



The Joshua Tree

December 6, 2022

HERE WE GO AGAIN, HR CHANGES FOR 2023

That time of year is upon us where the people vote, the State of California changes their regulations and businesses have to change the way they do business. To share these changes was **Lynn Hounsley**, President of Integrity HR, Inc. After 30 years of experience in Human Resources, Lynn is still surprised at times of the changes sent down from Sacramento. This next year is no different.



The California Legislature has enacted a number of new laws which impact California employers. These laws are changing fast and it is important for employers to ensure they are compliant.

Minimum Wage Increases: Minimum wage will increase to \$15.50 per hour for all employees. Those who are salaried/exempt employees go up to \$31.00 per hour. Some local cities/counties will have higher minimum wage requirements, so it is not set in stone.

Pay Transparency: SB 1162 will now require employers to make pay scale information available to job applicants and employees and expands California's pay data reporting requirements.

Expansion of California Family Rights Act & Paid Sick Leave: The CFRA and SB 1041 expands employee CFRA and Healthy Workplaces, Healthy Families Act (HWHFA) paid sick leave rights to allow an employee to take such leave to care for a "designated person," in addition to other family members previously specified by law.

Bereavement Leave: AB 1949 will now mandate that employers with 5 or more employees, and any that have been employed for more than 30 days, 5 days of unpaid bereavement leave for the death of a family member. These days do not have to be taken consecutively, but employers can require documentation to support the leave.

Cannabis Use: Effective January 1, 2024, AB 2188 prohibits discrimination based upon an employee's or applicant's use of cannabis off the job and away from the workplace. Employers can still conduct pre-employment drug screening and can refuse to hire based off the results. This does not apply to Government and DOT jobs where driving is involved.

Covid-19 Exposure: The Bill AB 2693 was modified to allow employer to prominently display a notice of potential exposure in the workplace, in lieu of providing every employee with an individual notice.

Covid-19 & Worker's Compensation: AB 1751 extends a previous Bill which established a rebuttal presumption that workers that contract Covid-19 under certain conditions, require employers to report such cases to their workers' compensation carriers.

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This Week's Functionaries

- Invocation:** Chris Ackerman
- Flag Salute:** Oscar Garcia
- 4-Way Test:** Kirsten Acosta
- Fine Master:** Ryan McEachron



ARSALEE'S AVENUE

Thank you to Lynn Hounsley from Integrity HR, Inc. for coming out this week and sharing

so much information on HR changes for employers coming in 2023 and 2024. We hope to have you back again soon



to share any updates and keep the business owners in the Club on top of the ever-changing requirements for their companies.

As a friendly reminder we will be dark for both our Board of Directors meeting scheduled for December 14 and our December 27 Rotary meeting, to give everyone a chance to spend that week with their friends and loved ones.

Once again, thank you to everyone who joined us for this year's Christmas Party. Photos will be shared in our year-end issue of "The Joshua Tree", which will come out during the last week of December.



Thank you to Kirsten Acosta and the Victor Valley College Foundation for selecting

me for the College's Distinguished Service to Community Award. It means the world to me!

Remember, "Yesterday is not ours to recover, but tomorrow is ours to win or lose".

Arsalee

Lynn Hounsley

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Cal/OSHA is considering a new "permanent" Covid-19 regulation with some significant changes to the Emergency Testing Standard (ETS). It is expected to expire at the end of this year, so look for a vote on it this month.

Retaliation for Refusing to Work in Emergency Conditions: SB1044 protects employees from retaliation for refusing to work in "emergency conditions". The Bill makes it unlawful for employers to take or threaten adverse action against an employee for refusing to or leave a workplace due to a reasonable belief that the workplace is unsafe due to an "emergency condition." This includes disasters by nature or man-made. The Bill also makes it unlawful for employers to prevent employees from using their mobile device to seek emergency assistance, assess the safety of a situation, or communicate with a person to verify their safety in an emergency condition.

Email of Workplace Postings: SB 657 provides that in any instance in which an employer is required to physically post information, the employer may also distribute that information to employees by email with the document(s) attached.

As you can see some of these may apply to your business and some may not. If you have any questions Integrity HR, Inc. can help. They cover everything from Employee Handbook revisions and updates, employee relations issue resolution, exit strategies and employee communication, just to name a few. For more information, please contact **Lynn Hounsley** at 951-833-8372, email lynn@integrityhrinc.com or visit www.integrityhrinc.com.



IMAGINE
ROTARY



IMAGINE ROTARY

Big Blue Dice



Arsalee Morales had the chance to grab the Blue Dice, but picked white and saved the opportunity for another Rotarian.

We will continue next week with 7 Dice and \$375 for the lucky Rotarian who can grab the Blue Dice.

