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OC Vision

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OC VISION
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CLCA is Hard at Work for You

As we welcome spring this month, these crazy gas prices are at the forefront of everyone's mind. They are insane! Add that to our already rising material prices and it's a recipe for disaster if you're not incorporating these increased expenses into your bids. This year's inflation rate is no joke. Anybody want to loan me a few 2x4's? Kidding aside, make sure you're adjusting your pricing accordingly to keep your profits as business is starting to pick up again.

I want to give a huge shout out to our legislative team for putting together the LandPAC fundraiser earlier this month. This interactive event allowed us the opportunity to voice our opinions regarding some of the bills being pushed that impact our businesses. We had Ash Alvandi, District Director in Senator Min's office, as our guest speaker. It was nice to be able to hear first-hand from our representatives and speak candidly about our issues. We learned that Senator Min serves in the Business, Professions and Economic Development committee, which is a benefit to us, particularly because we are contractors. We shared with Ash that the verbiage on a legal contract should no longer state "10%, or whichever is less" when collecting a deposit, but rather only state a "10% deposit." Events like these are what help shape our industry and help get our opinions in front of our legislators. Legislation is important to the work we do. Considering that California legislation often influences laws throughout the rest of the country, I'd say that CLCA is at the forefront championing for green industry businesses in California and throughout

the country. Big thank you to Devil Mountain Wholesale Nursery for hosting this event and providing the appetizers!



Sal Hernandez
Pacific Breeze Landscape
Chapter President

On another note, I recently met with CLCA staff in Sacramento and the chapter president of the San Diego Chapter to discuss ways for us to work collaboratively with the Inland Empire Chapter. CLCA is such a valuable resource, and we want members from all areas to enjoy the benefits. One of the many benefits is the opportunity to participate in a local awards competition. This year, we are inviting Inland Empire Chapter members to participate in our program. We're encouraging them to submit any projects they've completed within the Orange County boundaries into our competition. You should plan to enter too! After having to put our awards on hold the last couple of years, I think we're going to see some really great stuff in this year's competition. Entry forms are available on our chapter website (www.clca-orangecounty.org). Deadline to enter is June 1, 2022.

Lastly, our CLCA University is starting back up with our first one taking place at the Municipal Water District of Orange County in Fountain Valley on April 13. Please plan to join us so that you can get irrigation regulation and MWELo updates as well as learn about some of the newest and best plants for our Southwestern landscapes. I hope to see you there! ~Sincerely, Sal



CLCA OC Fundraiser at Devil Mountain Wholesale Nursery in Orange on March 16 Raises \$750 for LandPAC



Special Guest Ash Alvandi, District Director in Senator Min's office (left), chatted with attendees and answered questions.



Venue and appetizers for this event were provided by Devil Mountain Wholesale Nursery.

Wine donated by David DuBois of Cholame Vineyard.

Tables and chairs furnished by Marina Landscape.

Learn about CLCA's political action committee at www.clca.org/landpac

OC Chapter CLCA University, #1 April 13 in Fountain Valley

Topic: Irrigation Regulations, MWELo Updates, & 2022 New Plant Introductions

Get updates on irrigation regulations, MWELo, and new plant introductions at our April 13 CLCA University. Join us at MWDOC in Fountain Valley where we'll have two highly knowledgeable individuals speaking. Hunter Industries rep Michael Madewell will be discussing the "why" behind the year-old pressure regulation pop-up sprinkler law already in effect. He will also detail significant MWELo updates to keep contractors up to date with changes that impact them. Everde Growers rep Nicholas Staddon will navigate attendees through some of the newest and best plants for our Southwestern landscapes. He will talk about new trees, landscape shrubs, and perennials for our gardens and projects. Nicholas will also bring lots of plants and Everde swag to be raffled.

Meet new green industry friends during networking that will begin at 11 a.m. Lunch and the educational session will follow. Cost to attend is \$40/members, \$50/non-members. Class is scheduled to conclude by 1:30 p.m.

Regardless of whether you are just starting out in the business or a seasoned landscape professional, attend this event and leave with practical landscape solutions! RSVP your attendance to Bronwyn at eyescape@yahoo.com or online at www.clca-orangecounty.org.

