



# The Joshua Tree



March 18, 2025

## 2025 EMPLOYMENT LAWS IN CALIFORNIA

This week, the Rotary Club of Victorville welcomed guest speaker **Mike Thrapp**, Operations, Safety, and Risk Officer at ICR Staffing Services, Inc. Mike presented an informative session on the new employment laws set for California in 2025.

One of the key takeaways from his presentation was an update on minimum wage. While the state minimum wage is now \$16.50 per hour, Thrapp noted that some local jurisdictions have higher minimum wage requirements. Additionally, exempt employees must earn at least \$68,640 annually to maintain exempt status. He also shared that the IRS mileage reimbursement rate has increased to 70 cents per mile.

Mike then highlighted several important bills and laws affecting California employers and employees in 2025:

**SC1100 - Driver's License Discrimination:** Employers are prohibited from requiring a driver's license as a



form of identification unless the job specifically requires driving. However, exceptions exist if not having a driver's license would create a hardship, such as a project manager needing to visit job sites.

**SB 1340 - Local Enforcement of Workplace Discrimination Laws:**

This law strengthens local authorities' ability to enforce workplace discrimination laws, providing more avenues for employees to seek justice.

**AB 1850 - Race Discrimination for Hairstyles:**

This law clarifies terminology related to race-based hair discrimination and ensures that employees cannot be discriminated against for wearing ethnic hairstyles.

**SB 1350 - Cal/OSHA Household Domestic Coverage:**

OSHA now has jurisdiction over household domestic jobs, including housekeepers and landscapers. Thrapp dubbed this the "Inviting OSHA to Dinner" law, as it allows OSHA to inspect homes for compliance as if they were traditional workplaces.

**AB 2123 - Paid Family Leave Vacation Use:** This bill modifies existing paid family leave legislation, impacting how employees can utilize their vacation time when taking family leave.

**AB 2499 - Broadened Enforcement Under FEHA:** The Fair Employment and Housing Act (FEHA) now

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### This Week's Functionaries

**Invocation:** Bill Edwards

**Flag Salute:** Bryan Gillespie

**4-Way Test:** Jon Hove

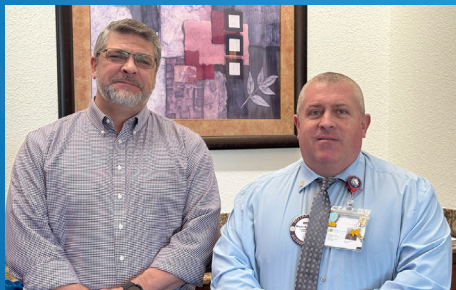
**Fine Master:** Bill Edwards



## GILLESPIE'S GAB

Thank you to Mike Thrapp from ICR Staffing, Inc. for stopping by this week to share with us all of

the new Employment Laws for the state of California. We look for more updates in the future.



Our next service project will be making our Easter Baskets, which will take place on April 15th. There is still time to donate, so sign up, donate, and make these baskets our largest yet! We are also looking for volunteers to help pass out the baskets in teams. Please sign up and see lives changed right before your eyes!

On September 6th we will celebrate our 75th Anniversary as a Club with a big fundraising event at the Spring Valley Lake Community Center! With great food and a look back on our many years as a Club, we will also be giving away \$10,000 that night! We will be selling 100 tickets at \$250 each with one lucky person getting some surprise wealth! We are looking for people to join the event committee, so please let me know if you'd like to be a part of the fun!

Until next week...

*Bryan*

## Thrapp...

*Continued from Page 1*

includes additional provisions, expanding enforcement capabilities under the Civil Rights Department.

**SB 399 - Captive Audience Meetings Ban:** Employers can no longer mandate attendance at organizational meetings that force employees to engage in religious or political activities, such as prayer or reciting the Pledge of Allegiance. This law protects workers from employer intimidation and retaliation regarding political or religious beliefs.

**SB 988 - Freelance Worker Protection Act:** This law provides common-sense protections for freelance workers, ensuring they receive fair treatment and timely payment for their work.

**Mandatory Postings:** Employers must now display required notices for AB 2299 - Whistleblower Protection and AB 1870 - Workers' Compensation Notice to keep employees informed of their rights.

**PAGA Reform Updates:** While not new for 2025, updates to SB 92 and AB 2288 refine the Private Attorney General Act (PAGA), which allows employees to sue for labor law violations on behalf of the state.

For more information on these employment law changes, contact Mike Thrapp at (760) 245-8384 or email [mthrapp@icrjobs.com](mailto:mthrapp@icrjobs.com).

Rotary  
Club of Victorville, CA



**THE MAGIC  
OF ROTARY**



# THE MAGIC OF ROTARY

## Big Blue Poker Chip



*Chris Ackerman had the chance to draw the Blue Chip but picked green and saved the chance for another. We will continue next week with 9 chips and \$325 for the lucky Rotarian who can draw the Blue Chip!*

## Fine Session

**Bill Edwards** was our Deputy Fine Master and only gave one fine in the amount of \$25 to **Don Lager**, because we haven't seen him in a long time!

