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Installation Banquet

CIGA's Annual Installation Banquet will be held at the Sheraton Grand Hotel, Sacramento, on Saturday, April 14, 2007. CIGA's Officers and Directors for the year 2007 will be installed at this event.

Please join us as we

honor the 2006 Retailer of the Year, the 2006 Associate of the Year, and those Directors who have completed their term of office.

CIGA's Annual Silent Auction will take place during the Installation Banquet. Your donations

help make this a successful event. Please see the Donation Form included in this Trade News.

For information and reservations, please call CIGA at 800/852-7606 or visit our website: www.ciga.org.

Retailer/Associate of the Year Nominations

CIGA's will honor the Retailer of the Year and the Associate of the Year on Saturday, April 14, 2007. These two annual Awards will be presented at the 2007 Installation Banquet at the Sheraton Grand Hotel, Sacramento.

Please submit your nominations for these two important awards using the Nomination Form included in this Trade News.

26th Annual Educational Conference

Join grocers and vendors at CIGA's 26th Annual Educational Conference. The 2007 Conference will be held at Turtle Bay Resort, Oahu, January 13-20, 2007.

Enjoy three working sessions following a hosted breakfast. The speakers are Dr. Rick Brinkman, a specialist in customer service; Jim Pelley of "Laughter Works," a former stand-up comedian and contributing writer for the original Saturday Night Live; and Joe Eleccion of the Merrill Lynch Retirement Group.

There will be a Welcome Reception on arrival and a Farewell Reception the last evening of the Conference. Don't forget the annual Volleyball competition—sign up to play or plan to watch and cheer for your favorite team.

This Conference is your opportunity to network with other grocers and your vendor suppliers in an informal environment. Please take a moment to look at the flyer included in this Trade News.

Questions? Call CIGA at 800/852-7606.



*CIGA's 26th
Annual Education
Conference*

January 13-20, 2007

*Turtle Bay Resort,
Oahu, Hawaii*



CIGA Officers

Scott Hair
Chairman

Green Frog Markets
Bakersfield

Del Clegg

1st Vice Chairman
Cookie Crock Markets
Cambria

Louis Young

2nd Vice Chairman/Treasurer
Payless IGA Markets
Lockeford

Mike Stone

3rd Vice Chairman/Asst. Treasurer
Mollie Stone's Markets
Mill Valley

Bob Spengler

Immediate Past Chairman
Save Mart Supermarkets
Modesto

CIGA Directors

Bill Brunetti

Bruno's Foods
Lakeport

Troy Cochran

Valley IGA
Waterford

John Denney

Denney's Market
Bakersfield

Chuck Evans

Twain Harte Market
Twain Harte

Joe Falvey

Unified Western Grocers
Livermore

Duncan Lamont

Gallo Sales
Hayward

Johnny Leung

Food Maxx
Turlock

Byron Lovell

C&S Wholesale Grocers
W. Sacramento

Arline Mello

NuCal Foods
Ripon

Ron Moresco, Jr.

Moresco Distributing Co.
Petaluma

Mark Thrift

Classic Wines of California
Stockton

Don Way

Cost Less Food Co.
Ceres

CIGA Executive Staff

Sharon Paxton

Executive Director



CIGA Government Relations News

Sacramento County

A new group of Food Protection Program Enhancements will go into effect for the entire County (including food establishments in incorporated cities) on January 1, 2007. When a food facility is inspected under this new program, a placard will be issued

to announce the results of the inspection. The three placards available are green (for "pass"), yellow (for "conditional pass") and red (for "closed due to health violations"). The placard must be displayed within 5 feet of all entrances to the facility. The Sacramento County Envi-

ronmental Management Division is offering free "How To Get A Green" classes for food retailers and their employees. To view a schedule for these training classes showing dates, times, location and language offered, go to www.emd.saccounty.net, then click on "Green, Yellow, Red Placard" link.