Municipal Water District of Orange County (MWDOC) is located at 18700 Ward Street, Fountain Valley, CA, 92708.

Learn About COVID's Impact on Workers' Comp Claims April 27 at 10 a.m. in Riverside

Plan to join the CLCA Inland Empire Chapter from 10 a.m.-noon on Wednesday, April 27, at Toro in Riverside where you'll learn of COVID's impact on workers' compensation claims. Claims handler Linda Taylor with Risk Solutions will:

- give an IIPP update to COVID exposures in the workplace;
- detail the programs to have in place to identify and mitigate the workplace exposure;
- talk about when it becomes a workers' compensation compensable claim;
- discuss the rights of the employee when exposed at work;
- and more!

You're not going to want to miss this very informative meeting! The event will kick off with a light breakfast and finish with a boxed lunch and tour of the Toro facilities. Direct questions to Pam Kinne at pam.kinne@arm-i.com or (562) 208-3427.

This event is sponsored by CLCA Insurance Solutions and The Toro Company.

RSVP's requested to clca2016@mail.com. Toro is located at 5825 Jasmine Street in Riverside.

2022 CLCA-OC Calendar	
<i>Mark Your Calendars & Save the Dates Now!</i>	
April 13	CLCA University, Class #1, Fountain Valley, 11 a.m. MWDOC: 18700 Ward Street, Fountain Valley. Topic: Irrigation Regulations, MWELo Updates, & 2022 New Plant Introductions.
May 26	Chapter Golf Tournament, Fullerton. Coyote Hills Golf Course: 1440 Bastanchury Rd. Registration opening soon!
June 8	CLCA University, Class #2. Location TBD. Topic: HR in 2022 & Employee Retention.
July TBD	CLCA Picnic, Day at the Park. Date & Location TBD.
Aug. TBD	CLCA Outing to a Sporting Event. Details TBD.
Sept. 17	OC Chapter Beautification Awards, Mission Viejo.
Oct. 12	CLCA University, Class #3. Location TBD. Topic: Marketing your Business & Increasing Sales.
Nov. 9-11	CLCA Convention, Indian Wells, CA.
Dec. TBD	Chapter Holiday Party.



Yes! That's exactly what I want to say.

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The Chapter Beautification Awards Competition is Just Around the Corner....

Start thinking NOW about which projects you will enter!

CHECKLIST FOR PREPARING A WINNING ENTRY

CHOOSE THE PROJECT CAREFULLY

Look for good basics like:

- | | | |
|---|---|--|
| <input type="checkbox"/> Masonry / Pavers | <input type="checkbox"/> Concrete work | <input type="checkbox"/> Woodwork |
| <input type="checkbox"/> Grading | <input type="checkbox"/> Drainage | <input type="checkbox"/> Irrigation |
| <input type="checkbox"/> Trees and shrubs | <input type="checkbox"/> Color and ground cover | <input type="checkbox"/> Quality maintenance |
| <input type="checkbox"/> Good client | | |

PREPARING A PROJECT FOR JUDGING

Early work (approximately one month prior):

- | | |
|--|--|
| <input type="checkbox"/> Prune | <input type="checkbox"/> Fertilize |
| <input type="checkbox"/> Re-plant pots and baskets | <input type="checkbox"/> Re-plant shrubs, etc. |
| <input type="checkbox"/> Re-plant color and ground cover | <input type="checkbox"/> Re-stake / re-tie trees |
| <input type="checkbox"/> Repair sprinklers, straighten heads, etc. | <input type="checkbox"/> Apply touch-up paint |
| <input type="checkbox"/> Repair masonry or concrete | <input type="checkbox"/> Acid wash and seal if necessary |
| <input type="checkbox"/> Straighten lighting fixtures | |

Day Before Judging:

- | | |
|--|--|
| <input type="checkbox"/> Cultivate | <input type="checkbox"/> Top dress |
| <input type="checkbox"/> Last minute color replacement | <input type="checkbox"/> Remove all dead blooms |
| <input type="checkbox"/> Clean all hardscape | <input type="checkbox"/> Clean all planter areas |
| <input type="checkbox"/> Clean drain basins | <input type="checkbox"/> Check grading |
| <input type="checkbox"/> Water dry spots | <input type="checkbox"/> Spot in any missing ground cover |
| <input type="checkbox"/> Remove any signs / plant tags | <input type="checkbox"/> Get pool, spa, or fountains cleaned |
| <input type="checkbox"/> Double check on judges access to the property | |

Day of Judging:

- Turn off clock
- Turn on all water features



Entry deadline is Wednesday, June 1, 2022.
Landscape Judging will take place June 16-18, 2022.
Visit www.clca-orangecounty.org for more information.

