

The background of the cover is a photograph of a Christmas tree decorated with gold and red ornaments, and a small doll sitting on a branch. In the foreground, there are large, vibrant red poinsettias. The title 'inside Scoop' is written in a stylized font, with 'inside' in a simple sans-serif and 'Scoop' in a large, flowing script. The CLCA logo is positioned below 'inside'. The date 'DECEMBER 2020' is in the top right corner. A semi-transparent box in the bottom left contains the 'In this issue' section.

inside



CALIFORNIA LANDSCAPE CONTRACTORS ASSOCIATION
EAST BAY CHAPTER

DECEMBER 2020

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Sponsor Profile: Vision Recycling

Vision Recycling transforms yard trimmings, wood debris and food waste into Compost, Mulch, Soil Amendments, and Decorative Bark.

Vision Recycling emerged in 1993 from a substantial local landscape company, Del Conte's Landscaping Inc. The founder of both companies, Tom Del Conte, has 40 year's experience as a landscape contractor and 20 years in the organics, composting and recycling industry. Tom was instrumental in the development of the Green Business requirements for landscapers. He sat on the County Green Business Advisory Council and has given talks to Bay Friendly Certification classes.

In the early 90's Vision Recycling acquired equipment to convert the green waste generated by the landscape firm's maintenance division into organic amendments used by the landscape construction division. Soon thereafter, Vision secured a

contract with the County of Santa Cruz to process their organic material. The company also has a long term contract with the Salinas Valley Solid Waste Authority.

Vision Recycling comes from the horticulture side of the waste stream as opposed to the garbage side, utilizing sustainable solutions for its processing. Vision's staff sees the importance of transforming green waste into valuable resources that the local community can use.

In 1996 Mr. Del Conte took on a partner, Roberto Aguirre, who has mastered the skill sets required to maximize productivity and safety. The company currently operates 6 facilities on a turn-key service basis and provides mobile services to many other landfill operations in all parts of Northern California. Through these operations, Vision now processes over 200,000 tons of feed-stock per year.

Vision Recycling endeavors to partner with local agencies who wish to have a top quality organics recycling operation within their own community. The Vision Recycling model supports local commerce, reduces

trucking emissions and traffic, promotes buying local, creates community pride for using home grown organics on a large scale, and ultimately reduces product price from both ends of the recycling circle.

In 2013 Vision began a new paradigm by opening two facilities in Newark and Livermore on Vision Recycling's own property. These stores are the beginning of many more to come.

Vision Recycling maintains a solid business platform with innovative visions!



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president's message

Leanna Schoder, CLCA East Bay Chapter President

Christmas Memories

I love traditions, especially those that involve Christmas. Growing up Christmas Eve involved three entrenched traditions--going to the home of my parents' closest friends for dinner, dropping off home-made pies to the local shelter, and once back home, snuggling in bed, my father seated close by reading me A Christmas Carol by Charles Dickens. Today I can close my eyes and still hear his voice telling the classic story as the Christmas lights outside my bedroom window twinkled.

As I got older those traditions faded; it was inevitable with the passing of time. However, the memories are like priceless jewels that I hold close to my chest. I remember my favorite toy, my first bike, and my first pair of racing skis. The gifts

were few, but they always had meaning. My parents tried to make the gifts special, with meaning, and they were.

I bring this up for a couple of reasons. Even though this year has been difficult, I consistently see people turning a dire situation into opportunity, people creating new traditions.

- I see family game night is back.
- I see people teaching their kid how to ride a bike on our street, although they have masks on, their laughter fills the air.
- I see families taking the time to all walk the neighborhood with their dog.
- I see volunteers stepping up to help communities and individuals through these troubling times.
- I see people supporting local businesses.

My point is there are special memories being created even during this time of difficulty. I have talked to friends that I have not heard from in years. Rekindling relationships stalled by busy careers.

I have made the conscious choice to look at the good going on in the world, in America, in my neighborhood and within my own house.

