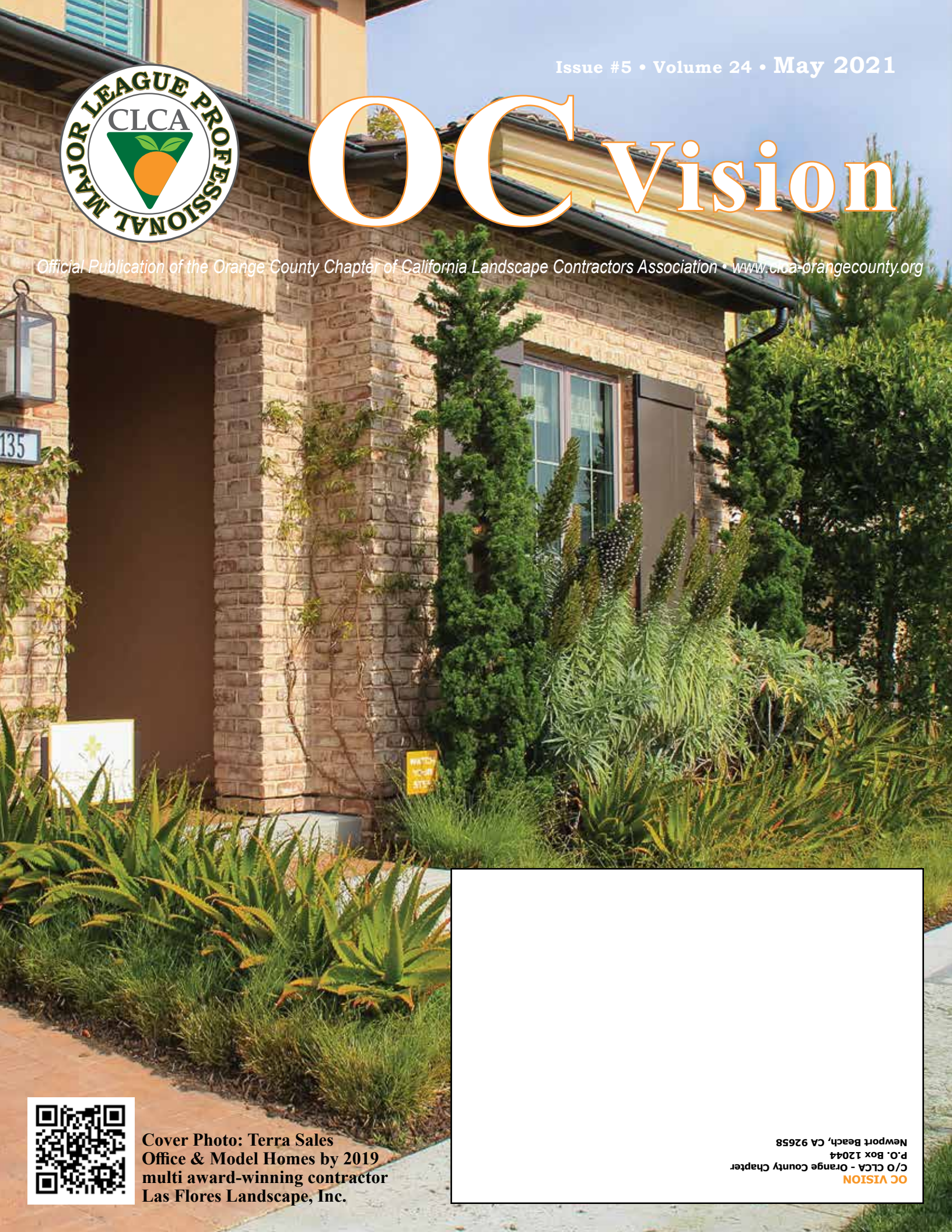


Issue #5 • Volume 24 • May 2021



OC Vision

Official Publication of the Orange County Chapter of California Landscape Contractors Association • www.claa-orangecounty.org