USDA Suspends Use of \$1 Coupons

The United States Department of Agriculture (USDA) recently announced that retailers

(Continued...)



(Government Relations Continued...)

may no longer purchase one-dollar (\$1) coupons for the purpose of making change for Food Stamp transactions. The inventory of Food Stamp coupons is extremely low, and USDA no longer has a supply of these coupons on hand. Retailers are still required to accept paper coupons from Food Stamp clients, even though the nationwide EBT was completed in 2004. Retailers that do not have enough coupons to provide change can ask clients to (1) pay cash to make up the difference; (2) buy more items to get within the 99-cent threshold; (3) get 99 cents in change; or (4) refuse the sale. Retailers with questions can contact USDA EBT branch contact at (703) 305-2238.

Minimum Wage Hike

AB 1835 (Lieber-D-Mountain View) was signed by Governor

Schwarzenegger on September 12, 2006 (Chapter 230 - Statutes of 2006). Effective January 1, 2007, the California minimum wage increases to \$7.50 per hour. The next scheduled increase in the minimum wage will be January 1, 2008, where the California minimum wage will increase to \$8.00 per hour.

OSHA Form 300

All employers are required to display an annual summary of occupational injuries and illnesses for each establishment in a conspicuous place, or where notices to employees are usually posted. OSHA Form 300 must be posted by February 1 and stay posted until April 30 of the following year. Failure to post this form may result in a citation and assessment of penalties up to \$7,000.

USDA Food Stamp Program

The USDA Food and Nutrition Service has an-

nounced that it is aware that web-based businesses are offering Food Stamp Program retailer applications and information on-line. Some lawyers, accountants, business services, and on-line application services may be charging retailers for the application package. Obtaining the application form and materials this way can become quite expensive. Retailers can obtain free application packages, including instructions, directly from the USDA Food and Nutrition Service by:

- 1) Requesting a package by mail at <http://www.fns.usda.gov/fsp/retailers/application.htm>;**
- 2) Downloading and printing by following the directions at http://www.fns.usda.gov/fsp/retailers/retailer_app/retailer_app_map.htm; or**

- 3) Calling the FNS toll free number at 1-877-823-4369 and having an application package mailed.**

Are You an MSB?

If you offer money orders, traveler's checks, stored value items or check cashing, you are a Money Services Business, and must renew your registration with the U.S. Department of the Treasury every other year. Registrations are effective for two calendar years and must be renewed by December 31 of the second calendar year following initial registration or second-year renewal. This is to be in compliance with the Bank Secrecy Act requirements, effective in 2001. All forms required to be filed (including registration) can be downloaded at www.msb.gov.

CIGA's Newest Member-Exclusive Service

Payment Processing: A Key Element of a Lucrative Business

In today's competitive market, we know that business owners like you make important business decisions every day. And choosing the right payment processor is no different. In fact, teaming up with the right processor can not only save you money for each transaction, it can also help you manage your business more efficiently—even open up revenue streams that were never available before.

Our Priorities are Simple

Chase Paymentech un-

derstands that consumers want convenience. That's why we are dedicated to ensuring that businesses like yours can accept any type of payment, that the payment is processed as efficiently as possible, and that reconciling your accounts is stress-free.

We Work Directly With You

Chase Payment options are growing and expanding frequently, and Chase Paymentech continues to stay abreast of the latest technology to offer the solution that is just right for your business. Your Chase Paymentech account representative

can advise you on the solution that best meets your specific processing needs.

We Take Customer Support Seriously

From installation and training to maintenance and 24/7 technical supports, Chase Paymentech is with you every step of the way. And, as your business expands, Paymentech will be there to help you transition to a higher grade of technology, a faster transaction process, or a more efficient reporting method.

You Choose Your Services

With such a wide array of solutions available

to you, including check guarantee, web-based reporting and gift cards, Chase Paymentech is much more than a processor. As the preferred credit card processing service for California Independent Grocers Association (CIGA), we are your processing partners. For more information regarding Chase Paymentech services, please call Jay Singh at 916-685-7758 or email jay.singh@chasepaymentech.com or call CIGA at 800/852-7606 for CIGA's member-only discounted rates.

