



Volume 28, Issue 10
November 2018

Board Meetings

Chapter Board Meetings are typically held on the third Wednesday of the month.

Upcoming meetings:

- **January 18**
Kickoff Meeting, 6-8 p.m.
Custom House, 404 Front St., Avila Beach

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San Luis Obispo Chapter
California Landscape Contractors Association
Representing the Landscaping & Irrigation Industry

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CLCA

2019 Kick-Off Dinner



Please join the CLCA San Luis Obispo Chapter on
Friday, January 18, 2019
at 6:00 p.m.

The Custom House
404 Front Street in Avila Beach

CLCA members are free, Non-members and guests are \$20 per person.
6pm Vendor Showcase and mingling. Dinner at 7.

Introducing the 2019 CLCA SLO Board of Directors

Congratulations to the following individuals who will be leading the San Luis Obispo chapter in the new year. Board meetings are typically held on the third Wednesday of the month and are open to all members. Stop by, meet the board, and contribute to the operation of your chapter.

President	Evan Moffitt - SiteOne Landscape Supply
Treasurer	Pat Connelly - St. Francis Landscape
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VP of Events	Ian Parker - Madrone Landscapes
VP of Legislation	Taylor Boyle - Purlieu Landscapes
Associate Member Rep	Paul Wait - Zurn Wilkins

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SLO CLCA Past Presidents

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2012-13 David Brown Mari Landscaping 2011 Aaron Huxley Hunter Industries	2007-08 Jim Trask California Water Shapes	2004 John Doyle J Doyle Landscaping 2002-03 Pat Connelly St. Francis Landscape	1996-98 Lloyd Gracey Pacific Coast Landscapes 1995 Danté D'Alfonso D'Alfonso's Landscape	1993 John Ruggiero Arcadian Gardens 1991-92 Bruce Courter Day Star Enterprises



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Chapter Sponsor Spotlight



Rain Bird

A privately held company founded in 1933, Rain Bird Corporation is the leading manufacturer and provider of irrigation products and services. Since its beginnings, Rain Bird has offered the industry's broadest range of irrigation products for farms, golf courses, sports arenas, commercial developments and homes in more than 130 countries around the world.

Rain Bird has been awarded more than 450 patents worldwide, including the first in 1935 for the original horizontal action impact drive sprinkler (U.S. Patent #1,997,901), which revolutionized the food production industry and ushered in a new era in irrigation, worldwide. The original impact sprinkler was designated a historic

landmark in 1990 by the American Society of Agricultural Engineers. Today, Rain Bird offers over 4,000 irrigation products and services.

In the early 1930s, Clem and Mary LaFetra, established Rain Bird in the family barn in Glendora, California. The very first product, the original impact sprinkler, was developed to more efficiently irrigate nearby citrus orchards. Today, Rain Bird is a global leader in efficient irrigation, has deep roots in California and the company remains headquartered just a few miles away from where it all began.

Decades before the term "water restrictions" became a part of common vernacular, Rain Bird recognized the need to protect and efficiently use the

world's most precious resource. Rain Bird's guiding philosophy, The Intelligent Use of Water™, continues to influence all aspects of the business. Rain Bird has spent the past eight decades developing the industry's most comprehensive line of water-efficient irrigation solutions for everything from homes and schools to parks, sports fields, golf courses and farms. With efficient irrigation products and practices, it is absolutely possible for the average California resident to reduce outdoor water consumption by 25 percent or more without having to give up the plants, trees and gardens.

Rain Bird is committed to The Intelligent Use of Water™ and will continue to develop products and initiatives that will help Californians make responsible, informed choices about the ways we all use water. By taking advantage of intelligent watering products and practices today, we can usher in a new era of water efficiency and sustainable water use, not just in California, but around the world.

It is Rain Bird's legacy to design and manufacture only those products of the highest value and quality. Rain Bird works for long-term, responsible partnerships with customers and vendors.



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Handling Employee Issues After a Devastating Event

Please review this important message provided by CLCA's HR on call partner California Employers Association.

The recent devastation in Northern and Southern California from fast-burning wildfires have caused great loss of life and destroyed many homes and communities. Our hearts are with the survivors and their families.

Once an immediate crisis has passed, people are left holding a lot of emotions. Survivors have a lot of rebuilding to do and are now expected to adapt to a "new normal" both at home and at work.

How should an employer handle employee workplace issues, such as time off and requests for leaves of absence in a way that supports their workers and allows them to run their business efficiently?