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Stronger Together



Sal Hernandez
Pacific Breeze Landscape
Chapter President

Busy season is finally here and so are our chapter awards! After taking a year off due to the pandemic, our Chapter Beautification Awards competition is back thanks to our hard-working awards committee. Start thinking about what projects you will be entering. The deadline to enter is June 9. Judging will take place June 24-26. You should have already received emails with the entry information. If you haven't, or need more information, make sure to reach out to Bronwyn Miller or Dave Horton. *Their contact information can be found on page 2 of this magazine.*

With housekeeping out of the way, I want to talk about some things affecting your bottom line. We've seen increasing costs lately. Material costs have gone up drastically and we're also seeing increases in gas and grocery costs. Make sure you start adjusting your prices so that you do not lose on your profit margins. You should also consider giving raises to your employees to help them with this increased cost of living. Otherwise you may find yourself with a manpower shortage.

We had a fantastic golf tournament last week! It was a fun event with a great turnout. I am thankful that we are able to start enjoying some in-person events. Almost feels normal again. *Photos from our tournament will be published in next month's magazine.* I want to give a shout out to all our sponsors who helped make this happen! Thank you CLCA Insurance Solutions, DM Color Express, MWDOC, Orco Block & Hardscape, Jain Irrigation, Everde Growers, Marina Landscape, Easy Fleet GPS, Ewing Irrigation, OxyTurf, Sullivan & Mann, Imperial Sprinkler Supply, Rainbow Treecare Scientific Advancements, Sonsray Machinery, and West Coast Turf. We appreciate your support!

All in all, this should not be a burden on you. The increase in costs should get absorbed by your clients. Be sure you're pricing your projects with this in mind. It's not easy to stay on top of everything all the time. CLCA has your back. Together, we are stronger. I hope you all have success this spring and summer. Keep moving forward and feel free to reach out.

For this month's book, I recommend *Brain Rules* by John Medina. ~Sincerely, Sal

I also want to give a shout out to our new CLCA OC Chapter members:

- Brian Spiridonoff from Park West Landscape Maintenance
- Alexander Figueroa from the City of Anaheim
- Milton Earls from Evercrest Landscape Design, Inc.

CLCA-OC Calendar & Other CLCA Events

Mark Your Calendars & Save the Dates Now!

June 9	OC Beautification Awards Entry Forms Due. <i>Forms available at www.clca-orangecounty.org.</i>
June 24-26	OC Beautification Awards Landscape Judging.
July 15	CLCA-OC Sportfishing Event. Limited space. <i>Register at www.clca-orangecounty.org.</i>
Aug. 28	Chapter Angels' Baseball Game & Tailgate. <i>Angels v Padres, Anaheim Stadium.</i>
Sept. 18	Beautification Awards, Mission Viejo. <i>MV Country Club: 26200 Country Club Dr.</i>
Nov. 3-6	CLCA State Convention, Maui, Hawaii.
Dec. TBD	Chapter Holiday Party.

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With advocacy, action on upcoming events, and a Company/HR information portal, CLCA is taking action to help you survive the coronavirus pandemic. Visit www.clca.org/covid for the most up-to-date information.

CLCA Legislative Update

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

Bill Introductions – General Updates:

1. Total AB/SB Bill count in 2021-22 session: 2,623
 - a. Assembly Bills: 1,721
 - b. Senate Bills: 902
 - c. Tracked for CLCA in 2021: 119 as of April 22, 2021
2. April 30 is the deadline for fiscal bills to be reported out of policy committees.
3. May 7, 2021 is the last day for policy committees to meet and report to the floor non-fiscal bills introduced in their house.
4. Friday, June 4, is the house of origin deadline.

New Priority Bill Issues:

AB 1003 (Lorena Gonzalez-D): Wage Theft/Grand Theft
 This bill would make employer theft of wages, as defined, in an aggregate amount greater than \$950 from one or more employees, punishable as grand theft. Under the bill’s definition, “theft of wages” includes any

violation of the law that results in an employee being deprived of wages, benefits, or other compensation due the employee under the law – intentional or not.

