



Rotary
Club of Victorville, CA



The Joshua Tree

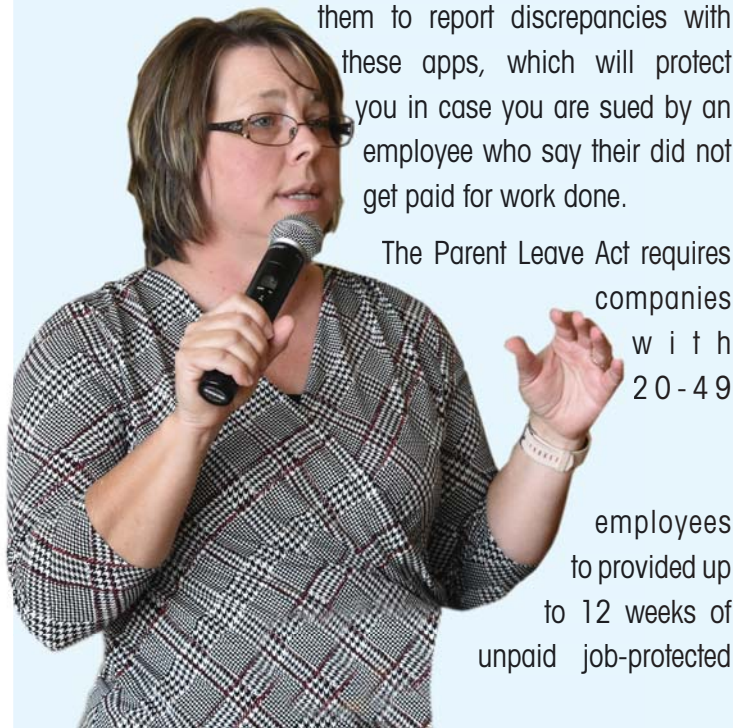


April 3, 2018

Keeping Your Business Out of Trouble This Year

Business is always evolving and so are the laws, so it is a great reminder to have **Sharon Page**, from HR Edge, come and speak to the Club on some of the things we, as business leaders, need to know to stay out of trouble this year.

Smart phones now come with the ability to download Timekeeping Apps and more companies are requiring employees to verify the accuracy of their records and encourage



them to report discrepancies with these apps, which will protect you in case you are sued by an employee who say their did not get paid for work done.

The Parent Leave Act requires companies with 20-49

employees to provided up to 12 weeks of unpaid job-protected

parental leave to bond with their child within 1 year of birth, adoption or foster care.

The new minimum wage for 26 or more employees is \$11.00/hour, while companies with 25 or fewer, are required to pay \$10.50/hour.

The Fair Play Act is no longer "equal pay for equal work". In 2018 it is more along the lines of equal pay for substantially similar work. In years gone by this used to be based on gender (sex), but now it also applies to race and ethnicity. Any pay discrepancies must be defended based on a merit system, seniority, quantity or quality of production standards.

Have you heard of "Ban the Box"? Most Rotarians had not hear of this, and raised a lot of questions. On a job application any potential employee used to have to check a box stating whether they had ever been convicted of a crime. When it was checked, we most likely tossed it in the trash. This year that question cannot be asked on a job application. The question cannot be asked until after the initial job interview, and a conditional offer of employment has been extended. After a background check has been done, if there is due cause not to hire, then there is a processes to rescind the conditional offer of employment on a case by case basis.

Finally there is the #MeToo Movement. This is not going away and more harassment cases are coming all of the time. To protect your company and yourself make sure you pass out any approved literature against harassment and retaliation, allow staff different avenues to report complaints and take all reports seriously. Another effective tool Sharon has found is not only providing harassment training for managers, but to employees as well, so they can know what behaviors they need to change and notice signs of others harassing.

This Week's Functionaries

Invocation:	Bill Edwards
Flag Salute:	Mike Johnson
4-Way Test:	David North
Song:	Al Castellucci
Finemaster:	David North

www.victorvillerotary.org

Dwight's Writes



As business owners and employees, it is important for everyone to know what to look for in the workplace to not only protect ourselves, but others as well, and I am so grateful

that we had **Sharon Page** to share this information with our Club this week.



Ryan McEachron is looking for Rotarians to be judges on Tuesday, April 24th for



the Jr. High speech contest and Elementary speech contest on May 15th. Three judges are needed for each, so please see Ryan to sign up and be involved.

The Fall Fundraiser will have their next committee meeting on April 12th at the home of **Brad and Teresa Letner**, and are looking for any Club members that would like to be part of the event committee. Start thinking now about silent and live auction items you can donate for the event.

Finally, the thought of the week is "Quick thinking is great in emergencies. For everything else slow down."

- unknown



ROTARY: MAKING A DIFFERENCE

April Birthdays

- Trish Johnson April 1
- Corey Beck April 10
- Bill Scott April 15
- Mattie Brown April 16
- Tony Cooker April 17
- Russ Stringham April 23
- Alicia Anderson April 23
- John Hulterstrom April 28

April Anniversaries

- Ryan McEachron 18 Years
- John Wilkins 18 Years
- Bill Scott 17 Years
- Rob Kilpatrick 11 Years
- Mary Teran 11 Years
- David North 8 Years
- Paula Porter 8 Years
- Todd Sturges 7 Years
- Todd Turoci 5 Years
- Sam Grandlienard 2 Years



President Dwight Johnson and Mark Taylor, along with members of the San Bernardino County Sheriff's Department prepare to give away our Easter Baskets to needy families.

The Polio Pig

Collected this week: \$15.00

Polio Pig: \$10.00 + Dice (Roger Wagner): \$5.00 = \$15.00

Collected to Date: \$15,148.50

Total equals: 91,343 Doses!