New Bills Emerge Impacting How We Do Business

By Jay Martinez – CLCA Legislative Director

Our bill introduction deadline has come and gone and 2022 has 2,130 legislative bills pending in the State Assembly and State Senate. Of those, 128 are currently being tracked for CLCA.

While it is tempting to think the bill introduction deadline means no more new bills, CLCA stays ever vigilant due to the Legislature’s use of “spot bills.” Spot bills are legislative bills that are introduced but still need the detail language inserted. Essentially, they are introduced to meet the deadline and are holding a spot for the real legislative language to be added at a later date. CLCA continues to monitor these spot bills to see if they materialize into legislation we need to take advocacy action on.

In the time since my last update to you, the Governor and Legislature reached agreement on a package of bills including supplemental paid COVID sick leave of up to 80 hours per employee. CLCA just held a webinar on these COVID changes, including sick leave. If you missed it, it is in the members section of the CLCA website and you can view it on demand.

In reviewing the scores of new legislation, here are a few bills of interest:

SB 1162 (Limon-D): Employment: salaries and wages. Places new and burdensome reporting requirements on all

employers of 100 or more employees or sub-contractors by requiring detailed information on pay rates, demographics, and related characteristics.

It requires the pay data report to include the median and mean hourly rate for each combination of race, ethnicity, and sex within each job category. It requires employers with multiple establishments to submit a report covering each establishment and establishes civil penalties of up to \$200 per employee for failure to comply. It requires the Department of Fair Employment and Housing (DFEH) to publish each private employers pay data report on an internet website available to the public.

AB 2182 (Wicks-D): Discrimination: family responsibilities. This bill would further expand the California Fair Employment and Housing Act (FEHA) and is practically identical to AB 1119 which CLCA has already opposed. It would expand the FEHA to protect characteristics that include “family responsibilities,” defined to mean the obligations of an employee to provide direct and ongoing care for a minor child, other family member or anyone else the employee has a close caring relationship. This greatly expands the FEHA and would create a bonanza in discrimination litigation opportunities.

AB 1872 (Low-D): Election day holiday. This bill adds the day on which a statewide general election is held, which is the first Tuesday after the first Monday in November of any even-numbered year, to these lists of state holidays. It requires public schools, community colleges, CSU and U.C. to close campuses on a day on which a statewide general election is held. It requires state employees be given time off with pay among other provisions.

AB 1874 (Smith-R): Contractors: unlicensed work. This bill would authorize a person who is not licensed as a contractor to advertise for construction work, or a work of improvement covered by existing law if the aggregate contract price for labor is less than \$500, and the person states in the advertisement that they are not a licensed contractor. Current law sets the threshold at \$500 but includes labor, materials, and other items.

Continued on next page...

~KURAPIA~

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New Bills Emerge Impacting How We Do Business

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AB 1949 (Low-D): Employees: bereavement leave.

This bill would make it an unlawful employment practice for an employer to refuse to grant a request by an employee to take up to 5 days of bereavement leave upon the death of a family member. The bill would require that leave be completed within 3 months of the date of death and that it be taken pursuant to any existing bereavement leave policy of the employer if one exists.

AB 1993 (Wicks-D): Employment: COVID-19 vaccination requirements.

This bill would require an employer to require each person who is an employee or independent contractor, and who is eligible to receive the COVID-19 vaccine, to show proof to the employer that the person has been vaccinated against COVID-19. This bill would establish an exception from this vaccination requirement for a person who is ineligible to receive a COVID-19 vaccine due to a medical condition or disability or because of a sincerely held religious belief and would require compliance with various other state and federal laws.

It repeals these provisions when the federal Centers for Disease Control determines that COVID-19 vaccinations are no longer necessary for the health and safety of individuals.


