



The Joshua Tree



The Weekly Publication of the Rotary Club of Victorville

September 4, 2012

BUSINESS OWNERS LEARN HOW TO AVOID POTENTIAL LAWSUITS



Kevin Porter & Sharon Page



Kevin Porter, Attorney at Law, specializes in business law. Businesses large and small rely on the business backgrounds of the attorneys at Caldwell, Kennedy & Porter to provide advice and resolve legal issues.

Sharon Page is the owner of The HR Edge. The HR Edge provides full service Human Resource consulting for small businesses throughout the Inland Empire.



Victorville Rotarian Kevin Porter joined Sharon Page of The HR Edge to explain the many ramifications of protecting your small business against unscrupulous and/or disgruntled employees. The two perspectives combined to address issues business owners face in California in conducting their business. Two things are for sure: The laws are ever-changing and confusing, and California is extremely over-regulated!

Sharon shared some of the complexities in the Human Resource aspect of employment law regarding unique compensation, including telecommuting and exempt vs. non-exempt employees.

Kevin offered three common scenarios of terminated employees suing their past employer in Federal Court. Some of the most common filings include unpaid overtime, disallowed breaks, and unreimbursed mileage.

In summation, Sharon advises prevention. Communicate, communicate, communicate, and... document, document, document! Have your policies in place and updated regularly. Have an attorney or Human Resources professional review your Employee Handbook often.

Kevin advises an ounce of prevention, and states that in the law, the employer is guilty until proven innocent! He recommends you keep employee payroll records for four years; a Class Action lawsuit can hugely impact or completely ruin a small business.

Thank you to today's Functionaries



- Invocation:** Marie Langley
- Flag Salute:** Teresa DeAtley
- 4-Way Test:** Ron Hughes
- Song:** Al Castellucci

PLEASE JOIN US EVERY TUESDAY FOR FELLOWSHIP AT 11:30 A.M. BEFORE OUR MEETING IS CALLED TO ORDER AT NOON.

THIS WEEK'S GUESTS



Mike Page introduced guests this week. Welcome to Jacquie Lukacsffi (Edson); Kristine (Dan) Dever; Lora Battee of Midway Home Solutions (Lager); Manny Manahan of ServePro, in for Rick Hampton, and special guest Sharon (Mike) Page. Welcome, all!

FINE & RAFFLE SESSION:



Mark Layton served as Finemaster this week, and doled out a few \$20 fines. Although **President Russ**



had "nothing to say", he was seen at **Caroll Yule's** office recently, resulting in a fine. **Ron Wilson's** "almost" retirement cost him, and **Mike Hayhurst's** "great school", Excelsior, netted him a fine. A \$10 fine went to **Hough**, for missing her interaction with **Margaret**, and **Ron Hughes** was fined \$10 for showing up at a Rotary meeting! The **Finemaster's** ringing cell phone cost him \$25 in a self-fine!

Some nice raffle prizes this week: An **H&R Block** Chip Clip was won by **Caroll Yule**, as were the **H&R Block** Earphones; a beautiful Gem Stone Globe from Gaylynn Stringham's **Le Chartreuse** was won by **Doug Robertson**, and he also took home the **Midway Home Solutions' Gift Card**. A nice Pocket Knife from **Printart** was won by **Ron Hughes**, and **Hough's** Magnetic Note Pad went to team **Edson/Lukacsffi**. **Gene Gregory** AGAIN had an opportunity to win big money, but went away with only \$5. Next week the Pot will be \$650 with only 3 marbles!

Next Week...

**Off-Site
VVC Public Safety Center**

Directions to the Public Safety Center (from the main VVC campus) are as follows:

- Head East on Bear Valley Road (exit VVC and turn left to head east)
- Turn left on Apple Valley Road (heading north)
- Turn right on Hwy. 18
- Turn Left on Corwin Road
- Turn Left on Dale Evans Parkway (stop sign)
- Turn Right on Johnson Road (stop sign)
- Turn Right on Navajo Road
- The Center will be on your left

19190 Navajo Rd., Apple Valley

www.victorvillerotary.org

BRING YOUR CANS TO ROTARY!!

YEAR 'ROUND GIVING OPPORTUNITY:

Please remember to bring in your canned and dry goods for needy high desert families. This is an ongoing, annual Food Drive, and a recipient organization will be chosen quarterly. This quarter's recipient was Victor Valley Rescue Mission.



WHAT'S IN MARGARET'S CAN??

Collected this week: \$10.02

Collected to Date: \$8,892.56

Total equals: 78,840 Doses!

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

Thanks for keeping that can moving, folks!