## Raffle

**Chris Ackerman** brought a couple of newly designed VTA



bean bag phone holders that will be enjoyed by **Don Lager** and **Bo Goulet**, while Bo donated a set of Rotary coasters, that will be used by **Bill Edwards**. Bill brought a Rescue Mission anniversary drink cup that will be used by Jon Hove's guest **Don Kennard** and a Cirkul StrawSip Tumbler that will be enjoyed by **Jon Hove** himself!

## Spoon of Exception

An advertisement for Apple Valley Communications. The background is blue with yellow flowers. The text reads: "APPLE VALLEY COMMUNICATIONS", "Spring Security System Special \$99", "Call Now For Details 760-247-2668", "APPLEVALLEYCOMMUNICATIONS.COM", "HOME SECURITY FROM AVCOM OFFERS YOU PEACE OF MIND", and the AVCOM logo.

**Arsalee Morales** is the Spoon Holder so we continue to promote Apple Valley Communication's \$99 Spring Security Special. Please call Arsalee at 760-247-2668 for full details.

## Rotary Guests



This week we were introduced to **Don Kennard** from Cal Portland, who attended as a guest of **Jon Hove**. Our Stand-ins were **Penny Edmiston** for **Maureen Mills** and **Aly Martinez** for **Angel Espino**.

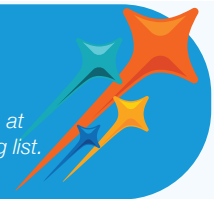
## The Polio Pig

**Collected this week: \$20.00**

**Collected to Date: \$21,186.83**

**Total equals: 103,352 Doses!**

**One dollar equals 2 Doses of Vaccine!  
\$500 pays for a Polio Clinic!**



## VICTORVILLE ROTARY CLUB OFFICERS

### Board of Directors

President 2024-2025 .....	Bryan Gillespie
President 2025-2027 .....	Bill Edwards
President 2027 - 2028 .....	<b>Please be Interviewed</b>
Immediate Past President .....	Steve Murray
Executive Secretary/Foundation/Grants .....	Margaret Cooker
Treasurer/Scholarships .....	David North
Youth Services/Ethics Essay .....	Ron Boyd
Club Service & Membership .....	Bill Edwards
Community Service/Speech Contests .....	Mike Johnson
Vocational Service .....	<b>Please Volunteer</b>
International Service .....	Ben Tafoya
Member At Large, Young Leaders Contact .....	Arsalee Morales
Member At Large, Special Projects .....	Rob Kilpatrick

**Members-at-Large:** Bob Basen, Darron Poulsen, Angel Espino

### Positions & Committee Chairs

BOD/PP Secretary .....	Pam Murray
Special Billing .....	Esther Mears <b>(TBD)</b>
Public Service Awards .....	<b>Please Volunteer</b>
Teacher Mini-Grants .....	Angel Espino
Dan Stover Music Contest .....	Angel Espino
Joshua Tree Editor .....	Chris Ackerman
Read B4K .....	<b>Please Volunteer</b>
Foundation & Grants .....	Margaret Cooker
Food Baskets .....	<b>Please Volunteer</b>
Interact (Junior Rotary) .....	<b>Please Volunteer</b>
Programs .....	Mike Page
Fundraising .....	Stefanie Montoya
S.T.A.R. Students .....	Angel Espino
Club Learning Facilitator .....	<b>Please Volunteer</b>

The Victorville Rotary Club meets every Tuesday for fellowship  
at 11:30 a.m. and meeting at 12:00 noon at the Bear Valley  
Country Club, 13229 Spring Valley Parkway, Victorville

### Make-up Days and Locations

<b>MONDAY:</b>	San Bernardino East, Imperial Palace, noon
<b>TUESDAY:</b>	Rancho Cucamonga Sunrise, 7:15 a.m. Empire Lakes Golf Course Rancho Cucamonga, 12:00 p.m., Etiwanda Gardens
<b>WEDNESDAY:</b>	San Bernardino Crossroads, Hilton, noon, Barstow, DiNapoli's Firehouse, 1358 E Main St, Barstow, CA
<b>THURSDAY:</b>	Apple Valley, Rusty Bull, 13685 John Glenn Rd, Apple Valley, Noon. Ontario, 12:15 p.m., Doubletree Hotel San Bernardino, Denny's at I-15, 7 a.m. Redlands, Masonic Temple, noon
<b>FRIDAY:</b>	San Bernardino North, Elks Lodge, 12:05 p.m.

## Calendar Dates

**April 7:** **Board of Directors Meeting**  
5:00pm Fellowship  
5:30pm Board Meeting  
Location: Robar Enterprises  
17671 Bear Valley Road, Hesperia, CA

**Rotary**  
Club of Victorville, CA



## Upcoming Programs

- Mar 25:** Josh Sprague, Battalion Chief, Victorville Fire Department **TOPIC**  
"Understanding the County Board of Education" (Page)
- April 1:** **Junior High 4-Way Speech Contest**  
(Johnson)
- April 8:** Collin Rowe, Assistant Superintendent of Admin Services, VESD **TOPIC**  
"VESD Facilities Update" (Page)
- April 15:** Ryan McEachron **TOPIC**  
"Understanding the County Board of Education" (Page)  
**Rotary Easter Baskets**

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