- I am challenging you to call a friend you have not talked to in a while.
- Purchase something from a local business.
- Volunteer for something you care about.
- If someone does something nice for you, pay it forward.
- In traffic, let the car move over rather than trying to squeeze them out.
- Go to bed knowing you helped someone today.
- Hug your kids more. They will remember this year for its unique challenges.
- Do something for a fellow CLCA member, even if just calling to say hello.

I wish all of you a wonderful and happy holiday season and a very Happy New Year!



Peter Rosen Elected to Recreation and Park District Board

Long-time CLCA East Bay Chapter member Peter Rosen was recently elected to the Hayward Area Recreation and Park District Board of Directors.

Peter is a past president of the East Bay Chapter and also served as director of membership on the CLCA state board of directors.

"Peter has been actively involved in advocating for the local community over the last several years and always looks for ways to be a force for positive change," wrote East Bay Chapter Administrator Laura Leuer. "His focus on solutions will improve the community's access to great facilities and programs where land/facilities are scarce."

Congratulations, Peter!

That Means I Can't Sue My Employer

Steven Cesare, Ph.D.

The Harvest Group, Landscape Business Consulting | harvestlandscapeconsulting.com

I was walking around a landscaping conference the other day, and my cell phone rang. Not unusual, since I get several phone calls from unfamiliar telephone numbers connecting me with various business owners looking for an answer to a pressing human resources question, every day. However, this call was very different to say the least.

An employee from a California-based company found my telephone number and sought my advice on a payroll practice. By way of background, as most rational people would attest, California has numerous wage and hour laws that easily exceed the definition of being burdensome. One such set of wage and hour laws addresses pay stubs: The document that accompanies a paycheck given to an employee. California law stipulates that 10 pieces of very precise information must be found on every pay stub, lest the employer be confronted with severe financial penalties. Beyond that requirement, California law requires that every employee receive a pay stub from their employer each pay day. That point was the premise for the employee phone call.

The employee told me that his employer provides all company employees with an electronic pay stub each pay day. But he wanted to know if that electronic document satisfied all legal requirements in the same manner that a paper document would meet the standard. In response to his question, I simply said "yes."

Incredulously, he pursued further by

stating, "Are you telling me that both the electronic and the paper pay stubs satisfy California law?." Again, I repeated "yes." After some interesting combinations of profanity, the employee said: "But that means I can't sue my employer!" To which I remarked, "So you are upset that your employer is treating you fairly, in compliance with state law?" As you would gather, he then responded, "You don't understand, that means I can't sue my employer." I ended the conversation immediately thereafter.

It's difficult for business owners to not be paranoid.

Aside from the specific issue in this phone call, business owners must always be prepared, compliant, and clairvoyant, especially when involving wage and hour issues. For example, employers must:

- Become fluent with all relevant local, state, and federal wage and hour laws,
- Train managers and supervisors on the proper administration of those laws,
- Hold managers, supervisors, payroll staff, etc. accountable for ensuring legal compliance,
- Conduct regularly-scheduled (e.g., monthly, quarterly, annually) wage and hour audits,
- Purchase the wage and hour add-on coverage, as part of your company's EPLI policy, and
- Remember there is "personal" liability for many local, state, and or federal wage and hour violations.

Labor Law Posters

The complete California Labor Law Poster includes all the state, federal, and OSHA mandatory posting requirements all on one. This poster measures 25.5 x 39.5 and is LAMINATED. It is the most up to date and complete poster you can obtain to be in compliance with state and federal regulations. In the event of an audit or inspection, accurate labor law postings matter. Includes the following State and Federal notices:

- California (CA) State Posting Requirements: Discrimination Notice, Minimum Wage, Family Rights Act Notice A & B, Unemployment Insurance, CALOSHA - Health and Safety Protection, Access to Medical and Exposure Records, State Disability Insurance, Compensation, Payday Notice, Time Off for Voting Notice, Emergency Phone Number, Blower Protection Act, Smoking Policy, Edd UI, SDI, PFL Notice, California No Smoking Poster.
- Federal Posting Requirements: Federal Minimum Wage, USERRA - Uniformed Services Employment and Reemployment Rights Act, Equal Employment Opportunity is the Law, Employee Polygraph Protection Act, NEW Family and Medical Leave Act REVISED, IRS Withholding Notice, Anti-Discrimination Notice.

