convicted of drunk driving.

~ The Award Categories ~

*The Mid-County Citizen's Advisory Board Civic Association Award, and Citizen of the Year Award
 The WUDAC Outstanding Business Leader Award, and Best Property Improvement Award
 The Police, Rescue Squad, and Fire Department Public Safety Awards*

*Einstein, Kennedy, and Wheaton High School
 Teacher, ESOL Student, and Community Service Awards*

The Chamber Member of the Year Award and The Chamber Business of the Year Award

\$35 in advance (by March 31); \$40 starting April 1; or \$45 at the door

For Sponsorship Opportunities and Benefits, visit wkchamber.org/events/annual-awards-banquet
 call: 301-949-0080 • email: wkchamber@wkchamber.org • fax: 301-949-0081

**Wheaton & Kensington
 Chamber of Commerce**
 the voice for
 YOUR business!

www.wkchamber.org

For registration information

call: 301-949-0080

fax: 301-949-0081

email: wkchamber@wkchamber.org

The 32nd Annual Community Awards Banquet • Wednesday, April 27, 2016

Reservations are valid when accompanied by payment • Cancellations must be made in writing by April 22

_____ (Company Name)

_____ (Attendee)

_____ (Phone Number)

_____ (Attendee)

_____ (e-mail address)

_____ (Attendee)

Payment by: Check Total Amount \$ _____ for _____ Reservations

Payment by: Visa MasterCard AmericanExpress

Account #: _____

Expiration Date: _____ Name on Card: _____

Signature: _____

Address Card is Issued to: _____

Return reservations and payment to:

Wheaton & Kensington Chamber of Commerce
 2401 Blueridge Avenue, Suite 101
 Wheaton, MD 20902

**\$35 in advance (by Mar. 31); \$40 starting Apr. 1
 \$45 at the door**



Wheaton & Kensington Chamber of Commerce

is proud to host our 32nd Annual Awards Banquet
Wednesday, April 27, 2016, from 6 to 9 pm, at Hollywood East Café
at 11160 Veirs Mill Road, Westfield Mall Restaurant Row, Wheaton, MD 20902.

This annual awards dinner is a hallmark event of the Wheaton & Kensington Chamber. Business leaders, community activists, residents and elected officials come together to recognize the achievements of our honorees. This Gala honors businesses, students, teachers, Chamber members, and Public Safety Workers for their enthusiastic contributions to the richness of the Wheaton & Kensington Community.

The Chamber will honor Officer Noah Leotta, a Montgomery County Police 4th District patrol officer who was killed in December by a drunk driver while on assignment with the Holiday Alcohol Task Force.



Special Guest Speaker: Police Chief J. Thomas Manger, an advocate of tougher drunk driving laws, and for wider use of ignition locks for those convicted of drunk driving.

For over 21 years, the Chamber has recognized our area high school students and also included monetary gifts provided by our sponsors. We encourage mentoring students destined to become our future leaders.

You are invited to be a Sponsor of this event

Name of Sponsor (as it will appear in program): _____

Enclosed is my payment of \$ _____ made payable to Wheaton & Kensington Chamber of Commerce.

E-mail company logo / and or full-page ad to: wkchamber@wkchamber.org / www.wkchamber.org

Name & Title: _____

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PAY ONLINE at wkchamber.org/events/annual-awards-banquet

or FAX 301-949-0081 credit card information / or MAIL payment to:

Wheaton & Kensington Chamber of Commerce, 2401 Blueridge Avenue, Suite 101, Wheaton, MD 20902

For more information, contact Vicky Surles at 301-949-0080 or wkchamber@wkchamber.org

~ Sponsorship Opportunities ~

Community Champion \$1000

- Full page ad in the event program
- Company logo and name in the program
- Recognition at event
- Reserved table for 8

Community Hero \$500

- Company logo and name in the event program
- Sponsor of the Public Safety Awards
- Recognition at event
- 4 complimentary tickets

Community Partner \$275

- Company logo in the event program
- Company name listed in program
- Recognition at event
- 2 complimentary tickets

Community Supporter \$150

- Company logo in the program
- Company name listed in program
- Recognition at event
- 1 complimentary ticket