Leaves of Absence Requests

If you have 50 or more employees, eligible employees may elect to take leave under the California Family Rights Act (CFRA) for a serious health condition caused by a disaster. Employees affected by a natural

disaster who must care for a child, spouse, or parent with a serious health condition may also be entitled to leave.

If you have fewer than 50 employees, many employers offer personal leaves of absence to their employees. This would be a good time to review your policies and ensure they are adaptable to the needs of your employees and your business.

Another option for a leave for employers with five or more employees falls under California's Fair Employment and Housing Act (FEHA). An employee who is physically or emotionally injured, as the result of a disaster, may be entitled to leave as a reasonable accommodation, so long as it would not place undue hardship on the operation of the employer's business.

How to Pay Employees

Non Exempt (Hourly) Employees

Employers are only required to pay non-exempt employees for hours actually worked. In other words, businesses are not required to pay non-exempt employees if they are not working, including

times when the employer closes its doors or reduces hours of operation, whether or not forced to do so by inclement weather or emergencies.

However, in California "reporting time pay" is required to be paid to employees who show up for work and are turned away at the door or dismissed before the end of their scheduled shifts, by the employer. Reporting time pay requires the employer to pay the employee one half of their scheduled shift, no more than four hours, no fewer than two hours. That said, if work is interrupted by an act of God or other causes not within the employer's control, reporting time pay requirements are not applicable.

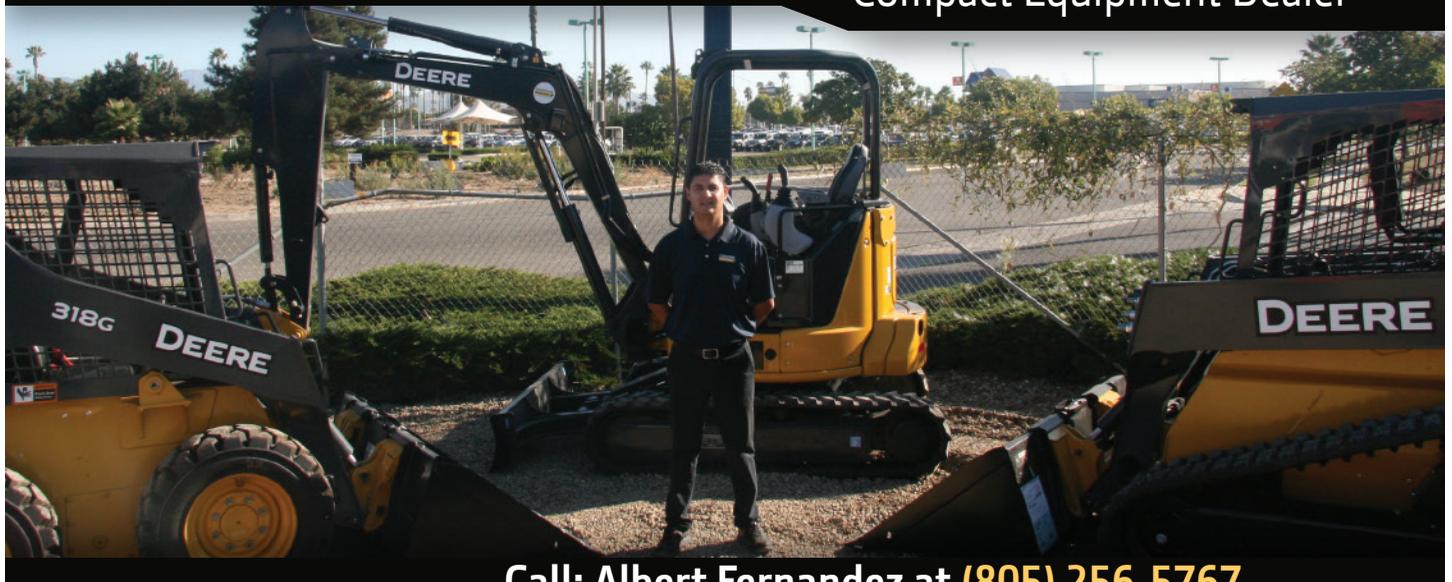
Nonetheless, even if your business is not open due to weather, flooding or any other natural disaster you are always free to pay employees for that time, and may also permit them to use their paid sick leave time or vacation time.

Unusual Remote Work

Often severe weather, road closures or other delays can result in an employee being stranded on the road or at home. Remember, any employee who performs work for the business, such as taking phone calls or answering e-mails, must

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be compensated for that time even if done away from the office.