LUCKY ORANGE MARBLE

Gene Gregory took home a whole \$5 today!

Next week = 3 marbles

\$650.00 !!

MAKE UP A ROTARY MEETING ONLINE!

Visit: <http://www.rotaryclubone.org/>

President's Circle Advertising

Join the Rotary Club of Victorville's "President's Circle" with your monthly pledge to support Club projects:

Platinum: \$ 100

Gold: \$ 50

Bronze: \$ 25



Russ' Rap

Russ announced the regular Board meeting will be held next Tuesday, September 11th at Steve Murray's home. He also will provide a copy of the Club budget for anyone interested.

Russ updated the Club on the International grant that he and **Ben Tafoya** are working on to obtain water tanks for five schools near Ensenada. They have experienced quite a learning curve in the process, but hope to have approval within 30 days or so.

Due to lack of interest, the River Trip has been cancelled; however, there is much fun to be had with the Rotary Calico Run October 13th. Come for the day, or spend the weekend. You don't need your own 4-wheel vehicle. Contact **Dan Dever** for more information!

In **Dwight's** stead, **Russ** reminded us to keep bringing in our canned and dry goods. He thanked those Rotarians who have been generous to this program thus far.

Hough introduced one of our newest members, **Judy Muñoz**, who discussed the many service opportunities available through Club Service. The Chairs are **Dwight Johnson** (Community Service), **Rob Kilpatrick** (New Generations), **Joe Andreasen** (Vocational Service), and **Ben Tafoya** (International Service). To see what each Club Service offers, look under "Club Services" on the web site at <http://victorvillerotary.org>.

Steve Murray had his last opportunity to encourage Rotarians to be involved with our Wine, Jazz & More event, coming this Saturday! Remember, you will be **billed for tickets** not turned in by **Steve's** meeting this Thursday!



Go to Facebook.com. In search bar type in: Rotary Club of Victorville.

RUSS' ROTARY QUIZ: "He Profits Most Who Serves Best" was written by Arthur Frederick Sheldon, Chicago Rotarian. In reference to the Rotary motto, "Service above Self", Sheldon's quote was modified by the 2004 Rotary International Council on Legislation, to its current wording, "They Profit Most Who Serve Best."

SPOON OF Exemption



CITY OF VICTORVILLE

DOUGLAS B. ROBERTSON
CITY MANAGER

drobertson@ci.victorville.ca.us

P.O. Box 5001 • Victorville, California 92393-5001
14343 Civic Drive • Victorville, California 92392-2399
(760) 955-5029 • Fax (760) 269-0015

Printed on Recycled Paper



On September 21, 2012 the City of Victorville will celebrate its 50th Anniversary with a formal dinner celebration! Join us as we commemorate our history through a historical video, a night of cocktails, dinner and entertainment. 50th@ci.victorville.ca.us

NOTE:

The Adelanto Satellite Rotary Club meeting is the 3rd and 4th Wednesday of each month at 11:30 a.m. at R&S Beverage Co., 17500 Adelanto Rd., Adelanto, CA

Read below for details...

The Adelanto Satellite Rotary Club plans their first Wednesday of each month meeting at a member's place of business. The second week's meeting is at the Adelanto Chamber of Commerce, third and fourth are listed above, and the fifth Wednesday of each month (if there is one) is dark.

District Training

September 15, 2012: UNLV, School of Law at 4504 Maryland Parkway, Las Vegas, NV. Doors open at 8:30, Sessions run from 9:00 a.m. - 12:00 p.m. **

September 22, 2012: University of Phoenix Learning Center at 3110 East Guasti Road, Ontario, CA. Doors open at 8:30, Sessions run from 9:00 a.m. - 12:00 p.m. **

PLEASE NOTE...

** Training on the new Grant process from 1:00 to 3:00 p.m. At least 2 members of the club must attend in order for the club to receive a grant from the Rotary Foundation.

Platinum Members:

President's Circle



BRANDMAN University Chapman University System

Dr. A.L. Hough-Everage
Professor of Education
Victorville Campus

12421 Hesperia Road, Suite C-6
Victorville, CA 92395
hough@brandman.edu
Phone: 760-955-7555
Fax: 760-955-7444
www.brandman.edu

MsB
myschoolbookstore.com

FLANNERY COMPANY

Steve Flannery
Owner
Client Services Manager

16430 Beaver Rd.,
Adelanto, CA 92301

phone 800.456.3400 ext. 353
fax 800.284.5600
evet@flannerycompany.com
evet@myschoolbookstore.com

ORO GRANDE SCHOOL DISTRICT



Joseph B. Andreasen
Superintendent

Cell: 760-963-9568
Ph: 760-243-5884 x148
Fax: 760-859-3009
Email: joseph_andreasen@orogrande.org

PO Box 386
19175 Third Street
Oro Grande, CA 92368
www.orogrande.net

25 years Experience in
High Desert Commercial Real Estate

Mehdi Mostaedi

COLDWELL BANKER COMMERCIAL
REAL ESTATE SOLUTIONS

(760) 684-8044
(760) 559-6807 Cell

mm@cbcdesert.com
CA Lic# 01392527

Gold Members:

ICR Staffing Services Inc.