Fine Session

Ryan McEachron was our Fine Master this week and began by fining President **Arsalee Morales** \$25 for the shameless plug on the announcement that she received the honorary VVCF Distinguished Service to Community Award. **Kevin Kane** was also penalized for having his retirement party the same night as the Christmas Party. He was supposed to retire at the end of the month, but will be staying on 3 extra months (*at the behest of the VVTA Board*), so he was fined \$30, ten dollars for each additional month.

Bill Edwards was hit with a \$10 punishment for collecting 1,559 toys last weekend at their "Stuff the Bus" event with Victor Valley Transit. The toys will be given out at the Great Toy Giveaway December 17th at the Fairgrounds. Finally, Captain **John Wickum** was fined \$10 for making some interesting arrests lately, especially arresting a certain Victorville individual for refusing to sign a "fix-it" ticket, and opting to be arrested instead.

Raffle

Kevin Kane donated a Victor Valley Transit USB Bus that will be used by **Arsalee Morales** and a bean bag phone holder that will be enjoyed by **Bill Edwards**. Bill himself donated some Spring seed grow kits which will be used in the gardens of **Ryan McEachron**, **Kevin Kane**, and **Donna Wells**, who won two of them!

Spoon of Exemption

The Spoon went up for auction for the month of December and **Oscar Garcia** grabbed it for \$50! Oscar reminded everyone that Elementum Services handles water damage, fire and mold



restoration for your home and business. Oscar was glad to be back with the Club, but spends most of his time in Las Vegas now, as that location is about to celebrate their 2-year anniversary.

Read B4K Update

This week **Margaret Cooker** shared some wonderful news in our ever growing Read B4K program! A Grant through Rotary International's Lefler Matching Grants program was awarded to President **Arsalee Morales** and Read B4k was awarded \$1,000!

In addition, the Liberty Elementary Family Resource Center just began their own Read B4K Program and over at Victor Elementary, two children started the program in September have already surpassed 40 lessons. That's double the average for the program for that time span! Thank you to **Colleen Calderon** for the great work she is doing for Read B4K!

Rotary Guests

This week we welcomed **Debi Albin**, Executive Assistant to **Kevin Kane** over at Victor Valley Transit and **Sharon Page** attended with **Mike Page**. Our Stand-in this week was **Stefanie Montoya**, for **Bryan Gillespie**.

The Polio Pig

Collected this week: \$18.00

Polio Pig: \$13 + Arsalee Morales (Dice): \$5.00= \$18.00

Collected to Date: \$19,326.52

Total equals: 99,741 Doses!

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



VICTORVILLE ROTARY CLUB OFFICERS

Board of Directors

President 2022-2023	Arsalee Morales
President 2023-2024	Steve Murray
President 2024-2025	Need Candidates
President 2025-2026	Bill Edwards
Immediate Past President	Jon Hove
Treasurer	Donna Wells
Executive Secretary	Margaret Cooker
Club Service	Steve Murray
Community Service	Bryan Gillespie
International Service.....	Ben Tafoya
Youth Service/Ryla & TLC	Ryan McEachron
Vocational Service	Bill Edwards

Members-at-Large: David North, Mike Johnson, Rob Kilpatrick & Ron Boyd

Positions & Committee Chairs

BOD Secretary	Pam Murray
Billing Officer	Esther Mears
Dan Stover Music Contest.....	Need Volunteer
Flowers and Gifts	Linda Hove
Foundation & Grants	Margaret Cooker
4-Way Speech Competitions	Mike Johnson
Fundraising.....	Arsalee Morales
George Hensel Ethics Essay Contest	Ron Boyd
Joshua Tree Editor	Chris Ackerman
Membership.....	Steve Murray
Programs	Mike Page
Publicity/Public Relations	Need Volunteer
Public Service.....	Rick Bessinger, Teresa DeAtley, Jeff Armstrong and John Wickum
Sergeant At Arms.....	Steve Murray
Scholarships.....	David North
S.T.A.R. Students	Maureen Mills and Michal Krause

The Victorville Rotary Club meets every Tuesday for fellowship at 11:30 a.m. and meeting at 12:00 noon at the Spring Valley Lake Country Club, 13229 Spring Valley Parkway, 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, 13165 Main St., Hesperia San Bernardino Crossroads, Hilton, noon, Barstow, Rositas, 540 Main St, 12:00 p.m.
THURSDAY:	Apple Valley, <i>No Longer Meeting</i> 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

Dec 14: Board of Directors Meeting
Dark for the Holidays



Upcoming Programs

Dec 13: Dr. Cliff Jessen **Topic: "Veterinary Medicine and More"** (Page)

Dec 20: OPEN

Dec 27: **Dark for the Holidays**

Jan 3: OPEN

Jan 10: Chet Hitt, Owner Town's End **Topic: "Moments with Chet - Lessons from an Entrepreneur, the Early Days to Town's End - I am Still Learning"** (Page)

Jan 17: OPEN

Jan 24: OPEN

Jan 31: **5th Tuesday Rotary Meeting**

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