AB 2188 (Quirk-D): Discrimination in employment: use of cannabis.

This bill would make it unlawful for an employer to discriminate against a person in hiring, termination, or any term or condition of employment, or otherwise penalize a person, if the discrimination is based upon the person's use of cannabis off the job and away from the workplace or upon an employer-required drug screening test that has found the person to have non-psychoactive cannabis metabolites in their urine, hair, or bodily fluids.

SB 1458 (Limon-D): Workers' compensation: disability benefits: gender disparity.


This bill increases disability payments to claimants by the percentage of disparity in earnings between genders as reported by the applicant's employer in its pay data report to the Department of Fair Employment and Housing. The bill would apply prospectively to injuries occurring on or after January 1, 2023.

You can see all the bills CLCA is monitoring plus any advocacy positions taken by visiting the CLCA website at: <https://www.clca.org/advocacy/clca-legislation-center/>




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LEAF Scholarship Applications are Available Online!

Deadline to apply is April 15, 2022



Seeking to promote and support the future of the green industry, CLCA's Landscape Educational Advancement Foundation (LEAF) is now accepting applications for 2022 scholarships.

So many students struggle with funding their education and every year the number of students needing financial assistance grows.

LEAF is here to help!

Since 1972, CLCA's Auxiliary has offered scholarships to college and university students majoring in landscape-related programs. In 1988, the Landscape Educational Advancement Foundation (LEAF) was formed to carry on the

tradition of awarding financial aid to deserving students.

The largest struggle LEAF has is building awareness that scholarships are available.

Any student attending an accredited California community college or state university majoring in a landscape-related program and taking a minimum of six units is eligible.

Help spread the word by letting students know of this scholarship opportunity! The deadline to apply is April 15, 2022.

Together we can help students get the funds they need to continue on with their education!

Students can apply online by visiting www.clca.org/industry-resources/college-scholarships-leaf/



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Are Your Employees Expecting A Raise?

By Lindsay Hill, Director of Compensation Services, California Employers Association

Wages are increasing. So is inflation. To stay competitive in a dynamic labor market, it's essential to understand what's going on in your industry, location, and with your competitors. Find and keep great people by making sure you review updated market data and establish pay practices for success!

Inflation & Wages

Consumer prices rose 7% year over year in December 2021, with the BLS reporting the largest 12-month increase in nearly 40 years! Wage increases minus inflation have driven "real wages" down by approximately 2% so don't be surprised if your employees tell you they are losing financial ground, especially if they haven't received a raise in the past six months.

Wages for many roles have increased significantly over the past year, with many sources reporting an average of a 5% increase. Yesterday I heard on the radio that several Ace Hardware stores are hiring new employees with a starting wage of \$18.50 per hour. Goodwill stores have banners up advertising a starting salary of \$16.50 per hour and Amazon continues to advertise their starting wage of \$20.00 per hour with a \$1,000 sign-on bonus. All of this information feeds into "The Great Resignation" and has many organizations taking a second look at their 2022 budgets and salary allocations. Employees are using this hot market to change jobs and potentially gain a much larger increase by switching

employers, rather than staying for the standard 3% offered by their employer at annual raise time.

Revising Budgets

Employers have been continually adjusting their salary budgets for 2022 as these pay pressures continue. Initial estimates for 2022 salary budgets were close to 3%, but have since increased to 4%. According to some sources, the increase amount is much closer to 5% for many organizations.

Many organizations are struggling to attract and retain talent right now due to better pay or benefits somewhere else. However, not all employers can afford to increase wages. As we all know, pay is not everything—work flexibility, culture, holidays, and healthcare are other benefits that also play a part in attracting and retaining top talent.

If your company offers great benefits, now is the time to highlight your compensation package. Consider listing all of your benefits on a branded flyer to remind current employees of their total compensation package. And, after interviewing job candidates, send them the benefits flyer to entice them to continue with the recruiting process. Do you have a four-day work week? Is the kitchen in your fridge stocked for employees? Do you contribute to your employee's 401k plan? If so, shout about it! It's amazing what benefits can do to retain great employees and attain new talent.

