

JANUARY 2019

inside



CALIFORNIA LANDSCAPE CONTRACTORS ASSOCIATION
EAST BAY CHAPTER

THURSDAY, JANUARY 17: Firescaping Dinner Meeting

The East Bay Chapter is excited to kick off the new year with a Firescaping dinner meeting with Jennifer de Graaf at Hopyard Alehouse, 3015 Hopyard Rd. in Pleasanton on Thursday, January 17.

Join us at 5:30 p.m., grab a pint of your favorite beer compliments of our 2018 Chapter President and socialize with fellow chapter members. At 6 p.m. CLCA Members will vote on the 2019 Board of Directors and changes to the chapter's bylaws.

Following the elections, Ms. deGraaf will speak on firescaping strategies in the landscape. See page 4 for further details on this informative talk.

The cost for the firescaping dinner meeting for CLCA members who register by January 11 is \$25 per person, \$35 per person after January 11. Non-members are \$40 by January 11, and \$50 after. To register, contact Laura A. Leuer at lleuer@comcast.net.

On the cover: Kallsen Residence by Suma Landscaping, winner of the Petite Residential Installation category at the 2018 CLCA East Bay Chapter Beautification Awards.

NorCal Landscape and Nursery Show Seminar Schedule

Visit the NorCal Landscape and Nursery Show February 14 from 9 a.m. to 4 p.m. at the San Mateo Expo Center, 1346 Saratoga Dr. in San Mateo and take advantage of these learning opportunities.

Landscaping for Native Bees

Dr. Christine Casey, Haagen-Dazs Honey Bee Haven, UCD | 11 a.m. to 12:30 p.m.

This workshop will provide the information needed by landscape managers and designers to utilize their landscapes' full potential as pollinator gardens. 1) learn to identify common native bees seen in gardens; 2) understand key garden elements and design features needed for successful bee gardens; 3) understand how bees use plants and what plants are appropriate for bee gardens; 4) learn about garden maintenance practices that are compatible with bees; and 5) learn about resources for continued learning about native bees in gardens.

New World of Outdoor Lighting

Tom Bressan, The Urban Farmer Store
2:00 p.m. to 3:30 p.m.

We will survey the various types of LED fixtures, their uses and how they can create the effects we are looking to achieve. LEDs have made lighting easier to install. Their lower power demand can save thousands of dollars over their lives in electrical usage and maintenance costs. This overview will include new controls, best installation practices, and how site demonstrations add to the making of more satisfying projects.

Low Water Use or Drought Tolerant Plants. The Same?

Dr. Loren Oki, UCD | 9:45 to 10:45 a.m.

The terms "low water use" and "drought tolerant" are often used to describe plants and their irrigation needs in urban landscapes, but these terms are not synonymous. Dr. Oki will explain how they are different and some plant characteristics

that may tell us how plants use water. We will also briefly discuss the landscape water conservation regulations we have in California and the field trials we use to assess landscape plant water use.

Welcoming Wildlife to Your Garden

Richard Hayden, Garden Director, Elizabeth F. Gamble Garden | 12:45 p.m. to 1:45 p.m.

Honey bees are under attack from Colony Collapse Disorder, Monarch butterfly populations have declined by as much as 90% nationwide and our children suffer nature deprivation. Studies have shown that by planting our homes and businesses following a few simple principles, wildlife can find food, water and a place to raise their young in urban and suburban settings, creating an essential bridge between wild places. And the gardens we create become living laboratories to enrich the lives of all who encounter them.

CEUs available. For more information or to register, visit norcaltradeshow.org.



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Landscape & Nursery Show

 **California Landscape Contractors Association**

East Bay Chapter Member Standings

30+ Year Members

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Ewing Irrigation (1973)
BrightView Tree Co. (1973)
SiteOne Landscape Supply (1974)
Professional LS Mngmt (1980)
Delta Bluegrass Co. (1980)
Landscape Care Co. (1985)
LandPlan's LS Inc. (1982)
Village Nurseries (1983)
L.H. Voss Materials (1987)
Eisenstaedt LS & Maint. (1987)
P.J. McNamara (1987)
Suma Landscaping Inc. (1988)
Berndt Landscape (1988)
Trimacs Maint. & LS Const, Inc. (1988)

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Joe Korematsu
Roger Fiske
Paul Schultz
Ken Gerlack
William Rogers
Thomas Raeth
Dan Berger
Robert Battinich

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Bob Eagle, Contra Costa Water District

16 Year Members

Jon Ewing, Jon Ewing Consulting

15 Year Members

John Morrissey, JPA Landscape & Const.