Keep Your Association Strong:

Pay your annual Membership Dues for calendar year 2007 before December 31, 2006 (postmark) You will be automatically entered to win the **\$1,000 Dues Contest Drawing**.

Retiring long time CIGA member Guy Gong of Denair Market in Denair, California shares his appreciation of membership here:





From CIGA

Company Holiday Parties a Work Function

There are many good reasons for a small-business owner to hold a holiday party for customers or employees. At the same time, owners should be aware of some of the possible pitfalls that can turn a festive event into a nightmare.

Many of the problems at parties are the result of someone having too much to drink. The most innocuous incidents might involve employees, customers or other guests spilling drinks or behaving a little outrageously and making fools of themselves. But, if someone is offended or injured as a result of their behavior, it becomes the business owner's problem.

Chris Boman, a partner in the Irvine office of the law firm Fisher & Phillips, said small-business owners need to set a professional tone for the party, before and during the event.

"It's not just a party, it's part of your job. This is still a work function," Boman said.

Moreover, if an owner has managers or supervisors working for you, they need to know "they're going to be your eyes and ears and act accordingly to set the standard for your subordinate employees."

Jerry Hunter, an attorney with the law firm Bryan Cave in St. Louis, suggests a stern approach: "If they do go to the expense to sponsor the holiday party, employers should go to extra effort to remind employees that they are expected to conduct themselves appropriately."

Still, it often happens that people have too much to drink and there's trouble - Boman listed sexual harassment, fist fights and "comments that someone wouldn't normally make in the workplace" topping the list of issues that his firm's clients have had to deal with. But remember, it doesn't have to be an employee who gets a company in trouble - if one of your customers

or clients is the offender, you can still be liable.

There are ways to prevent people from drinking too much. You can have an alcohol-free party, of course. Boman suggested, "use a cash bar or ticket system," where each employee gets a certain amount of tickets and one drink for each.

Still, you might need to do some policing - some employees might hand their unwanted tickets over to a colleague who will then end up drinking too much. If the party is at your company's offices, Boman suggests using a professional bartender who's trained to tell when guests have had too many and who'll cut them off. You also need to be prepared to tell employees yourself they've had too much to drink, and for your managers to do the same. You all need to be chaperones more than guests at the party.

Boman said inviting

spouses and significant others will also help the festivities from lurching out of control.

Employees who act up aren't the only problem - people who are drunk can crash their cars or fall down and hit their heads on the sidewalk. If an accident happens at or after the company party, the company owner can be liable; many states have laws that make the host of a party liable for injuries suffered in accidents due to intoxication.

Some companies have car services lined up to take employees home after a party - some will chauffeur those who clearly need help, while others will make sure that everyone gets home safely.

California Chamber and Associated Press in the Pasadena Star-News

CIGA Calendar

December 14-15, 2006
CIGA/RMS Board Meeting
Omni Hotel
San Francisco

January 13-20, 2007
CIGA's 26th Annual
Educational Conference
Turtle Bay Resort, Oahu

April 14, 2007
Annual Installation Banquet
Sheraton Grand Hotel
Sacramento

April 25, 2007
50th Annual Valley Golf
Tournament
Rancho Murieta
Country Club
Rancho Murieta

Industry Calendar

January 21-23, 2006
International Fancy Food
& Confection Show—
Winter
National Association for
the Specialty Food Trade
San Francisco
Phone: 212/482-6440
Fax: 212/482-6459
www.nasft.com

March 3-6, 2007
Annual Business
Conference
Food Marketing Institute
Dallas, Texas
Phone: 202/452-8444
Fax: 202/429-4519

January Is
National Hot Tea Month
Oatmeal Month

January Holidays
January 1 - New Year's Day
January 15 - is Martin
Luther King, Jr. Day



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