Recommendation: Oppose 2

SB 606 (Lena Gonzalez-D): Workplace safety: violations of statutes: employer retaliation

This bill expands the authority of the Division of Occupational Safety and Health (Cal/OSHA) to issue citations, require abatement, and seek court orders to address violations of workplace safety laws. The bill would allow Cal/OSHA to issue citations based on information collected without ever doing a site visit and establishes a presumption of unlawful retaliation if an employer takes adverse action against an employee within 90 days of when that employee tries to address unsafe working conditions.

Recommendation: Oppose 2

This lobbyist update was detailed at CLCA’s Legislative meeting on April 22. Interested in getting involved or learning more about what CLCA is doing on the legislative front? Reach out to CLCA State Director of Legislation, Jay Martinez, at (916) 549-8895.

Connect, Learn and Grow with CLCA! Join at www.clca.org/join

Follow Stricter Cal/OSHA Mask Requirements

Even though state and federal public health officials have aligned their guidance regarding face coverings for people who are vaccinated, CLCA strongly encourages employers to continue to follow stricter Cal/OSHA standards.



The California Department of Public Health recently updated the state’s face covering guidance to align with the federal Centers for Disease Control guidance regarding face coverings for people who are vaccinated.

This guidance says that if fully vaccinated workers are exposed to COVID-19 at work, they do not need to quarantine so long as they are asymptomatic.

The new guidance also indicates that masks may not be required if all parties are fully vaccinated. However,

employers subject to the Cal/OSHA COVID-19 Prevention Emergency Temporary Standards must ensure that employees are following the current standards face covering and testing requirements, regardless of whether your staff is fully vaccinated. Even with recent Cal/OSHA updates protocol such as masks and physical distancing are still required.

Nonetheless, we still have a contradiction here, the California Employers Association reports.

What does this mean for employers? The ETS provides stricter requirements, so until the Governor issues an order or Cal/OSHA updates the standards, nothing changes!

Cal/OSHA’s updates state that employers do not have to exclude fully vaccinated employees from the workplace following exposure (so long as they are asymptomatic). However, testing requirements, masks, physical distancing and cleaning protocol remain in place.

Additional COVID-19 compliance information is available from the California Employers Association, the voice of CLCA’s HR Hotline.

Toro Introduces New Stand-On SprayMaster Lean-to-Steer (34230)

Treating turf can be a big job. Toro's stand-on spreader sprayer makes that job a whole lot easier. It's the industry's most innovative product of its kind, featuring lean-to-steer technology so you can control the machine with one hand and have one hand free to make adjustments to the spreader or sprayer using the intuitive control panel. With fast forward speeds of up to 5.5 mph, a large 175-lb. hopper and a 20-gallon spray tank, you can count on spending less time refilling and more time covering ground.



With the 1.85-gallon fuel tank, this unit is designed to maximize ground coverage and reduce refill stops.

Easy-To-Use Controls

The easy-to-operate control panel allows the operator to conveniently make adjustments to spread and spray settings. The updated digital controls allow for more precise application.

Compact Design

The compact design allows for exceptional maneuverability in tight spaces, including fitting through 36" gates, so spraying and spreading is possible in any area.

Operator Comfort

The large stainless steel operator platform, isolation mounts, and the ergonomic padded knee bolster allow for a more comfortable ride and reduced operator fatigue.

Hand-held Spray Wand

The hand-held spray wand comes standard for spot spraying to ensure you're covering the whole job, no matter how difficult to reach.

Spray Tank Agitation System

Two agitation nozzles in the spray tank can be turned on and off, on demand from the operator panel, to keep material in the tank circulating for even distribution and reduced clogging.

Find more info at www.toro.com

Uneven applications cost you valuable time and money, not to mention unhappy clients. Eliminate the need for a manual pressure regulator and get precise liquid and granular spreads with Toro's Dual Smart Hour Meters on the lean-to-steer model. Check your fluid levels with just a glance with new white tanks. SprayMaster is designed to work seamlessly on any sized property.