Pay for Exempt (Salaried) Employees

Exempt employees under the FLSA must be paid on a "salary basis" and earn a full day's pay when they work any part of the day, regardless of the quality or quantity of the work performed. This means that if a business is closed because of inclement weather or other natural disasters and an exempt employee is ready, willing, and able to work, he/she must be paid for that day. If an exempt employee does not work for an entire workweek (for personal reasons or because the business is closed), the exempt employee need not be paid for that time.

If the business is open and an exempt employee elects to stay home to make repairs or handle personal business, an employer may "dock" their salary in full day increments. In these instances, and including situations when exempt employees elect to arrive late or leave early for personal reasons, employers may also deduct accrued leave time in full or partial day increments as long as the employee receives his or her full pay for the week.

On-Call and Waiting Time Pay

Power outages are common during natural disasters, and many employers will require their employees to wait out or work through such power failures. In most cases, any employee who is required to remain at the employer's premises or close by and therefore unable to use that time for his own benefit must be compensated for that time. When you "restrict" an employee's time, they are eligible for compensation.

Volunteering is Not a Good Idea

Employers should avoid having non-exempt employees "volunteer" to assist during an emergency, particularly if those duties benefit the company. Exempt employees who volunteer to help will not be entitled to any additional compensation.

Non-exempt employees must be paid for all time worked, even if they offer to work and help make repairs for "free," with one exception: Employers may accept free work from employees of government or non-profit agencies who volunteer out of public-spiritedness to perform work that is not at all similar to their regular duties.

Practical Ways to Help Employees Get Back on Track

- Continue to process payroll in a timely manner.
- Allow affected employees to work from home if possible. Clearly communicate to all employees exactly who is and is not permitted to work from home, whether overtime is permitted, and how to record time worked outside of the company's premises.
- Be sensitive to the fact that not all employees will be able to work remotely, and therefore should consider alternative arrangements like temporary or shared offices.
- Allow employees to donate their Paid Time Off or Vacation time to fellow employees. While the initial disaster itself may be past, employees may need time off to resolve matters with insurance, doctors, etc. The financial burden an employee may experience due to a disaster can be alleviated by this type of option. For an example of a PTO/Vacation Donation Program and Donation Form, please contact one of our HR Directors for assistance at ceainfo@employers.org or 800.399.5331.

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- Describe the job market and what it means for hiring managers
- Discuss recruiting challenges across multiple professions
- Illustrate why organizations may need to relax job requirements in a tight employment market
- Review the importance of compensation packages and onboarding for recruiting Experts from Robert Half, a human resource consulting firm, will answer these questions during a free webinar on December 5 at 11 a.m. Register online at <https://bit.ly/2RhleaZ>.



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What Might My Employees Be Experiencing After a Disaster or Traumatic Event?

Shock and denial are typical responses to disasters or traumatic events, especially shortly after the event. Both shock and denial are normal protective reactions. Once the initial shock subsides, reactions vary from one person to another. Per the American Psychological Association, the following are common responses to a traumatic event and it may be of help to share these with your managers and employees:

- Feelings may become intense and sometimes are unpredictable. They may become more irritable than usual, and their mood may change back and forth dramatically. Your employees may feel anxious or nervous, or even become depressed.
- Thoughts and behavior patterns are affected. Employees may experience repeated and vivid memories of evacuating or seeing the fire approach, for example. These flashbacks may occur for no apparent reason and may lead to physical reactions such as rapid heart-beat or sweating. Employees may find it

difficult to concentrate or make decisions, or become more easily confused. Sleep and eating patterns also may be disrupted. Awareness of this can assist employers in working with employees through the difficult days ahead.

- Recurring emotional reactions are common. Reminders or triggers such as smoke, ash, sirens or fire trucks can create anxiety.
- Interpersonal relationships can become strained, particularly if employees are living in temporary housing. In some instances, employees may find themselves experiencing arguments with family, friends or co-workers. On the other hand, an employee may become withdrawn and isolated and avoid their usual activities.
- Physical symptoms may accompany the extreme stress. For example, headaches, nausea and chest pain may result and may require medical attention. Pre-existing medical conditions may worsen due to the stress.

It is important to realize that there is no

one "standard" pattern of reaction to the extreme stress of traumatic experiences. If you have questions regarding how to handle employee situations, please take advantage of CLCA's HR Hotline at (888) 783-4340.

Water Management Certification

The ongoing water shortage in California is real, and water budgeting is now enforced by law by the Model Water Efficient Landscape Ordinance (MWELO). Becoming a Certified Water Manager is essential for your customers and your business.

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