This poster is available in English and Spanish and can be purchased on the CLCA website at <https://member-clca.org/max/store/labor-law-posters-english/261/>

The list price is \$44.00, CLCA members can purchase the posters for \$34 each.

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Nine Green Industry Students Receive A Total of \$38,100 from LEAF

By Marianne Estournes, Chair, LEAF Scholarship Selection Committee

The 2020 Landscape Educational Advancement Foundation's Scholarship Selection Committee is done for another year. All of the students have received their checks and are hopefully enjoying a lighter burden of educational expenses.

I have had the honor of serving on the Landscape Educational Advancement Foundation's (LEAF) Selection Committee since 1992 and have been Selection Committee Chair since 2017.

I have always enjoyed serving on the committee, reading the stories of students through their application and letters of recommendation and then awarding scholarships to students who meet the criteria and align with the goals of CLCA. I enjoy collaborating with the women on the committee, gathering our scores, discussing our different impressions and thoughts and then watching the "cream rise to the top" as we select the best students.

I truly appreciate the relationships I have made with my fellow committee members, Mary Cohen, Jan Nord, Wendy Emeterio, Ellin Chariton, Cindy Singletary, Lani Hanker and Jill Hertzner. While we cherish our in-person, two-and-a-half day selection gathering, we adapted for 2020 and held our meeting virtually in one day.

As Selection Chair, I now have the privilege of actually speaking with the recipients, fielding question, confirming addresses and just conversing with them. We do text and email but actually speaking to these young people has been a real joy. They are grateful, humbled and honored to be chosen as a recipient and have not hesitated to express their gratitude.

These students were chosen for various reasons, not only on eventual goals, but for their dedication, their involvement in community and school projects, obstacles they have overcome and for what their professors expressed in their letters of

recommendation. Many students underplay themselves in the application and many professors say pleasant, generic comments in their letters. But some instructors and employers go deeper into a student's character and involvement with class and school or job performance and have clear reasons why this student will go forward, succeed in their goals and serve the Green Industry. Everything is taken into consideration.

Thank you to Candi Fiske and the men and women who had the vision for LEAF and made it a reality. And thank you to all members who have donated to LEAF over the years and helped to grow the assets to over \$1 million. Without your generous donations LEAF would not be able to support these students in their education.

Thank you to CLCA Executive Director Sandra Giarde, CAE, and the CLCA staff for their work in making all of this possible. They receive the applications and distribute them to the committee. Sandra also does all of the initial promotion of the scholarship in January. We so appreciate your efforts!

Following is a list of the amazing students who received scholarships. Please look for their names on job applications.



2020 Recipients

Christopher Burroughs is majoring in Environmental Science and Sustainable Landscape at Mira Costa College. He wants to get his C-27 license and transfer to Cal Poly to get his BS.

Helene Dondero is studying at Cal Poly, SLO to become a high school agriculture teacher with her emphasis on landscaping and horticulture. She has a strong background with FFA.

Edward Fortenberry is majoring in Environmental Horticulture and Plant Science at Butte College. His family lost their home in the 2018 Paradise fire and is currently involved with the rebuilding of his city. His goal is to become a C-27 contractor.

Daniel Hurt is majoring in Plant Science and Pest Management at Cal Poly, Pomona. He is a veteran with a young family.

Dani Lima is majoring in Environmental Science, Plant Science with a focus on drought-tolerant, California natives at Mt San Antonio College. She will transfer to Cal Poly next year.

Ignacio Moreno started at The College of the Desert and is now attending Cal Poly, Pomona. He is majoring in Plant Science and Landscape Architecture. He has a C-27 license and just become a Certified Arborist.