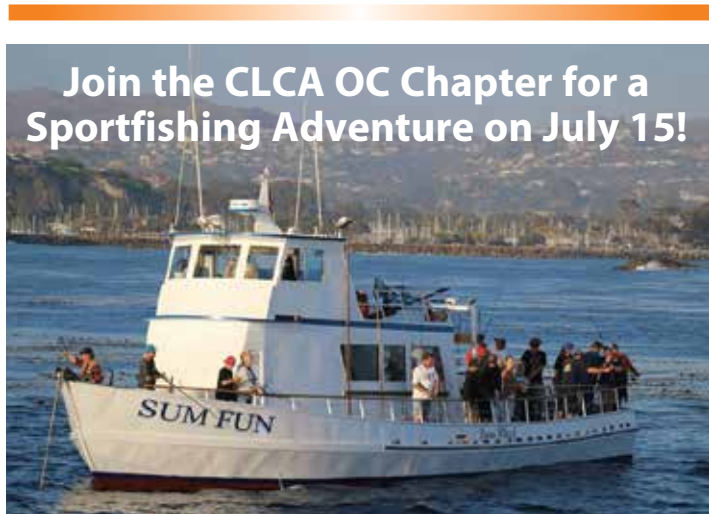
Features include:

Lean-to-Steer Technology

Control forward/reverse and left/right steering with one hand, allowing adjustments to be made on the fly.

Large Capacity

From the 20-gallon spray tank and 175 lb. hopper capacity to



Plan to join your CLCA friends aboard SUM FUN out of Dana Point on Thursday, July 15, for a ¾ day sportfishing adventure. This 65' boat can normally accommodate 60 anglers but due to COVID restrictions will be limited to 30. The \$100 fee to participate includes parking in their long-term lot, live bait and frozen squid aboard the boat, and a friendly crew to assist you! Rod rentals, fishing licenses, and fish cleaning available for additional fees.

Visit our website at www.clca-orangecounty.org to reserve your spot today!



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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
- Ensure landscape lighting times are set properly and run from at least 6 p.m. to 12:00 a.m.



Entry deadline is Wednesday, June 9, 2021.
Lighting Judging will take place June 23-24, 2021.
Landscape Judging will take place June 24-26, 2021.
Visit www.clca-orangecounty.org for more information.

Are New Hire Orientations Obsolete?

By Kim Gusman, President & CEO, California Employers Association

Onboarding isn't just another fancy word for new hire orientations, onboarding programs will take your training and orientation program to the next level! Unlike a traditional new hire orientation program, which just involved signing paperwork and reading the employee handbook, onboarding is a systematic process that extends well beyond the first day of employment. The goal of onboarding is to cultivate a long-term relationship between the employer and the employee while fostering a feeling of belonging and an affirmation of making the right choice.



Why is Onboarding Important?

The Academy of Management Journal, found that the first 90 days of employment is a pivotal time for employees to build rapport with a company, its leaders and their co-workers. And, the Wynhurst Group discovered that onboarding increased retention—employees who go through structured onboarding are 58% more likely to stay with a company for more than three years! When you share your company's goals and values while simultaneously showing them an employee how to do their job, everyone benefits.

How to Incorporate Onboarding

Employers may want to try to forget what they know about traditional new-hire training and orientation when hiring a new employee. The following steps can help employers create their own onboarding programs:

- Pre-board new hires to alleviate stress that accompanies first-day jitters. Send a welcome letter or email along with essential HR forms, information about the company, and any other useful first-day information.

- Be realistic about the job description. Companies that are more honest about their job descriptions have 50% less turnover.

- Foster the relationship from day one. The first day is a good opportunity for managers to meet with their new hires, introduce them to other team members, and take them out to lunch. A nice note on the new employee's computer or a flower on their desk goes a long way to making the employee feel welcome and more comfortable.

- Consider a mentoring program. Assigning mentors or a work "buddy" (a peer in the same or similar position) to new hires can be highly advantageous to both parties. New hires know who to contact with questions, and mentors develop confidence and pride in their jobs.

