



The Joshua Tree



August 13, 2019

10 WAYS TO KEEP YOUR BUSINESS SAFE

When it comes to Human Resource expertise, many people seek out **Sharon Page** from The HR Edge to make sure they are not only in compliance, but thrive and stay away from the pitfalls in terms of employer/employee relationships. This week Sharon imparted some of her knowledge, sharing the top 10 items, that if ignored, can destroy your business.



1. Harassment Prevention Training.

If you have 5 employees or more, and haven't done this training yet, you only have 4.5 months left or will be penalized by the State. Most importantly, you need to do this because it is your major defense in claims of harassment brought to the company, that you did all you could do.

2. Dynamex (ABC Test). This deals with determining whether someone hired should be considered a worker or an Independent contractor. The best way to figure this out is by the ABC's

A: The work is free from the control and direction of the company in connection with the performance of the work, both under the contract for performance of the work and in fact; **B:** The worker performs work that is outside the usual course of the company's business; and **C:** The worker is customarily engaged in

an independently established trade, occupation, or business of the same nature as that involved in the work performed.

3. Lactation Accommodations.

If you have an employee coming back from maternity leave, as an employer, you must provide a clean, quiet space (NOT a bathroom) free from interruptions to pump.

4. Vacation Pay. Make sure you are on top of proper accruing vacation time you've offered employees.

5. Wage Per Hour. Make sure your accounting is solid, and that you are paying your staff what their worth.

6. Discretionary Bonuses. Make sure the bonuses you pay are tied directly to their regular rate of pay.

7. Overtime Calculations. When deciding to choose overtime options, always choose daily accumulations first over weekly.

8. Meal/Rest Breaks. Your staff must take a 30 minute lunch break within the first 5 hours of the work day. If not or this time is interrupted, you are liable to pay a 1 hour penalty for each infraction.

9. Final Pay Penalty. Whether an employee leaves or is let go, you must be sure that every cent is paid that is owed. One mistake can lead to you having to pay a 30 day work penalty of their wages to them.

10. Tough Talk. Regardless whether the situation is a firing or disciplinary action, you must have the hard conversations and be clear and direct. Make sure your employee knows what is expected of them. Don't leave it to a manager.

This Week's Functionaries

Invocation: Jim Mettler

Flag Salute: Brad Poiriez

4-Way Test: Kirsten Acosta

Finemaster: David North

COOKER'S CORNER



For our Rotarian business owners, this week a lot of important information that was shared by Sharon Page from The HR Edge. You can always determine the

effectiveness of the speaker by the many questions asked after her presentation.



We still need volunteers, as well as live & silent auction items for the Casino Royale! This is the theme for our Annual Fundraiser, which will be held on September 21st at the Spring Valley Lake Community Center. We are looking for Rotarians who would like to be a part of the committee and assist in its success! This is our largest fundraiser of the year so we need all hands-on deck! Please see committee chair Bill Edwards for more information.

Arsalee Morales announced that this year's TLC Camp will be held December 6-8 and we are looking to send 4 students this year. We are looking for a few Rotarians to read applications and interview students to help us send them to Team Leadership Camp.

See you all next week when we will host our District Governor Luanne Arredondo.

www.victorvillerotary.org

Raffle

Donna Wells will be doing some gardening soon with the bag of pottery she won from **Bill Edwards** and **Jim Mettler** will be lighting some candles that he got from Bill as well. Mr. Mettler donated a bottle of Chardonnay which will be enjoyed by **Greg Benson** and Donna will also do some shopping at Midway Home Solutions, with the \$25 gift card she received from **Jason Montana**.

Fine Session

David North was our Fine Master this week and began by giving a \$20 fine to **Mike Page** for not introducing **Kevin Porter** as a "guest" (*insert laugh track here*). Tuesday's meeting was also "National Left Handers Day" so our two lefties in the room, **Chris Ackerman** and **John Kroencke** left with \$20 less in their wallets.

In honor of David's 25th Wedding Anniversary coming up, and with the fact that he is "cheap", asked Rotarians in the room to come up with ideas for his Silver Anniversary, without making a dent in his wallet or face a \$20 fine. Those paying were **Teressa DeAtley** by claiming he must spend money, **Kevin Porter**, who suggested Las Vegas, **Donna Wells** who said to buy her something silver and **Jim Mettler** who suggested he take her to Mt. Rushmore! The best idea, according to David, not receiving a fine, was to **Mike Page** who suggested he take her on a hike.