Greg Thayer is at Cal Poly, Pomona, majoring in Landscape Architecture with a minor in Regenerative Studies. He has an AA in Arboriculture. He wants to specialize in ecological landscape design, focusing on water conserving landscapes.

Shana Seligman is attending Cabrillo College majoring in Horticulture with a focus toward Nursery.

Jing Yan is attending Foothill College with the goal of becoming a Landscape Designer and Horticulturist.

For more information on LEAF Scholarships and how you can become involved with or contribute to LEAF, visit online at <https://bit.ly/33jwc92>.

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East Bay Chapter Monthly Board Meetings

Board meetings are held on the 1st Thursday of the month at 4:00 p.m. (some exceptions). Check the calendar for locations.

The CLCA East Bay Chapter newsletter is published monthly. Copy and advertising deadlines are the 10th of the month preceding publication. Materials may be mailed to: Jerrie Beard & Associates, PO Box 96, Coloma, CA 95613. Or email to: jsb@beardassociates.com. For information on advertising and rates, contact Jerrie Beard at (530) 621-1701.

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2020 CLCA State Executive Board

clca.org/about/board-of-directors/

Past CLCA State Presidents from the East Bay Chapter

2018 Aaron Huxley
2017 Tim Hendricks
1996 John Redmond Jr.
1986 Roger D. Fiske
1978 Joe Tanouye

East Bay Past Chapter Presidents

2018 Eric Santos
2017 Roxy Wolosenko
2016 Calvin Craig
2014-15 Peter Rosen
2012-13 Tim Hendricks
2011 DeeAnn Schuttish
2009-10 Nate Sillin
2007-08 Barry Minor
2006 Gregory Wrenn,
Rick Martens, CLT
Dennis Brewer
2005 Rick Martens, CLT
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1999 Dave Wolkenhauer, CLT
1997-98 Diane McNally
1996 Dan Berger, CLT
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1994 Steve Schlitt
1993 Matt Schiller
1992 Robert Battinich
1991 John Redmond
1990 Jim Kwiat
1989 Thomas Raeth
1988 John Nishizawa
1986-87 Thomas A. Adan
1985 David Burnley
1984 Don Young
1983 David Gutru
1982 Joe Tanouye
1981 J. Warren Thurston
1979-80 Peter Rumore
1979 Pat Nichols
1978 Joe Korematsu
1977 Chuck Rich
1976

East Bay Chapter Life Members

Congratulations and Thank You to the following CLCA East Bay Chapter Members for their continued support for over 25 years.

Roger Fiske Ken Gerlack
Jeffrey Jones Joe Korematsu
George Sunayama Jack Rydman
Thomas Raeth Kevin Berndt

CLCA East Bay Chapter Contractor's Honor Code

The CLCA East Bay Chapter exists to support Contractor's AND their employees. To successfully meet this objective, and encourage the involvement of all levels of the landscape industry, the Board of Directors is committed to supporting the following Contractor's Honor Code:
The solicitation, recruitment of, or attempt to hire another Contractor's employees while attending any CLCA function is strictly prohibited.

EBMUD Upcoming Webinars

Native Plant Design and Maintenance Webinar Monday December 14, 2020 2pm-3:15pm

As a follow up to the October 5, 2020 presentation on "Ecoregional Approach to Native Plant Selection," Jennifer de Graaf will present on designing and maintaining native plant gardens. Jennifer will use a number of CA native plants such as *Bouteloua gracilis* 'Blond ambition', *Yarrow*, *Salvia x. clevelandii*, *Quercus agrifolia*, *Carex tumulicola*, and *Blechnum spicant*, etc. to demonstrate important workflow considerations to design native plant gardens and to reduce hazards in the event of a wildfire. This critical thinking method can be applied to a variety of garden settings.

Jennifer has 22 years of professional landscape design and project management experience of parks, schools, hospitals, trail systems, streetscapes, historic properties, commercial housing, and estates and private residences. For five years, Jennifer taught courses for UC Berkeley Extension in the Landscape Architecture Certification Program. She also served as the Lead Trainer and Director of Education for ReScape CA.

