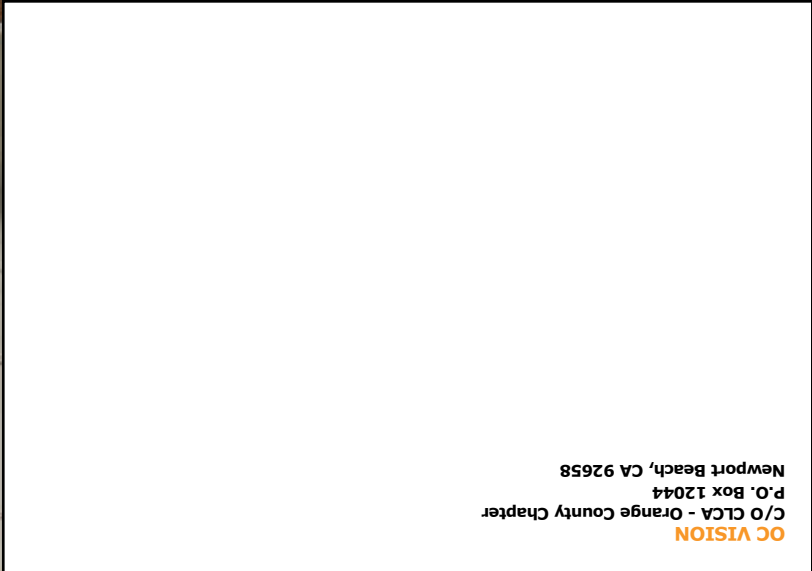




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**Cover Photo: RCTC Downtown Station Landscape Renovation by 2019 multi award-winning contractor Tropical Plaza Nursery.**

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## What Are You Getting from Your CLCA Membership?

I am very thankful to be a part of this great association. I recently found myself in the hospital due to COVID complications. While there, many chapter and state members reached out to me to make sure I was ok. It felt good to know so many cared about my well-being. I have to admit, it was a bit scary. Being young and in good shape, I didn't think the virus would have that kind of impact on me. What I learned is that the virus does not discriminate what-so-ever. That said, take care of yourself and your health.

I am saddened to report that we had to make the tough decision to push our Beautification Awards to next year. It is unfortunate that we were not able to receive enough entries from a large enough variety of contractors. As a leading chapter in the state, it is our duty to maintain the integrity of our awards program. It is our hope that next year we will get more participation from all of our contractor members. In the meantime, you can still participate at the state level and take a trip to Maui for CLCA's Annual Convention, November 3-6. Their Trophy Awards are held on November 5 and will feature winners from across the state.

Our recent sportfishing adventure was phenomenal. It was a small but fun-filled event. All who attended caught fish and enjoyed complimentary breakfast and lunch thanks to CLCA Insurance Solutions who sponsored the galley. If you missed

out, don't worry! Our team is hard at work putting together more events. Our next social event will be on September 4 at the Angels Stadium in Anaheim. This annual event, where we tailgate and enjoy a night at the ballpark, is always a fun time!

Lastly, I would like to know what benefits you are reaping from your CLCA membership. Truth is, we reap many of the benefits without even realizing it. Having an awareness of the benefits you're receiving is important for you to see the value of your membership. Need help seeing the benefits? Give me a call! I'm sure that after a short chat, I could help you see what you may not see. At the state level, CLCA is continuously working to enhance our industry with a greater purpose. Behind the scenes, there are teams constantly working hard to move our industry forward in many different facets. I hope that going forward, we can all move towards that greater purpose in unity.

For this month's book, I encourage you to read, *The Cashflow Quadrant*, by Robert Kiyosaki.

~Sincerely, Sal.



**Sal Hernandez**  
Pacific Breeze Landscape  
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# CLCA Legislative Update

Submitted by CLCA President-Elect, Megan Rios, Rios Design Studio LLC

## New Opposed Bills Killed

Both the Senate and Assembly Appropriations Committees completed processing their “suspense” files and several CLCA Priority 2 oppose bills were held in committee or killed on the floor. We can score this an advocacy win for CLCA as these bills were actively lobbied.

### AB 995 (Gonzalez, L)

Increased state mandated paid sick days from three to five. Killed on Assembly Floor.

### Previously reported bills killed in Appropriations:

#### AB 95 (Low)

10-day bereavement leave mandate.

#### AB 1119 (Wicks)

This bill expands the list of protected characteristics under the Fair Employment and Housing Act (FEHA) to include “family responsibilities.”

#### SB 304 (Archuleta)

Increases the amount of authorized work, which exempts an individual from licensure requirements from \$500 to \$1000.

