

Union City Chamber of Commerce, 3939 Smith Street, Union City, CA (510) 952-9637

The Union City Chamber is dedicated to support the vitality and growth of Union City's business environment.



Union City Styrofoam Ban Begins January 1

Enforcement of a new ordinance banning cups, bowls and other food containers made of expanded polystyrene (EPS) is set to begin with the arrival of 2017.

Last June the City Council approved the new law which prohibits coffee shops, restaurants and convenience stores from providing takeout food and drink in containers made of EPS, commonly known as Styrofoam. Fortunately, a survey earlier this summer found that a majority of food vendors in the city have

already switched partially or completely to more environmentally friendly products such as recyclable or compostable containers.

Businesses that fail to comply with the requirements of Union City's Foam Food Ware Ordinance will receive a written warning. Repeat violations of the ban could lead to penalties. A food provider may apply to the City Manager for an exemption from compliance if the business is subject to undue hardship because of the ordinance, or if a non-

expanded polystyrene version of a necessary container is not available.

Styrofoam is difficult to keep from becoming litter and the ban will hopefully help improve the health of local creeks and San Francisco Bay. Most cities in Alameda County have passed similar ordinances, including our neighbors Fremont and Hayward. Statewide nearly one hundred cities and counties in have adopted legislation regulating the use of foam food ware by food providers.

Hiring Right Every Time (without losing your mind)

When asked why a system for hiring correctly is so important, the CEO of a 43 year-old recruiting firm, Dan Erling likes to cite a quote from Jack Welch: "Hiring good people is hard. Hiring great people is brutally hard. Yet nothing matters more." More concrete evidence can be found in the 2006 and 2011 Daring to Lead reports from CompassPoint, which indicate a executive director mis-hire rate of 33 percent or more. In his over 20 years of recruiting experience Erling has developed a structured, step-by-step approach to hiring that he uses every day

for clients in the nonprofit and for-profit worlds. Detailed in his book, [MATCH: A Systematic, Sane Process for Hiring the Right Person Every Time](#), Erling admits that his system is no secret—it's just a simple set of practices he's witnessed in companies that get hiring right. In conversation with Georgia Nonprofit NOW magazine, he revealed some of those practices, and the reasons behind them.

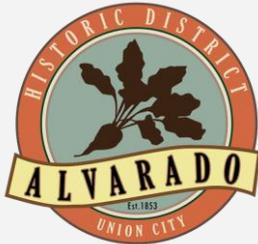
The importance of a consistent process: I see thousands of hires every year. As an objective

observer, I've discovered the things that people do every time in an organization that makes the right hires. It all comes down to simple consistent steps such as: Create an organizational chart. Clarify the culture. Write an effective job overview.

Having a structured process allows us to be more scientific in our approach to people. We can't forget that it's all about people! But the more you can compare apples to apples, the better off you'll be. If we address one candidate with question



BOBA TRADERS
Bubble Tea * Specialty Beverage * Food Service



NUVO DENTAL

"With the new day
come new strengths
and new thoughts."

-Eleanor Roosevelt

Hiring Right Every Time cont'd.

set A, and another with question set B, we have no way to compare.

Why culture is central:

The most important thing a nonprofit can focus on is aligning your corporate culture with the talent pool. In the final tally, a successful hire depends 75 percent on culture and 25 percent on skills.

The mistake that most companies make is hiring someone for skills, and hoping that person will change to match the culture. That won't happen. Your hiring team needs to focus on people who are motivated by the mission first, because you can always teach the technical skills. Of course, you can't give somebody a CPA, but if there

are just a few skills lacking, it's best to hire for culture and arrange for the training that's needed.

Nonprofits don't realize how much ammunition they have in the hiring process. We spend a lot of time working on culture with our for-profit clients, but I think nonprofits have an even greater competitive advantage because they're so driven by the meaning of the work they are doing.

How to find the right candidate pool:

Going after people who are truly motivated is hard work, but there's nothing more important because, as a nonprofit, you're never going to be able to buy someone. There's no magic wording to

push in a job ad: You have to align souls with souls.

Social media is a fairly inexpensive way to find candidates: by creating groups on Facebook and LinkedIn, you can look to who's following you and identify candidates there. But you can also look to your people: Who shows up when you ask for volunteers? Who's giving on the financial side, and how can you use that data to work referrals? Cast your search high and low, and make sure you net a large enough pool to be selective.

Dan Erling is the CEO of Atlanta recruiting firm Accountants One. You can find him on his website.

What's Happening?