Jennifer is licensed as a Landscape Architect in California, a LEED Accredited Professional, ReScape CA Qualified Professional, ReScape CA Rater, and a Qualified Water Efficient Landscaper. Jennifer received her Bachelor's in Landscape Architecture from Oklahoma State University.

EBMUD Water Conservation Division staff will also provide an update on EBMUD water supply, water demand, and water conservation programs.

Event qualifies for CEU's from Irrigation Association, AWWA, ReScape CA, Master Gardeners, and QWEL.

Register at https://ebmud.zoom.us/webinar/register/WN_6rpQx37mR-mlfEqAFi07SA

For more information, contact Kristin.Bowman@ebmud.com, 510-986-7610. The powerpoint presentation will be posted on the Landscape Advisory Committee webpage within one week of the webinar.

UPCOMING WEBINARS

PG&E and ReScape Model Water Efficient Landscape Ordinance

Dec. 1, 8:30am - 4:30pm

Info and registration at <https://bit.ly/3fEaGko>

Dogscaping with Native Plants

Dec. 3, 5:30pm-6:30pm

Info and registration at <https://bit.ly/2VbrN3G>

Qualified Water Efficient Landscaper Certification

Dec. 7 - Dec. 16 (4 sessions) 12:30pm-5pm

Info and registration at <https://www.qwel.net/pub/class/216>

Member Standings

30+ Year Members

Joe Korematsu (1956)
 Roger Fiske (1962)
 Cagwin & Dorward (1963)
 Ken Gerlack (1966)
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 Delta Bluegrass Co. (1980)
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 L.H. Voss Materials (1987)
 P.J. McNamara (1987)
 Suma Landscaping Inc. (1988)
 Berndt Landscape & Garden Maint (1988)
 Trimacs Maint. & LS Const, Inc. (1988)
 Diamond K Supply Ltd. (1990)

Life Members

George Sunayama, Joe Korematsu, Roger Fiske, Paul Schultz, Ken Gerlack, William Rogers, Thomas Raeth, Dan Berger, Robert Battinich, Kevin Berndt, Stephen Lambert, Calvin Craig

14 Year Members

Henry Wolf, Wolf's Intuitive Landscapes

The East Bay Chapter Thanks Our

2020 Partners for Success

Gold - \$1500

- Four Dinner Tickets to the Beautification Awards Banquet and sponsorship of a Judges or Sweepstakes Award plaque.
- Four Tickets to the Baseball Event (includes tailgate party).
- Free Admission to All Dinner Meetings during the year.



Silver - \$1000

- Three Dinner Tickets to the Beautification Awards Banquet and Sponsorship of an Award plaque for one of the award categories.
- Three Tickets to the Baseball Event (includes tailgate party).
- Free Admission to Three Dinner Meetings of your choice during the year.



Bronze - \$750

- Two Dinner Tickets to Beautification Awards Banquet and Sponsorship of an Award plaque for one category.
- Two Tickets to the Baseball Event (includes tailgate party).
- Free Admission to Two Dinner Meetings of your choice during the year.



All Partners Receive

- Company Name recognition in the chapter's monthly newsletter, Inside Scoop and the mid-monthly electronic newsletter E-Scoop. Company event promotion in electronic newsletter, E-Scoop.
- Company Name recognition at every event, logo on table-tents or event fliers, Company logo on the chapter website and event announcements.

For information, or to become a sponsor, call Laura Leuer at (510) 207-4350.

Water Management Certification

Water budgeting is now enforced by law by the Model Water Efficient Landscape Ordinance (MWELO). Becoming a Certified Water Manager is essential for your business. As a Certified Water Manager you will be able to reduce water waste and water bills and save money. Through efficient, proven industry methods of water management, water managers are able to save significant amounts of water and money.

For info visit <https://www.clca.org/certification-center/water-management-certification/about-the-program/>

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