Rotary

Club of Victorville, CA



**ROTARY
CONNECTS
THE WORLD**

Big Blue Dice



Kevin Porter made a rare Rotary appearance and won the chance for the Big Money, but drew another white dice. We will continue next week with 8 dice and \$350 for the Rotarian who can pick the Blue Dice out of the bag.

Spoon of Exemption

Elementum owner **Oscar Garcia** had his second week with the Spoon and spoke about the weather, specifically how hot it will be over the next couple of months. During these weeks of triple degree temperatures you need to have your HVAC units checked, because as the condensation lines work they can leak water into the pans, and if those pans overfill... well, you'll be on the phone with Oscar and his staff and Elementum, and he doesn't want that!



But if you need their services, you can call them directly at 800-319-9022.

The Polio Pig

Collected this week: \$23.00

Polio Pig: \$18.00 + Kevin Porter (Dice): \$5.00 = \$23

Collected to Date: \$16,558.79

Total equals: 94,288 Doses!

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

Rotary Guests

This week we welcomed **Keri Jahr** from the Midway Home Solutions who attended with **Jason Montana**, who was a stand-in for **Don Lager** and **Dulcee Canseco** who attended with **Sarah Rojas**, who came as a stand-in for **Lauretta Tkaczyk**.



Jon Hove invited two guests this week from Robar Enterprises, **Lori Clifton** and **Shaune Young**.



Finally, we welcomed some potential members including **Bo Goulet** from Shear Realty, **Dave Smiley** from Securitas and **Elsa Ramirez** who was invited to join by **Russ Stringham**.

THE ROTARY CLUB OF VICTORVILLE PRESENTS

CASINO ROYALE

SEPTEMBER 21, 2019 SVL COMMUNITY CENTER
5PM WINE TASTING | 6PM DINNER 12975 ROLLING RIDGE, VICTORVILLE

**Wine Tasting | Casino Games | Live Music
Dinner | Live Auction | Silent Auction**

FOR MORE INFORMATION CONTACT ARSALEE MORALES AT: AMORALES@AVCSYSTEMS.COM



VICTORVILLE ROTARY CLUB OFFICERS

Board of Directors

President 2019-2020	Steve Orr
Immediate Past President	Margaret Cooker
Treasurer	Donna Wells
Executive Secretary	Margaret Cooker
Publicity/Public Relations	Kevin Kane
Club Service	Bill Edwards
Community Service	Paul Earle
International Service.....	Ben Tafoya
Youth Service/RYLEA & TLC	Arsalee Morales
Vocational Service	Dr. Breda Leach
Grants/Speech Contests	McKenzie Tarango
Scholarships.....	David North
George Hensel Ethics Essay Contest	Ron Boyd
Membership.....	Don Lager
Billing Officer	Esther Mears

Members-at-Large:

Dwight Johnson • Jon Hove • Rob Kilpatrick

Positions & Committee Chairs

BOD Secretary	Marilyn Buttelwerth
Programs	Mike Page
Public Service.....	Rick Bessinger, Teresa DeAtley & Greg Benson
Sergeant At Arms.....	Arsalee Morales
Dan Stover Music Contest.....	Marie Langley
S.T.A.R. Students	Jim Barnes/Robin Cackler
Fundraising/Flowers and Gifts	Steve Orr
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 Adelanto 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, Rositas, 540 Main St, 12:00 p.m.
THURSDAY:	Apple Valley, Rusty Bull, AV, 1st, 2nd and 4th Thurs 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

- Aug 19: Board of Directors Meeting**
5:30 pm Meeting
DCB Board Room, 2nd Floor
Hesperia and Silica Roads
- Aug 23: Principals' Breakfast**
7:00 AM, El Pescador
Share information about Rotary programs
- Sept 21: Casino Royale Club Fundraiser**
6:00 pm
Spring Valley Lake Community Center

Upcoming Rotary Programs

- Aug 20: District Governor Luanne Arredondo (Orr)**
- Aug 27:** San Bernardino County Public Defender Christopher Gardner **TOPIC: "Community Engagement with San Bernardino County's Public Defender"** (Page)
- Sept 3:** Tom McCarthy, General Manager Mojave Water Agency **TOPIC: "Update on the California Water Fix and what it means to the High Desert"** (Page)
STAR Students
- Sept 10:** Trina Siverts, Publisher Mojave River Valley News and Bo Goulet, Shear Realty (Mojave River Valley Alliance) **TOPIC: "The Mojave River Valley: Rebranding our name"** (Page)

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