- Communicate expectations early on. It's important to communicate the department's goals, as well as how the goals are tracked. This way new hires feel like they are set up for success. New employees are like sponges—they really soak up what they hear on those first few days of employment.

Benefits of Onboarding

An effective onboarding program provides employers with a solid starting point during which they can communicate their values to their employees and it helps new hires easily assimilate into company culture. An employee who has gone through a positive onboarding experience helps build a positive reputation for his or her company among talented job seekers.

Every business is different, so there isn't one right way to handle the onboarding of new hires. Create a process that works best for your organization. Contact California Employers Association for additional onboarding information.

Required Paperwork for a New Employee

What forms are in your new hire packets? The I-9 forms have changed over the past year. Take a minute to ensure you have accurate and up-to-date hiring forms for you newest employees!

Call CEA at 800.399.5331 or email ceainfo@employers.org, we are happy to assist you.

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CLCA's mission is to serve and protect the interests of its members, promote professionalism, and advance public awareness of the landscape industry. Learn more at www.clca.org

Choosing Priorities: Managing Your Time and Energy

By Jonathan Goldhill, Goldhill Group

Do you ever ask yourself, “What’s the most important thing I should be doing right now?” I know I do. I once heard Brian Tracy, the motivational author, state that *that* is the most critical question you can ask yourself. As a result, I often repeat the phrase to my clients.

But, really, if you make it a point to ask yourself this question, how long do you pause or reflect before diving into the first thing that pops into your head?

Personally, I am relatively quick to write ideas down and then start projects based on this fast-start approach, which explains why my Kolbe assessment result had the highest score (an eight) in the action mode, “Quick Start.” At least for me, the problem here is that my “Follow Through” and “Implementor” scores were only a three, and my “Fact Finder” is a seven. But what does this all mean?

For me, it means I take time to gather a lot of facts before I initiate solutions. I’m a quick starter, which means I deal with risks by improvising, creating a sense of urgency, starting change often and fluidly, etc. But my follow-through score means I create shortcuts, revise my approach, and thrive on interruptions.

Bottom line – knowing your Kolbe scores can help organize your world, but it’s what you do with this information that matters most.

My Kolbe report says this about me:

“You spend 38 percent of your time and energy with your Quick Start driving you toward the uncertainties of the future. You’re challenged by immediate deadlines, thrive on suspenseful situations, and run toward complex perplexities. Then, your Fact Finder strength makes sure you’re not wasting time on low-priority tasks.”

The report goes on to suggest that I need to “skip from one thing to the next without finishing what I start,” and an excellent way to start my day is to “decide what you are not going to do.”

“When you optimize your time management, energy management, and emotional/mental management skills, you’ll have plenty of fuel to achieve your priorities.”

In other words, I’m likely to procrastinate if I have to follow a highly structured format or system.

So, here’s the irony. I work with my clients every week to set individual priorities and every quarter to establish individual and team priorities. It’s a disciplined practice of minimizing the many trivial activities that get in the way of focusing on the vital few priorities that yield the highest payback in terms of results. But, without knowing the client’s modus operandi (natural intuitive way of doing things), it’s not going to work well unless I coach them through their blockages.

This is why so many entrepreneurs come to me. They have tried and failed to self-implement EOS (Entrepreneurial Operating System) or the Scaling Up methodology. And, so I start with priorities.

Power, Energy, and Mindset

You need to focus your energy on priority items. Otherwise, you’ll have nothing left when it’s time to deal with the bigger stuff. When you optimize your time management, energy management, and emotional/mental management skills, you’ll have plenty of fuel to achieve your priorities.

Power, energy, and time are the keys to getting the right stuff done. When you increase your energy and decrease the time it takes to do the work, your power grows. That’s a simple way of putting it, but it all boils down to this: if you want to achieve more power, you’ll need to think about how you manage your energy and how you spend your time.

To make the best use of your time, you need to approach high-priority tasks when you can apply maximum energy to them. For me, I can increase the power and duration of my focus by getting quality sleep, exercising regularly, eliminating distractions, and working on stuff that energizes me. If I manage to keep this up, I’ve got plenty of energy to apply to the things I do.