### Next up:

#### AB 1346 (Berman) Small Off-Road Engines (SORE)

AB 1346 would codify into state law what the California Air Resources Board (CARB) is already doing, which is developing state regulations to ban the sales of SORE starting in 2024. Whether AB 1346 passes or not, CARB is continuing with their regulatory efforts. Your CLCA lobbyist has not recommended taking any position on AB 1346 because this legislation has no effect on CARB’s authority to promulgate these regulations. Instead, it is recommended that CLCA and other interested parties weigh into the public comment period on the SORE regulations which is anticipated to start in the fall of 2021.

### Drought Legislative Update

(see list of monitored bills below)

California continues to have a total of 41 counties under emergency declaration by the Governor. Consequently, we are starting to see both voluntary and mandatory water conservation measures put into place. We anticipate more drought legislation but due to the lack of progress on the state budget negotiations, it is unclear what the final legislative picture will look like.

At the time of this writing, the Legislature appears to be going along with \$3.7 billion to address and get ahead of the emerging drought, and this was the amount proposed by the Governor’s May Revision.

## CLCA Monitored Drought & Water Related Legislation *as of 6/21/2021*

AB 1164 (Flora-R) Dams and reservoirs: exclusions.

AB 1195 (Garcia, Cristina-D) Drinking water.

AB 1434 (Friedman-D) Urban water use objectives: indoor residential water use.

AB 1500 (Garcia, Eduardo-D) Safe Drinking Water, Drought Preparation, Bond Act.

SB 45 (Portantino-D) Safe Drinking Water, Drought Preparation, Bond Act.

SB 222 (Dodd-D) Water Rate Assistance Program.

SB 351 (Caballero-D) Water Innovation Act of 2021.

SB 403 (Gonzalez-D) Drinking water: consolidation.

SB 463 (Dahle-R) Water: landowner right to modify, repair, or replace joint conduits.

SB 552 (Hertzberg-D) Drought planning: small water suppliers.

SB 559 (Hurtado-D) DWR: water conveyance systems: Canal Conveyance Capacity.

SB 698 (Grove-R) Water rights: reasonable and beneficial use of water.

SB 708 (Melendez-R) Water shortage emergencies: declarations: de-energization events.

SB 776 (Gonzalez-D) Safe drinking water and water quality.

SB 786 (Becker-D) Santa Clara Valley Water District.

Water is KEY to CLCA’s success and so are relationships. Now is the perfect time to invite your representatives to your meetings! Remember to take photos and share with CLCA HQ.

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## **OC Chapter Baseball Outing Angels vs. Rangers on Sept. 4**



Plan to join us on Saturday, September 4, for an action-packed evening filled with food, networking, baseball and all around fun!! You don't want to miss this exciting excursion to the Anaheim Stadium where we'll sit back and relax while watching the Angels play the Rangers!

We'll be meeting in the parking lot by the "Big A" beginning at 5 p.m. for some networking and tasty tacos. The game begins at 6:07 p.m. **Tickets are limited, so be sure to get yours as soon as possible.** The price of tickets is \$35 per person, which includes dinner.

Contact Steve Beckstrom by calling (949) 463-3284 or emailing [sbeckstrom@gmail.com](mailto:sbeckstrom@gmail.com) for more information and to reserve your tickets!

---

## **The Landscape Expo Set for October 13-14 in Long Beach**

The Landscape Expo is back and taking place at the Long Beach Convention Center on October 13 and 14. Register today and plan to catch up with everyone in the industry!

There will be some great new speakers along with their very best regular educators in all aspects of the landscape industry. Learn what kind of plants to use and when, how to deal with different soils, everything you need to know about pests and trees, and of course, ways to handle the biggest problem we have in California... a diminishing water supply.

### **Agencies and Organizations at TLE**

- This year they will have Dan Mabe from the Green Zone Alliance and a speaker from CARB. (You do know about the new laws relating to gas powered equipment and trucks, right?)
- The USDA will be exhibiting with their rain demo and a soil scientist will be discussing soil and drought. They are also working to have a panel discussion on Carbon in the Landscape.
- The California Native Plant Society, CISEC, and the Greywater Action group will be speaking.
- Kathy Kellogg and Dan Noble, on behalf of the ACP, will be talking on compost and Senate Bill 1383 which will impact the landscape industry dramatically, effective January 2022.

You don't want to miss it! The Landscape Expo encourages all green industry and related associations – and their members – to attend.

Register to attend at [www.thelandscapeexpo.com](http://www.thelandscapeexpo.com).