4 Year Members

Jeannie Fitch, Garden Nest Residential LS

3 Year Members

Julie Lienert, Student

2 Year Members

Mario Villaseñor, Pacific Blue Landscape

1 Year Members

Paul Wong, Imperial Sprinkler Supply

The East Bay Chapter Thanks Our 2018 Partners for Success

Gold - \$1500

- Four Dinner Tickets to the Beautification Awards Banquet and sponsorship of a prestigious 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.



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Look What's New in the New Year

New regulations are all headed your way starting January 1, 2019. Here are a few that may affect your business.

IRS Mileage Rate Increase for 2019 – Highest Rate in 10 Years

The IRS has issued the 2019 optional standard mileage rate, with a significant increase for the new year. The optional standard mileage rate is used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning January 1, 2019, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 58 cents per mile driven for business use, up 3.5 cents from the rate for 2018 (this is the highest rate in over 10 years—58.5 cents in July-Dec. 2008)
- 20 cents per mile driven for medical or moving purposes, up 2 cents from the rate for 2018
- 14 cents per mile driven in service of charitable organizations

The standard mileage rate for business use is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

California employers are required by law to provide reimbursement for all expenses necessarily spent in the discharge of their job duties. In general, the Labor Commissioner has stated that the IRS mileage rate will be viewed as a reasonable measure of business-related vehicle expenses. Yet, this rate is not conclusive. If an employee can show that actual expenses are more than the standard mileage rate, the employer will need to pay the difference between the two.

California's Minimum Wage Increases on January 1

The Department of Industrial Relations has issued a notice reminding employers of the upcoming minimum wage increases.

Under legislation to increase the minimum wage to \$15 per hour over a set period of time, California's minimum wage will increase on January 1 to \$12 per hour for employers with 26 employees or more and to \$11 per hour for employers with 25 or fewer employees.

State law requires that most California workers be paid the minimum wage. Some cities and counties have a local minimum wage that is higher than the state rate. Don't forget that the minimum wage rate will also affect your pay scale for exempt employees. The administrative, professional, and executive exemptions require the worker to earn 2 times the state minimum wage for full-time employment in order to be classified as exempt (plus meet a strict duties test).

For 2019, this means that a worker will need to earn at least \$49,920 to be exempt if there are 26 or more employees and at least \$45,760 to be exempt if there are 25 or fewer employees.

California employers must post info on wages, hours, and working conditions at a worksite area accessible to employees.

New Labor Law Posters For 2019

New laws and the new minimum wage must be posted in your workplace. CLCA's just-updated California Labor Law Poster gives you peace of mind if your firm is audited or inspected by labor regulators. This laminated poster measures 25.5" x 39.5" and fulfills all the state, federal and OSHA mandatory posting requirements.

It's available in English and Spanish, and is shipped rolled in a tube. For more information or to order visit <https://bit.ly/2CS4hAc>.

Firescaping Focus of January Meeting

The East Bay Chapter is excited to kick off the new year with a Firescaping dinner meeting at Hopyard Alehouse, 3015 Hopyard Rd. in Pleasanton on Thursday, January 17.

Please join us for dinner and a presentation on Firescaping with Jennifer de Graaf of de Graaf Design Associates. The workflow of contractors is one aspect of "firescaping" that has little written about it, so this discussion aims to include brainstorming for the benefit of all. Knowledge in this area is becoming a critical "value-add" for our clients and an important means of elevating the work of the informed contractor!

This discussion will include a brief introduction to the challenge of fire and the potentials and limitations of "firescaping." While the focus will be on a handful of issues that must be understood in performing installations, we will also address some common design and maintenance issues. Our goal will be towards gaining a deeper understanding of our own responsibilities and abilities to mitigate risk while serving our clients.

Jennifer de Graaf is a Landscape Architect, LEED AP, BFQP & Rater with over 20 years of professional experience in design and project management for a variety of project types. Her project experience includes public parks, schools, hospitals, trail systems, streetscapes, historic properties, commercial housing, and estates and private residences.

The cost for CLCA members who register by January 11 is \$25 per person, \$35 per person after January 11. Non-members are \$40 by January 11, and \$50 after. To register, contact Laura A. Leuer at lleuer@comcast.net.

See page 1 for further details.