Continued on Next Page...

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Choosing Priorities

... Continued from Previous Page

Your mindset plays a vital role in how you accomplish things, how you manage your time. We only have so much of it, so the only way you're going to get more is to sleep less, work more, and take time away from your family and other things you like to do. Of course, working more is a fast track to burnout, and sleeping less robs you of brainpower. If you continue to think this way, you'll never be able to make decisions with a clear head.

So what's the solution? Time management. But more specifically – priority management and energy management. A simple concept, perhaps, but it's not always easy in practice. When you prioritize some tasks, others will have to take a backseat.

Vital Few/Trivial Many

The key to prioritization using the Vital Few/Trivial Many techniques is to discriminate between things that absolutely require your input and those that do not. The goal is to focus your energy on those vital few and then decide what you're going to do with the trivial many – delete, delegate, redesign, or outsource.

If you're spending too much time on the trivial few, then you're taking time away from the things you should be doing as a leader, activities that advance your vision and strengthen your business. If you want to grow your business, you need to replace yourself in jobs that do not highlight your value to the company. If you're not doing this, you're devaluing what you bring to the table in just about every way. Bottom line – play to your strengths. Otherwise, all those "trivial many" tasks will sap your energy.

Inadequate energy management leads to poor decisions, plain and simple. Your physical, mental, and emotional fitness are vital to your health and the health of your business. When we manage these things well, we bring that vitality to the work we do. That passion will help us work more effectively and efficiently, which, in the end, gives us more time to spend doing the things we love (outside of work).

In Chapter Nine of my book, *Disruptive Successor*, I dive deeper into time and energy management and offer actionable strategies to help you plan and prioritize. I also share a wealth of information that's helped countless clients of mine grow and scale their businesses beyond their wildest imaginings.

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U.S. Bureau of Reclamation Awards \$2 Million Grant to the Municipal Water District of Orange County

The United States Bureau of Reclamation (Bureau) recently awarded \$2 million to the Municipal Water District of Orange County (MWDOC) for sustainable landscape improvements to residential and commercial properties in Orange County. The multimillion-dollar grant award came from the Bureau's WaterSMART Grants Program for MWDOC's Orange County Sustainable Landscapes Program (Program) that will promote water conservation by providing rebate incentives for transforming high-water use landscaping and irrigation to California Friendly landscapes, high-efficiency irrigation, and alternative water sources.

"The Bureau's grant award endorses MWDOC's commitment to promoting water use efficiency for all of Orange County," said MWDOC President Sat Tamaribuchi, "which is the most cost-effective method to increase water reliability in the county."

The multi-beneficial Program will reduce water and energy use in Orange County, saving an estimated 378 million gallons of water and up to 3.5 million kilowatt-hours each year. Additionally, the Program will reduce stormwater and irrigation runoff and non-point source pollution, and reduce carbon emissions. The Program aims to transform up to 1.5 million square feet of turfgrass into California Friendly landscapes, upgrade approximately 5,500 irrigation timers to smart irrigation controllers, and convert about 12 sites to an alternative sustainable source, such as rainwater capture

or recycled water. These measures support local watershed health, improve the region's water supply reliability, and promote conservation as a California way of life.

"One of my top priorities in Congress is bringing federal funding back to our community to support important infrastructure projects that improve the quality of life for local residents," said U.S. Representative Mike Levin (CA-49). "As we confront water supply challenges in our region, MWDOC's Orange County Sustainable Landscapes Program is critically important to increase conservation and improve the reliability of the regional water supply. I'm proud to join MWDOC in announcing this important federal funding, and appreciate their continued partnership to advance local infrastructure projects."

The Program is expected to begin in October 2021 and run for three years.

About MWDOC

The Municipal Water District of Orange County (MWDOC) is a wholesale water provider and resource planning agency whose efforts focus on sound planning and appropriate investments in water supply development, water use efficiency, public information, legislative advocacy, water education, and emergency preparedness. MWDOC's service area includes all of Orange County with the exception of Anaheim, Santa Ana, and Fullerton. MWDOC serves Orange County through 28 retail water agencies.