# Focus on the Behaviors, Not the Number

By Steven Cesare, Ph.D., Harvest Landscape Consulting

A landscaper from Pennsylvania called me the other day to discuss appropriate methods for coaching employees on how to achieve their work goals. Being an avowed capitalist, my initial point on this topic surprised the landscaper. In specific, I told her that as long as the employee knows the empirical goal (e.g., gross margin percentage, enhancements to maintenance contract ratio, DSO, job quality score, overtime to hours quotient, client retention), the feedback should focus exclusively on the behaviors the employee must perform to reach the specific goal, rather than the goal itself (i.e., 53% Gross Margin, 87 Job Quality Score, 92% Client Retention, 85% Annual Foreman Retention Rate).

The goal is not going to change. So, why focus on it? We already know the goal. It's not the number that is important. It's the actual behaviors that must be performed to reach the number that are important.

"But Steve, we have to get the number! As a capitalist, you must certainly understand that!" Of course, I do. We all do.

As I explained to the Pennsylvania landscaper, if her employees achieved the goal through illegal, immoral, or unethical means, would she approve of their actions?

Without missing a beat, she forthrightly responded "No."

Similarly, would she approve if her daughter cheated on collegiate exams, or paid someone to take a class for her, or contracted with a service to draft a term paper for her, in order to maintain a scholarship. Again, the response was "No."

***"It's not the number that is important. It's the actual behaviors that must be performed to reach the number that are important."***

We know the goal; we know the number; that is static information. The behaviors are the dynamic variables that can be altered to produce differential productivity levels, eventuating in "best practices." Thus, let's focus on coaching employees to consistently achieve those best practices.

For example, to achieve a goal of 45% gross margin on a landscape maintenance job, it would make sense to coach the following behaviors: walk the job to ensure an accurate estimate, track crew hourly average wage, minimize wasted time through inefficient routing circles, have GPS on the company vehicles to see if the crew makes any unnecessary morning stops prior to reaching the first job site of the day, perform efficient job sequencing, have a current rotation map, have properly-maintained equipment and a fully-trained staff, minimize unnecessary materials costs (e.g., waste, on-call orders), never doing any unproductive work (i.e., walking to/from the truck empty-handed), and of course, no overtime.

If the Foreman failed to perform any of those duties, or did them inefficiently, it is likely that the goal would not be attained. Thus, all related action plans, documentation, and coaching should focus exclusively on the correct behaviors and their proper execution, not the numerical goal. The goal is not going to change. But the behaviors, which are under the control of the employee (i.e., Foreman) can be improved due to better training, follow-up, and accountability.

We agree: The goal is important!

That said, be a better coach by focusing the employee's attention on how the right behaviors must be performed better, rather than just restating the urgency of "getting the number." Focus on the behaviors, not the number.