PRINT mart

Your Source for Quality Printing

SHARPS TERMINATOR

Margaret Cooker
West Coast Sales & Service

Tesson Energy Systems LLC
m. 760 243 5928
e. jmac.tesson@gmail.com
www.sharpsterminator.us

58 SHEAR REALTY

THE SIGN OF SUCCESS

Caroll Yule
760-964-9585



Bronze Members:

Meirs & Meirs (Donna Wells) - Wilson Advisory Business Center (Ron Wilson)

VICTORVILLE ROTARY CLUB OFFICERS

President	Russ Stringham
Treasurer	David North
Executive Secretary	Margaret Cooker
Club Service	Steve Murray
Community Service	Dwight Johnson
New Generations	Rob Kilpatrick
Vocational	Joe Andreasen
International	Ben Tafoya
Foundation	Margaret Cooker
Recording Secretary	Marilyn Buttlerwerth
Sergeant At Arms.....	Gary Adams

Members-at-Large:

Dan Dever • Bob Basen • Robert Lovingood • Vito Bello

Past President (2011-12)	Charles Gehrke
Incoming President (2013-14)	Dr. Hough Everage
President-Elect (2014-15)	Steve Murray
President-Elect-Elect (2015-16) ...	Talk to Chuck for interviews

Current Chair Persons:

Membership	Dr. Hough Everage
SongMaster	Al Castellucci
Scholarships	Ginger Ontiveros
Publicity/Public Relations	Dwight Johnson
Cards and Calls	Gaylynn Stringham
Programs	Mike Page
Club Activities	Dan Dever
Newsletter	Mary Teran

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 Hesperia, 7:00 a.m., Dennies, 14165 Main St.
WEDNESDAY:	Adelanto Club (3rd and 4th Wed.), 11:30 a.m., R&S Beverage Co., 17500 Adelanto Rd., Adelanto. San Bernardino Crossroads, Hilton, noon, Barstow, Quigley's Outlet Center, Lenwood, noon University Prep, 7th and Forrester, 2:00 p.m. High Desert, 6:00 P.M. - Los Domingo's Rest., 6:00 p.m. 17790- Hwy. #18, Apple Valley
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 Victor Valley Sunrise, Coco's, Victorville, 7 a.m.
FRIDAY:	San Bernardino North, Elks Lodge, 12:05 p.m.



Important Dates

Mark your Calendar!

- Sept. 8: Wine, Jazz, & More** - Spring Valley Lake Community Center - FREE wine tasting (with paid entry) 5:30-6:00 p.m.
- Sept. 15: District Foundation, Membership, and Public Relations Seminar.** UNLV, School of Law, 4504 Maryland Parkway, Las Vegas, NV. 9:00 a.m.
- Sept. 22: District Foundation, Membership, and Public Relations Seminar.** University of Phoenix. 8:30 - noon. 3110 E. Gausti Rd., Ontario
- Oct. 13: Annual Calico Off-Road Trip**

IF YOU ARE NOT RECEIVING YOUR JOSHUA TREE VIA EMAIL, PLEASE CONTACT MARY TERAN TO GET ADDED TO THE EMAIL DISTRIBUTION LIST.

UPCOMING ROTARY PROGRAMS

- Sept. 11: Off-Site: Victor Valley College Public Safety Center** - 19190 Navajo Rd., Apple Valley (Ontiveros). See directions on Page Two.
- Sept. 18: Theresa Franke, 2011-12 Rotary Club of Chino President.** Topic: Job Creation Training in Local Schools Project (Business Plan Competition, Youth, Community and Vocational Service Projects (Hough)
- Sept. 25: LA County Metropolitan Transportation Agency,** Robert Machuca and Ann Kerman. Topic: Update of the High Desert Corridor Project (Page) / STAR Awards / Brentwod Career Explorations

Newsletter Printing Courtesy of



The Joshua Tree

A Weekly Publication of the Rotary Club of Victorville

P.O. Box 734 • Victorville, CA 92393 • www.victorvillerotary.org

Mary Teran, Editor (760) 861-8520 • maryteran1@gmail.com