~KURAPIA~

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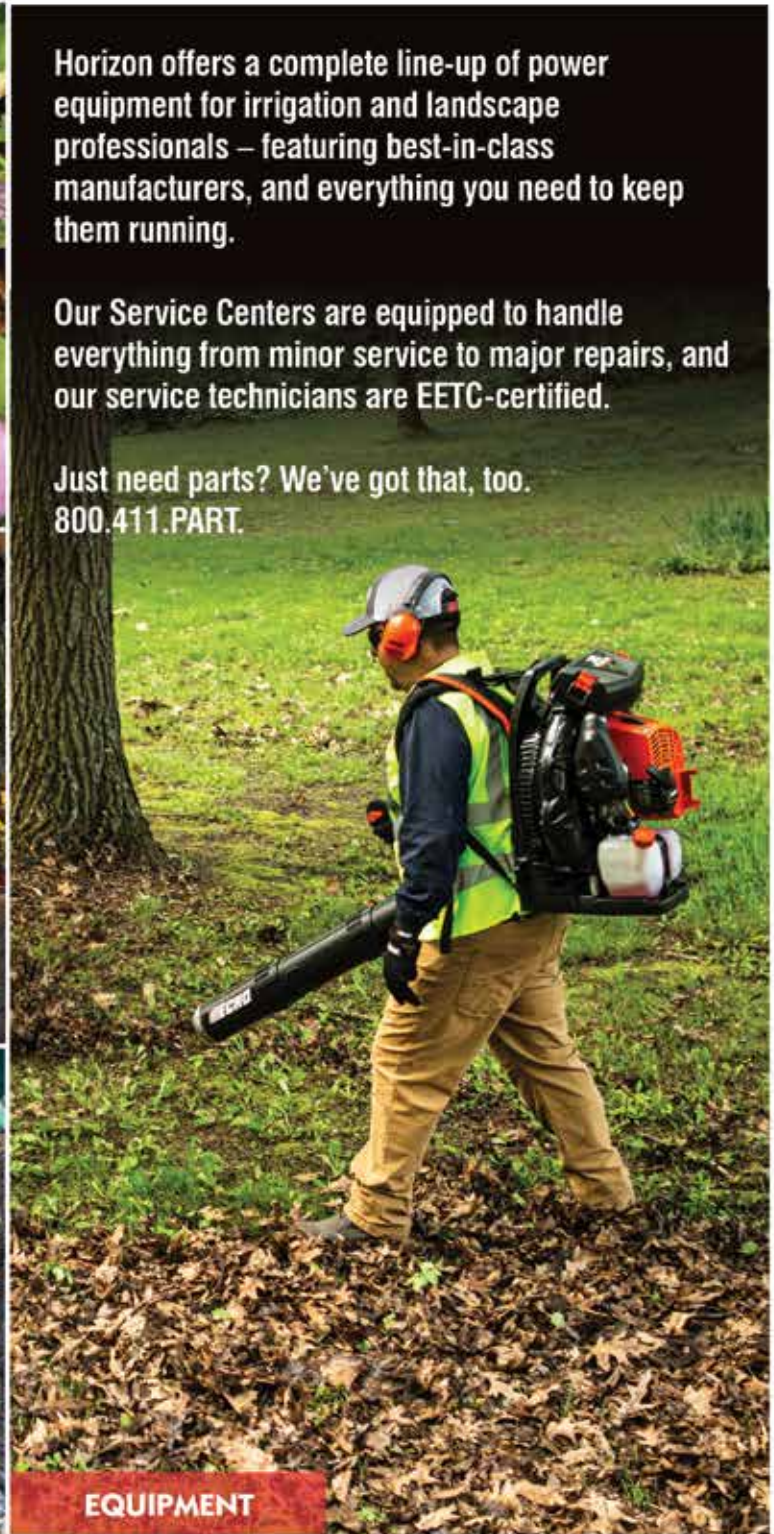


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