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CLCA Benefits, As I See Them

By Henry Buder, Henry Buder's Landscape Restoration

CLCA offers a lot of benefits. Without a doubt, what you pay into your membership in the form of dues is nothing compared to what you can get out of it. I've personally realized a lot of benefits which have enabled me to grow in both my personal and professional life.

Here are just some of the CLCA benefits, as I see them:

Access to Legal Forms. When I started out, I did not have a landscape contract; I had one from the office supply store. One day I received a letter from CLCA, inviting me to join, along with a copy of the CLCA landscape contract tailored to landscaping. Today, CLCA offers members access to 13 different landscape construction and maintenance contracts and legal forms.

Learn to Listen and Take Good Notes. I joined my local chapter's Board of Directors, serving as Secretary. In this position I learned how to take concise notes and prepare minutes. Very valuable skills to have.

Learn How to Turn an Idea into Reality. The next position I served in on the board was as Vice President of Programs. I was responsible for setting up our dinner meetings, including booking speakers and staying within a budget. I learned how to take ideas that the board gave me and organize them into events for our members.

Get Leadership Training. I ultimately served on the board as Chapter President. I was scared to the bone. How

could I lead all these landscape contractors that I looked up to? They were big businesses and long-time members. In this role, I learned how to set an agenda, run a meeting, delegate, and oversee the work of the board. I also learned how to achieve goals that the board set.

Learn Organizational Skills. Serving outside my local board, I held the position of Chairman on the Landscape Certification Test (CLT) Committee. The test was a really big event with a \$50,000 annual budget. The Chairman was responsible for everything, including managing the applicants, judges, equipment, food, logistics, etc. I had to be organized for this event to be a success.

Get Public Speaking Training. As CLT Chair, I had to give talks about the program to students and other interested parties. My greatest fear in life was speaking in public. Through CLCA, I conquered it. Now I can talk with ease in public settings.

Gain Confidence. I entered my chapter Beautification Awards. Winning a landscaping award for a project you built is valuable beyond belief. Not only can you brag on yourself to your customers and potential customers, but you get a confidence in knowing that you are as good as the other guys... if not better.

Get Recognition. I entered the state Trophy Awards. Not only did I win... I won the Sweepstakes Award! Winning this highest honor was truly amazing. Having your project recognized with an award when competing against contractors throughout the whole state of California makes you so proud of yourself, your people, and your company.

Receive Accolades from Your Peers. Without CLCA, you probably will never be recognized or honored in the business, and you can live without it. But once you are voted into CLCA's version of the Hall of Fame by your peers, there's nothing like it. When I received the Allegiance Award for an outstanding lifetime of making a difference in the industry, I was truly honored.

Build Friendships. Before joining CLCA, my competitors were a mystery. Definitely not people I would reach out

Continued on next page...



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CLCA Benefits, As I See Them

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to and associate with. Since joining CLCA, I realized my competitors are very much like me. And the more I associated with them, the friendlier they got. When you work side by side with a competitor, you may become friends. I will tell you right now, you cannot have too many friends in high places! You may have a parent, an in-law, or a friend to talk to about your business with, but do they even know what you are talking about?

Access to Reference Materials. CLCA offers resources and reference materials for you to use in your business. Among the most popular are the *Landscape Book of Standards* and the *Landscape Data Manual*.

Travel Opportunities. Been out of the neighborhood lately? CLCA offers an annual convention in mid-fall and a Leadership Conference in mid-winter. While the Leadership Conference is typically held in Northern California each year, the annual Convention moves around. In 2021, CLCA went to Hawaii! You can write off some or all of your expenses traveling to these events. I never would have traveled as much as I have without CLCA.

Insurance. Did you know that CLCA has its own insurance provider? CLCA Insurance Solutions is wholly owned by the association and offers customized coverage for CLCA members to help control their bottom-line insurance costs.

Expert Advice. CLCA offers its members two expert advice hotlines. CLCA's attorney on retainer and HR hotline, powered by the California Employers Association, are both just a phone call away.

Opportunities to Serve. As you can see, if you like to volunteer and give back, CLCA offers several ways that you can.

Bottom line is this: You get out of your membership what you put into it. Some companies are members for years, never participate, and get nothing out of CLCA except their name on the membership roster. Let CLCA give you the chance to be the great self you know you are. Next time you are asked to help out, say yes. You won't regret it.

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