**~KURAPIA~**

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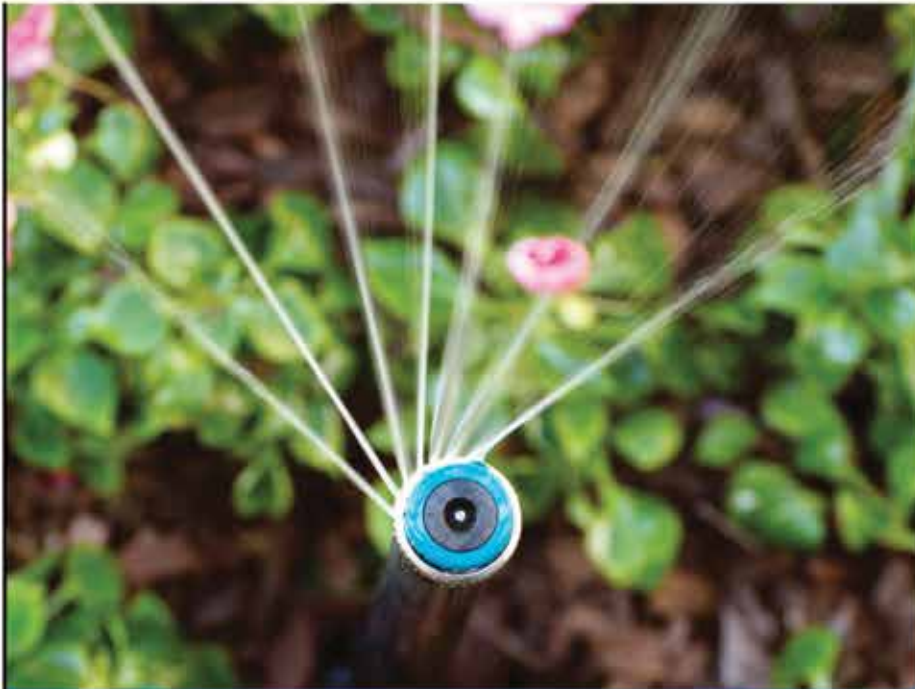
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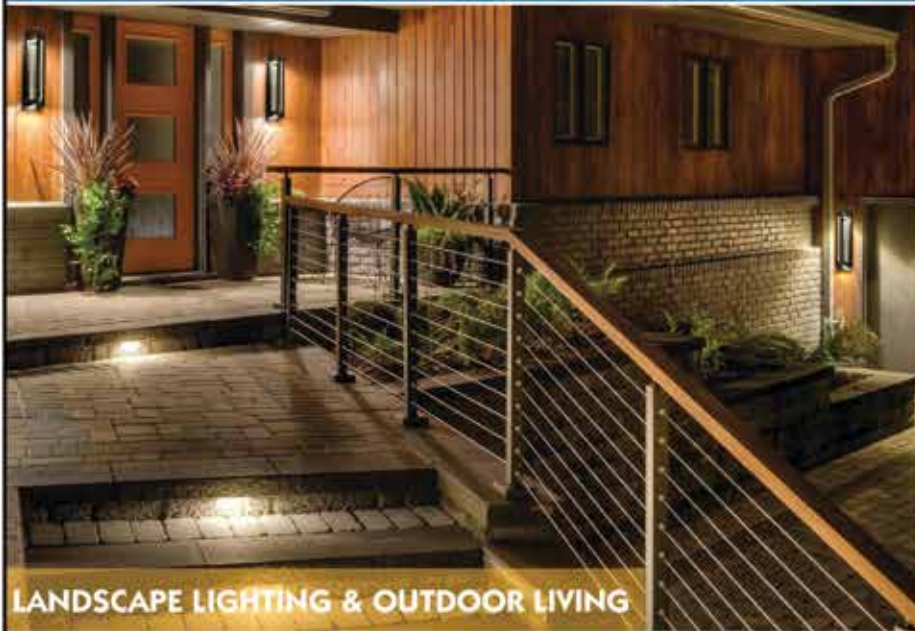
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# Expanding Your Landscape Plant Choices Beyond WUCOLS

Submitted by Karrie Reid, Environmental Horticulture Advisor, University of CA Cooperative Extension



Visitors rate plants at a 2019 Open House of the trial fields at UC Davis.

Navigating the combined alphabet soup of MWELO, CIMIS, and WUCOLS can be daunting. This is the first in a series of articles on the UC Landscape Plant Irrigation Trials (UCLPIT) and the lessons we've learned in 16 years of research to help the industry understand and use plant factors (PF) in ways that benefit them, their clients, and the environment.

## What Is UCLPIT?

UCLPIT is a 2-year in-ground research trial program evaluating perennial landscape shrubs, groundcovers, grasses, succulents, and herbaceous plants on irrigation levels corresponding to the Water Use Classification of Landscape of Species (WUCOLS) categories of Low, Moderate, and High (<https://ucanr.edu/WUCOLS>).

If you have ever filled out a Landscape Documentation Package for compliance with the Model Water Efficient Landscape Ordinance (MWELO), you know that you have to demonstrate that your estimated total water use (ETWU) will not exceed your Maximum Applied Water Allowance (MAWA). To do that calculation, you need to know the plant factor (PF), a percentage of reference evapotranspiration (ET<sub>o</sub>), for the specified plants in each irrigation zone. According to MWELO, the PF must come from WUCOLS or, according to the 2015 revision, from "horticultural researchers with academic institutions or professional associations as approved by the California Department of Water Resources (DWR)."

UCLPIT is the only ongoing DWR-approved research trial adding to the current static list of plants found in the WUCOLS database.

## Selecting Trial Plants

We began our trials working to establish water-use levels for California natives, UC Davis Arboretum All-Stars, and other species already in the nursery trade. In some cases we provided WUCOLS with new information or amended the published category with one more accurately determined by the research. Then we saw the potential to provide an even more important service for both the producers and end-users of landscape plants by focusing on new and recently introduced plants. Without a published WUCOLS category, these plants could not feasibly be used in MWELO landscape package calculations.

So, in 2009, we began working with growers, breeders, and brokers to evaluate new plant material suitable for our summer-dry state. To date, we have worked with over 25 companies, not just from California, but national and international companies as well.