One dollar equals 2 doses of vaccine!
\$500 pays for a Polio Clinic!

Lucky Blue Dice



Dr. Wagner went for the "Blue", but took another white dice out of the bag! The pot continues to grow.

We continue next week with 4 dice and \$450 for one lucky Rotarian who can grab the Blue Dice!

Spoon of Exemption

Speaking on behalf of Choice Medical Group, **Dr. Patel** shared with the Club the importance of getting your screenings done as a way of prevention to catch and medical abnormalities early. The most basic preventive screenings only require a blood test, imaging and a questionnaire. There are more invasive screenings that need to be done at times such as prostate screenings and colonoscopies. Remember, early detection can equal early treatment!



Raffle Prizes

Some great raffle prizes this week began with **Jim Mettler** giving away a 4 pack of Angels tickets that were won by **Chris Ackerman** and Ontario Reign tickets that were won by **Dr. Paul Stanton**. Dr. Stanton also won a bag of goodies from **Bill Edwards** as did **David North**, while Bill himself took home the Alaska USA bag and chip clip from David.

Dr. Roger Wagner went away with a mystery box from Heritage Medical and **Rosanne Weathers** received a bottle of whiskey from President **Dwight Johnson**, who himself won a DCB Journal from **Mike Johnson**. Finally, **Corey Beck** will enjoy reading his copy of "212 Degrees" from **Ryan McEachron**.

Fine Session

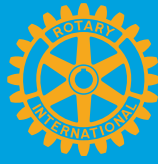
David North was our Fine Master this week and was going to start off by giving **Kevin Porter** a \$100 fine for being so late to the meeting, that he was not there to introduce our speaker **Sharon Page**, whom he landed for the meeting. But since Kevin apologized to the group beforehand, it was lowered to \$20.

Rosanne Weathers was given a \$5 penalty for getting a new job, and **Steve Orr** was fined \$20 because the Arizona Cardinals beat the Dodgers. Finally **Brad Letner** left with \$20 less in his wallet because he asked David to be on his Board and when David agreed, he was given homework!



Rotary Club Presidents, past and present, along with the ladies who love and support them, gathered last week at Mama Carpino's in Apple Valley at the Annual Past President's Dinner.

A wonderful time was had by all, with great fellowship and ideas shared.



VICTORVILLE ROTARY CLUB OFFICERS

Board of Directors

President 2016-2018	Dwight Johnson
Immediate Past President	Ben Tafoya
Treasurer	Donna Wells
Executive Secretary/Foundation/Administration ...	Margaret Cooker
Publicity/Public Relations	Kevin Kane
Club Service & President 2018-2020	Brad Letner
President 2020-2021/Fundraising/Billing Officer	Rosanne Weathers
Community Service	Victor Rocha
International Service	Ben Tafoya
Youth Service/RYLEA & TLC	Rob Kilpatrick
Vocational Service/Speech Contests	Ryan McEachron

Members-at-Large:

Steve Orr • Mark Taylor • Dan Dever • Rob Kilpatrick • Jon Hove
Steve Murray • Russ Stringham

Positions & Committee Chairs

BOD Secretary	Marilyn Buttlerwerth
Sergeant At Arms	Gary Adams
Song Master	Al Castellucci
Programs	Mike Page
Public Safety Awards	Jon Schuler
Scholarships	David North
Dan Stover Music Contest	Marie Langley
George Hensel Ethics Essay Contest	Ron Boyd
S.T.A.R. Students	Robin Cackler
Flowers and Gifts	Trish Johnson
Joshua Tree Editor	Chris Ackerman

The Victorville Rotary Club meets every Tuesday for fellowship
at 11:30 a.m. and meeting at 12:00 noon at the Green Tree Golf
Course Clubhouse, 14144 Green Tree Blvd., Victorville

Make-up Days and Locations

MONDAY:	San Bernardino East, Imperial Palace, noon
TUESDAY:	Rancho Cucamonga Sunrise, 7:15 a.m. Empire Lakes Golf Course Rancho Cucamonga, 12:00 p.m., Etiwanda Gardens
WEDNESDAY:	High Desert/Hesperia Club meets 7:00 a.m., Denny's, 14165 Main St., Hesperia Adelanto Club meets 2nd Wed. at Chamber Room at Maverick Stadium at 11:30 a.m., and the 3rd and 4th Wed. at Budweisers, Adelanto Rd, Adelanto at 8am. San Bernardino Crossroads, Hilton, noon, Barstow, Quigley's, 2841 Lenwood Road, 12:00 p.m.
THURSDAY:	Apple Valley, Apple Valley Country Club, noon Ontario, 12:15 p.m., Doubletree Hotel San Bernardino, Denny's at I-15, 7 a.m. Redlands, Masonic Temple, noon
FRIDAY:	San Bernardino North, Elks Lodge, 12:05 p.m.

Calendar Dates

April 9: Board of Directors Meeting
5:00pm Fellowship • 5:30pm Meeting
DCB Board Room, 2nd Floor
Hesperia and Silica Roads

April 21: District Assembly
8:00am Registration • 8:30am - Noon
Granite Hills High School
22900 Esaws Rd, Apple Valley

Future Rotary Programs

April 10: District Governor Elect Jon Chase
(Letner) STAR Students

April 17: Gary Wolf, DCB Area Marketing Manager
TOPIC: DCB / Flagstar Conversion Update (M Johnson)

Proposed Member

If you protest the admission of this member please respond in
writing by 5 p.m. April 9 to President Dwight Johnson.

Rick Bessinger

Lt. Victorville Police

SB County Sheriff's Dept

Classification: Law Enforcement

Sponsor: Mark Taylor

Replacing Jon Schuler

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