Community Advocate \$90

- Company name listed in program
- Recognition at event
- 1 complimentary ticket



www.wkchamber.org

Wheaton & Kensington Chamber of Commerce invites you to an Evening Networking Mixer Networking Myths & Cultivating Strategic Partnerships



**EXPERIENCE HEALING
AND
HAPPINESS**
Curación Nails, Body, and Success Sanctuary™
www.CuracionHeals.com

Ebony Contreras, Creative Director of Curación Nails, Body, and Success Sanctuary™, will lead a mini-seminar covering (1) networking myths and (2) why business owners and the self-employed should participate in strategic partnerships, and (3) how exactly to go about creating and maintaining them for increased profits and success.

Afterwards, we'll enjoy some guided networking to practice what we've learned.

at

Curación Nails, Body, and Success Sanctuary™
11308 Grandview Avenue #200, Wheaton, MD 20902 / 301-933-5258

Wednesday, March 30, 2016
from 6:00 – 8:00 PM

***Includes Beer, Wine, Cocktails, and Dinner
with crab & shrimp balls, fresh spring salad, wild rice, and vegetarian chicken***

- Attendees will also receive a gift bag with a \$39.99 voucher for a spa service to use at a later date.
- Bring a Friend, or another Business Associate!

Cost is \$20 in advance / or \$25 at the door

Register/Pay online at wkchamber.org/events/mixers-networking-events

**Wheaton & Kensington
Chamber of Commerce**
the voice for
YOUR business!

www.wkchamber.org

For registration information

call: 301-949-0080

fax: 301-949-0081

email: wkchamber@wkchamber.org

Send payment to:

Wheaton & Kensington
Chamber of Commerce
2401 Blueridge Ave, Suite 101
Wheaton, MD 20902

_____	_____
(Company Name)	(Attendee)
_____	_____
(Phone Number)	(Attendee)
_____	_____
(e-mail address)	(Attendee)

\$20 in advance/pay online at wkchamber.org/events/mixers-networking-events / \$25 at door

Payment by: Check Total Amount \$ _____ for _____ Reservations

Payment by: Visa MasterCard AmericanExpress

Account #: _____

Expiration Date: _____ Name on Card: _____

Address Card is Issued to: _____



Run an ad in the VOICE
 Business Card-Size Ad is just \$45*
 or
 Insert a Flyer for only \$100*
 *Member rates

The New Paid Sick Leave Regulations

February 17 Breakfast Mixer – Continued from page 4

10. What increments can the employee take leave?

An employee must be permitted to take leave in 4-hour increments or the smallest increment that the employer's payroll system uses to account for absences or work time, whichever is smaller.

11. Does an employer need to provide the employee with a written statement of earned leave?

Yes, but an employer may satisfy this requirement through an online system where the employee can access his or her own leave balance.

12. Can an employer require documentation for use of leave?

Yes, if an employee uses more than 3 consecutive days.

13. How long must an employer keep records of earned sick and safe leave?

3 years.

14. Must an employer pay an employee for unused leave when the employee leaves?

No.

15. Must an employer reinstate unused leave if the employee returns to service?

Yes, if the employee returns within 9 months unless the employee would not be eligible for unemployment benefits due to leaving voluntarily without good cause.

16. How does an employer calculate a year to determine leave earned and used if the employer's fiscal year is not set up on a calendar year basis?

Although the law uses the term "calendar year," an employer can set up leave benefits on a 12-month period beginning on any date during the year. For example, if the employer begins a fiscal year on July 1, a leave earning year will be considered from July 1 to June 30.

17. How is the law enforced?

The County Office of Human Rights is responsible for enforcement. An employee can file a complaint with them.

Sponsored by:



GlenHavenApartments.com

Wheaton & Kensington

Chamber of Commerce

the voice for **301-949-0080**

for **2401 Blueridge Ave, Suite 101**

YOUR business! Wheaton, Maryland 20902

website: www.wkchamber.org

www.Facebook.com/WheatonKensingtonCC

e-mail: wkchamber@wkchamber.org

A pdf of this newsletter will be posted online.

Postage