## How Does UCLPIT Work?

The trial fields at UC Davis and in Irvine at the UC South Coast Research and Extension Center, have the capacity for up to 21 species in full sun and 4 under 50% shade cloth each year. In the fall, we plant 24 plants of each cultivar we are evaluating. Bare root roses are planted the following winter, with any late entries planted in spring. The planted area is covered with 2-3" of organic mulch. All plants are irrigated regularly via drip through the summer in order to develop a healthy and deep root system and prevent stress during the critical establishment period. The second spring the field enters the deficit irrigation period with eight plants of each species assigned to each of three treatments corresponding to the WUCOLS categories of Low (20% of ET<sub>o</sub>), Moderate (50% of ET<sub>o</sub>), or High (80% of ET<sub>o</sub>).

## How Are the Plants Irrigated?

We apply the same amount of water at each irrigation, varying the frequency using a real-time, weather-based, water budget model in much the same way farmers do when precision irrigating crops (See <https://cimis.water.ca.gov/Resources.aspx>; Resources >Irrigation Overview >

*Continued on Next Page...*

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# Expanding Your Landscape Plant Choices Beyond WUCOLS

... Continued from Previous Page

Irrigation Scheduling). We aim to allow half of the plant available water to be used up before re-applying it. This method conserves water while simultaneously minimizing plant stress. For example, if a plant is a true low-water user, it will only use 20% of the daily ETo, taking it four times as long to use up the same amount of water needed by a high-water user at the 80% rate. More detailed information on our methods can be found on our website: <https://ucanr.edu/sites/UCLPIT/>.

## Determining the Water Use Category

Growth measurements and ratings for each plant are collected monthly during the deficit irrigation season. Ratings evaluate foliage quality, flowering abundance, pest tolerance, disease resistance, vigor, and overall landscape appearance. The combined factors of growth and plant appearance are used to determine the irrigation category. If a plant shows no differences between treatments, we report this, but recommend that it be placed in the WUCOLS Low category. Plants that score well on low water are awarded our Blue Ribbon™ for excellence.

We have added results on plants evaluated through 2019 to the WUCOLS database, with our most current results, which may be used in MWELo packages, found in the Plant Indexes on our website. Currently, we have completed water-use evaluations on 200 plants in sun and shade, allowing these to now be used in MWELo-compliant landscapes.

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# COVID-19 Enforcement on the Rise

By *Giuliana Gabriel, J.D., California Employers Association, [www.employers.org](http://www.employers.org)*

Cal/OSHA, the state agency that oversees workplace safety and health, has increasingly enforced and levied fines with respect to COVID-19 issues in the workplace. By April 2021, those fines amounted to roughly \$4.6 million for approximately 200 workplaces. You don't want to be caught unprepared should a Cal/OSHA representative make a surprise visit to your business. Below are five quick tips to proactively address COVID-19 hazards in the workplace.

**1. Keep your prevention plans up-to-date.** Note the plural in plans. In addition to your Injury and Illness Prevention Plan (IIPP), nearly all employers are also required to implement a written COVID-19 Prevention Plan (CPP). In fact, it's likely this will be one of the first items requested by a Cal/OSHA representative this year. After the June 17, 2021 requirements went into effect, Cal/OSHA updated its CPP template regarding the new face covering, physical distancing, and testing requirements.

**2. Be prepared to increase safety standards during outbreaks.** Employers are required to implement additional safety protocols should their workplace experience a COVID-19 outbreak. For example, requiring your employees in an exposed group (vaccinated or not) to wear face coverings during an outbreak. Employers are also required to implement physical distancing (i.e., at least six feet) during a major outbreak (defined as 20 or more COVID-19 cases in your workplace in a 30-day period).

**3. Record COVID-19 cases as required.** Often missed, make sure that you comply with COVID-19 recording. If you determine a confirmed COVID-19 case was work-related, make sure you record it on Form 300 every time a case involves: medical treatment beyond first aid; restricted work activity or job transfer; days away from work; loss of consciousness; or death.

**4. Post required employee notices in your workplace.** Make sure that you have posted all of the required state and federal notices in an area commonly accessed by employees. Note that Cal/OSHA updated its Safety and Health Protection on the Job notice in March 2021. Make sure you have posted the updated version! Regarding COVID-specific posters, if you have 26 or more employees, you must post the Supplemental Paid Sick Leave notice, and send it electronically to your remote workers. Don't forget to check local posting requirements in the cities and counties where your workers are located.

**5. Create an open door policy for safety/health concerns.** You would be surprised how often Cal/OSHA factors in an employer's good-faith efforts. Demonstrate that you take safety and health matters seriously by creating an open-door policy that clearly communicates to your employees how they can raise safety and health concerns. Consider a suggestion box or an employee action hotline where employees can call and express concerns without retaliation. Be ready to show a Cal/OSHA inspector who is responsible for overseeing workplace safety issues, and how to file an internal complaint.

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