*CLCA Members are welcome to attend the Board of Directors Meeting at 4:00PM

Landscape Industry Show Returns to Ontario Convention Center Feb. 6-7

CLCA's Landscape Industry Show returns to the Ontario Convention Center in Ontario, CA on February 6 and 7.

The convention center is a state-of-the-art convention center with easy access; right in the middle of 4 freeways and close to Ontario International Airport.

Hotels are less than a block away with rates up to 40% less than those for L.A. And, area hotels offer free parking and free airport transportation.

Ask The Experts

At the Landscape Industry Show, get real people to answer your questions. Why wait for an answer by email, when you can get a straight answer from a real human? Find out how a new product or supplier could cut your expenses and boost your profits.

Exhibit Space Still Available

Want to meet face-to-face with decision

makers? Build your influence with green industry professionals? Positively influence sales? At the Landscape Industry Show, you can position your company's products and services as the solution needed by green industry leaders.

Learn Hands On

Join us on the show floor to participate, learn, ask questions and see new products and services that will help boost profits. Learn from the Pros

Take advantage of our seminar series with topics ranging from creating an employee handbook, to cutting edge financing, to employee recruitment and retention, equipment financing, boosting profits by mastering chaos, and more.

For more information or to register, visit <http://clca.org/lis/index.php>.

Upcoming Events

JANUARY 17

Chapter Lunch Meeting. 5:30 p.m. networking, 6 p.m. chapter elections, 6:30 p.m. speaker on firescaping. Hopyard Alehouse, 3015 Hopyard Rd. in Pleasanton. See p. 1

FEBRUARY 6-7

Landscape Industry Show, Ontario Convention Center, Ontario, CA. Visit clca.org/lis/index.php

FEBRUARY 7

Chapter Lunch Meeting - Details TBA.

FEBRUARY 14

NorCal Landscape and Nursery Show 9 a.m. to 4 p.m. at the San Mateo Expo Center, 1346 Saratoga Dr. in San Mateo. norcaltradeshow.org

MARCH 7

Chapter Lunch Meeting - Details TBA.

APRIL 26

Awards entry drop off at location TBD



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2018 East Bay Chapter Board of Directors

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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 7, Pollock Pines, CA 95726. Or email to: jsb@beardassociates.com. For information on advertising and rates, contact Jerrie Beard at (530) 621-1701.

CLCA State Headquarters

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2018 CLCA State Executive Board

Visit <http://bit.ly/1LE7p27>.

Past CLCA State Presidents from the East Bay Chapter

1996	John Redmond Jr.
1986	Roger D. Fiske
1978	Joe Tanouye

East Bay Past Chapter Presidents

Past chapter presidents who are still members of the East Bay chapter.

2017	Roxy Wolosenko
2016	Calvin Craig
2014-15	Peter Rosen
2012-13	Tim Hendricks
2011	DeeAnn Schuttish
2009-10	Nate Sili
2007-08	Barry Minor
2006	Gregory Wrenn, Rick Martens, CLT
2005	Dennis Brewer
2003-04	Rick Martens, CLT
2000-02	Gregory Wrenn
1999	Rob Solomon CLT, CLP
1997-98	Dave Wolkenhauer, CLT
1996	Diane McNally
1995	Dan Berger, CLT
1994	Craig Hutchinson
1993	Steve Schlitt
1992	Matt Schiller
1991	Robert Battinich
1990	John Redmond
1989	Jim Kwiat
1988	Thomas Raeth
1986-87	John Nishizawa
1985	Thomas A. Adan
1984	David Burnley
1983	Don Young
1982	David Gutru
1981	Joe Tanouye
1979-80	J. Warren Thurston
1979	Peter Rumore
1978	Pat Nichols
1977	Joe Korematsu
1976	Chuck Rich

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	

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.



Sponsor Spotlight:

Hunter/FXLuminaire

A global leader in the irrigation, landscape lighting, and custom molding industries.

Hunter Industries is a family-owned global company that provides high quality, efficient solutions for the irrigation, outdoor lighting, and custom molding industries. Their diverse array of products can be seen everywhere from residential landscapes, to stadiums, national landmarks, theme parks, city parks, commercial complexes, hotels, and municipal buildings around the world. Whether you're from New York, Shanghai, Sydney, Paris, Moscow, or Cairo, the odds are you've probably encountered a Hunter product somewhere along the way.