Union City Chamber Board Installation Ceremony
Thursday, January 26, 2017
5:00pm - 7:00pm
33077 Alvarado Niles Blvd

Join us as we welcome the 2017 Board of Directors! Mayor Carol Dutra-Vernaci will be there to perform the ceremonies.

Enjoy our complimentary hors d'oeuvres and beverages.

Alameda County to Capitol Hill: Having an Impact on Federal Policy Change
Thursday, January 26
10am - 12 pm
1221 Oak St
Board Chambers (5th Floor)
Oakland, CA 94612

Alameda County Supervisor Wilma Chan invites you to a policy briefing led by the County's Washington DC Lobbyist that will explore how Alameda County can take action to ensure that the wellbeing of our 1.6 million residents is protected and our work to create a more equitable community advanced.

Ribbon Cutting Ceremony
Tuesday, February 21,
11:00am Ascend Rehab Services
29516 Kohoutek Way

Help us welcome the newest member of the Chamber. Meet Swati Shah, Occupational Therapist/ Founder of Ascend, and the rest of the staff that work to bring out the exceptional in

each child that comes to the Center.

Mingle with other Chamber members and City Officials as you enjoy the light refreshments.

Earth Day
April

General Membership Meeting
May/June

Alameda County Fair – Day at the races
June

Spirit Awards
July

National Night Out
August

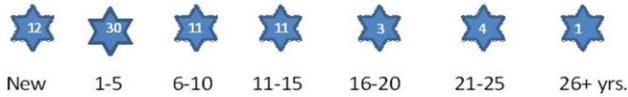
Art and Wine Fest
October

Manufacturing Day
October

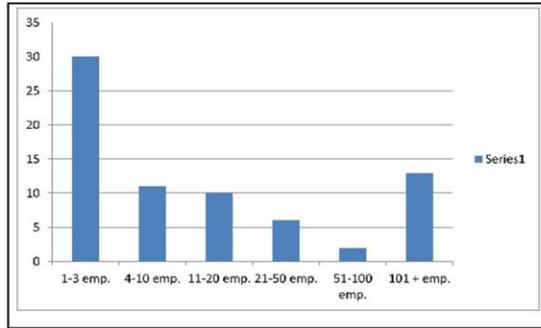
What did we do last year?



Member Anniversaries



2016 ANNUAL REPORT



Top 10 Business Types

Professional Services	10
Non Profit	7
Distributors	7
Manufacturing	6
Healthcare	6
Real Estate	5
General Services	5
Transportation	4
Advertising & Media	4
Government/Entertainment	3



Web Page Hits
?



Facebook likes
75



E-Elasts Sent
73



Fibbon Cuttings
2



Events
13



CofO's
820



Did you miss the Party?



Carlene Voss, Kelly Klug, Gina Martini, Emily Phillips and Officer Rodriguez enjoyed the refreshments prepared by Mexico Tipico.

Gini Gustafson, Allan Hutty, Kal Elia, Michelle Powell, Joan Malloy were there with their festive red to help us celebrate the Holiday with the Cops.

Capt. Gloria Lopez Vaughn and one happy little girl went home with their holiday present. In fact, everyone that attended left with a gift!

If you missed out, join us this year!

Union City Chamber of Commerce

3939 Smith Street
Union City, CA 94587

Phone
(510) 952.9637

Fax
(510) 952.9647

E-mail
info@unioncitychamber.com

The Union City Chamber is dedicated to support the vitality and growth of Union City's business environment.



We're on the Web!
See us at:
www.unioncitychamber.com

and on Facebook:
<https://www.facebook.com/uccchamber/>

Training Plans for 2017

Have you put together your employee training plans for 2017?

The Chamber would be interested in hearing from you with regard to what classes or training you would like to see the Chamber sponsor.

We are currently looking at a Human Resource Roundtable for this year. You can provide us with major significant topics that can be addressed at such a roundtable.

Give us a call or email any suggestions you have.

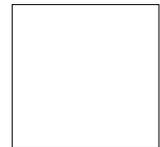


About Our Organization

Our Board: Tim Conde, Mark Butler, Sarah Lantimo, Carlene Voss, Michelle Powell, Marty Ankenbauer, Emily Phillips, Maria Gallo, Kelly Klug, Gloria Gutierrez, Kitty Hu, Bonnie Rankin. Missing: Larry Bowen



UNION CITY CHAMBER OF COMMERCE
3939 SMITH STREET
UNION CITY, CA 94587



CUSTOMER NAME
STREET ADDRESS
ADDRESS 2
CITY, ST ZIP CODE