Headquartered in San Marcos, California since 1981, Hunter is a market leader in producing and marketing a full range of water-efficient, easy-to-use irrigation solutions for residential, commercial, and golf course applications. Designed with the demands of irrigation professionals in mind, the current Hunter irrigation product line includes pop-up gear-driven rotors, high-efficiency rotary nozzles, spray sprinklers, valves, controllers, central controllers, professional landscape drip, and weather sensors.

Since the beginning, Hunter's core business interest has been producing products that allow irrigation professionals to create solutions that use as little water and energy as possible to create optimal landscape function and ambiance. In the interest of sustainability and maximizing their infrastructure and capabilities, Hunter diversified into the landscape lighting industry through the acquisition of FX Luminaire. FX lighting products are manufactured in San Diego ensuring the highest quality standards are adhered to. As a further step of expansion Hunter also acquired a Custom Molding company and started Hunter Custom Molding.

Beyond efficient product innovation, Hunter is also known as a leader in outstanding customer service, product training and technical support in all of its business segments. Moving forward, Hunter is committed to pushing the boundaries of technology, conservation, quality, and customer experience in every product and project they undertake. In the factory, the office, and the field, Hunter puts innovation to work every day for every one of its customers around the world.

Handling Employee Issues After a Devastating Event

Please review this important message provided by CLCA's HR on call partner California Employers Association.

The recent devastation in Northern and Southern California from fast-burning wildfires have caused great loss of life and destroyed many homes and communities. Our hearts are with the survivors and their families.

Once an immediate crisis has passed, people are left holding a lot of emotions. Survivors have a lot of rebuilding to do and are now expected to adapt to a "new normal" both at home and at work.

How should an employer handle employee workplace issues, such as time off and requests for leaves of absence in a way that supports their workers and allows them to run their business efficiently?

Leaves of Absence Requests

If you have 50 or more employees, eligible employees may elect to take leave under the California Family Rights Act (CFRA) for a serious health condition caused by a disaster. Employees affected by a natural disaster who must care for a child, spouse, or parent with a serious health condition may also be entitled to leave.

If you have fewer than 50 employees, many employers offer personal leaves of absence to their employees. This would be a good time to review your policies and ensure they are adaptable to the needs of your employees and your business.

Another option for a leave for employers with five or more employees falls under California's Fair Employment and Housing Act (FEHA). An employee who is physically or emotionally injured, as the result of a disaster, may be entitled to leave as a reasonable ac-

commodation, so long as it would not place undue hardship on the operation of the employer's business.

How to Pay Employees

Non Exempt (Hourly) Employees
Employers are only required to pay non-exempt employees for hours actually worked. In other words, businesses are not required to pay non-exempt employees if they are not working, including times when the employer closes its doors or reduces hours of operation, whether or not forced to do so by inclement weather or emergencies.

However, in California "reporting time pay" is required to be paid to employees who show up for work and are turned away at the door or dismissed before the end of their scheduled shifts, by the employer. Reporting time pay requires the employer to pay the employee one half of their scheduled shift, no more than four hours, no fewer than two hours. That said, if work is interrupted by an act of God or other causes not within the employer's control, reporting time pay requirements are not applicable.

Nonetheless, even if your business is not open due to weather, flooding or any other natural disaster you are always free to pay employees for that time, and may also permit them to use their paid sick leave time or vacation time.

Unusual Remote Work

Often severe weather, road closures or other delays can result in an employee being stranded on the road or at home. Remember, any employee who performs work for the business, such as taking phone calls or answering e-mails, must be compensated for that time even if done away from the office.

Pay for Exempt (Salaried) Employees

Exempt employees under the FLSA must be paid on a "salary basis" and earn a full day's pay when they work any part of the day, regardless of the quality or quantity of the work performed. This means that if a business is closed because of inclement weather or other natural disasters and an exempt employee is ready, willing, and able to work, he/she must be paid for that day. If an exempt employee does not work for an entire workweek (for personal reasons or because the business is closed), the exempt employee need not be paid for that time.

If the business is open and an exempt employee elects to stay home to make repairs or handle personal business, an employer may "dock" their salary in full day increments. In these instances, and including situations when exempt employees elect to arrive late or leave early for personal reasons, employers may also deduct accrued leave time in full or partial day increments as long as the employee receives his or her full pay for the week.

On-Call and Waiting Time Pay

Power outages are common during natural disasters, and many employers will require their employees to wait out or work through such power failures. In most cases, any employee who is required to remain at the employer's premises or close by and therefore unable to use that time for his own benefit must be compensated for that time. When you "restrict" an employee's time, they are eligible for compensation.



~KURAPIA~

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