

Bay Breeze

A Tradition of Excellence • www.clcasfba.org

AUGUST 2020 • Vol. 44, Issue No. 8



In this issue

- Preventing Heat Related Illness
- Big Information on Running Your Business
- Employee Survey Overview
- Invitation to Join the Auxiliary

On the cover: The Perry/Bjedov Residence by Confidence Landscaping Inc., winner of the Herbert S. Frank Memorial Award in 2019.

PLAYING IT SAFE

CONSTRUCTION

Preventing Heat-related Illness

Helpful tips for beating the summer heat

Summer heat can be more than uncomfortable; it can be a threat to your health. Unfortunately, you do not have much of a choice when it comes to job site. Follow these tips to stay safe in the searing heat.

Heat Exhaustion

Heat exhaustion occurs when a person cannot sweat enough to cool the body—usually the result of not drinking enough fluids during hot weather. Symptoms include:

- Dizziness, weakness, nausea, headache and vomiting
- Blurry vision
- Body temperature rising to 101° F
- Sweaty skin
- Feeling hot and thirsty
- Difficulty speaking

A person suffering from heat exhaustion must move to a cool place and drink plenty of water to avoid a more severe heat-related condition—heat stroke.

Heat Stroke

Heat stroke is the result of untreated heat exhaustion. Symptoms include:

- Sweating stops
- Unawareness of thirst and heat
- Body temperature rising rapidly to

above 101° F

- Confusion or delirium
- Possible loss of consciousness or seizure

Heat stroke is a serious medical emergency that must be treated quickly by a trained professional. Until help arrives, cool the person down by placing ice on the neck, armpits and groin. If the person is awake and able to swallow, have them drink a small glass of water every 15 minutes or until help arrives.

Tips for Staying Cool

The combination of heat and humidity in the summer months can be downright uncomfortable and even dangerous. Stay cool by following these safety tips:

- Drink plenty of water—enough water to quench your thirst. The average adult needs eight 8-ounce glasses of water a day, and even more during hot weather.
- Skip the caffeine and soda; drink water instead.
- Dress for the weather. When outside, wear lightweight clothing of natural fabric and a well-ventilated hat.
- Eat light. Replace heavy or hot meals with lighter, refreshing foods. And always eat smaller meals before work or intense activity.

Be safe and healthy on the job at with these helpful tips provided by **CLCA Insurance Solutions.**

Heat syncope is fainting or dizziness that occurs from prolonged standing in hot weather. Avoid this by staying hydrated throughout the workday, even if you don't feel thirsty.

This flyer is for informational purposes only and is not intended as medical or legal advice.

© 2009-2010, 2017 Zywave, Inc. All rights reserved.



Horizon Distributors Announces Promotion of Regional Manager for Bay Area

Moves come in preparation for continued expansion of stores/territories

Horizon Distributors recently announced the promotion David Rohrer to the position of Region Manager.

David Rohrer has been promoted to Region Manager for the Bay Area in California. In the past seven years, David has demonstrated success in each position he has held at Horizon, starting as an outside sales representative and then quickly transitioning into a successful branch manager in Fresno. Most recently, David held the position of Zone Manager for the San Joaquin Valley. David will be responsible for six stores in the south bay and south valley.

These changes all happen on the heels of Horizon naming a new president in March, Jeffrey Clay. Before Horizon, Jeff was founder and President of Belltown Power Texas, responsible for the overall strategy, operations and business execution. Just prior to that, Jeff was the Vice President of Strategy

& Corporate Development for the Roofing Supply Group based in Dallas, TX, where he led all greenfield efforts resulting in 26 new branches delivering more than \$150M in revenue in just over two years.

"It's always great when you can promote from within your own organization," says Clay. "Dave has been a great performer at Horizon and I look forward to seeing his success in his new role."

About Horizon Distributors

Horizon Distributors Inc. is a professional distributor that sells a variety of products and services to the green industry professional with more than 70 Horizon Sales Centers in 11 states. It offers customers the industry's widest choice of irrigation, landscape, outdoor living and power equipment products. For more information, please visit www.horizononline.com.

SFBA Chapter Scholarship Funds

The SFBA Chapter has established scholarship funds through the Landscape Educational Advancement Foundation (LEAF) with the following balances:

SFBA Chapter	\$10,389.25
John & Mary Lyngso Fund	\$15,607.15
Herbert Frank Memorial	\$16,481.83
Hans Biland Memorial	\$12,045.88
Bill Hayes Memorial	\$13,520.62
Klaus R. Hertzner Memorial	\$11,544.49
G. Kunimoto Memorial	\$12,770.00
Ken Jenner Memorial	\$12,201.99
Paul Shogren Memorial	\$16,863.56
Edron Schneider Memorial	\$11,574.81
Dr. Barry Cohen PhD	
Honorarium	\$ 8,915.08
Tanouye Memorial	\$ 5,250.82
Steve Whitehill Memorial	\$ 6,383.50
John Gachina Memorial	\$14,285.00
Mas Tsuda Memorial	\$6,443.98
Candy Fiske Honorarium	\$7,125.12
Total	\$175,733.32

To make a donation, send a check payable to "LEAF" to: CLCA, 1491 River Park Dr., #100, Sacramento, CA 95815.

New Line-Voltage Fixtures from FX Luminaire

The FX Luminaire Line-Voltage Series expands lighting design beyond the scope of traditional low-voltage lighting. With flexibility in color temperature, beam angles, and outputs up to 2,500 lumens, the Line-Voltage Series provides an ideal solution for projects that require higher outputs and electrical capacities.

"Contemporary outdoor lighting projects often require line-voltage solutions alongside traditional low-voltage options," said Sarah Auyeung, Associate Product Manager. "Eight fixtures are now available from FX Luminaire for seamless installation in any lighting design."

The Line-Voltage Series combines world-class engineering with a contemporary design aesthetic to create sleek, robust solutions for every project. With a range of new options available, Line-Voltage Series fixtures offer removeable cartridges for easy servicing, highly resilient mounting

www.clcasfba.org



accessories for streamlined installation, and tamper-resistant elements for ultimate security in public spaces.

The fixtures are backed by FX Luminaire's experienced customer and technical support teams. The products are also eligible for Hunter Preferred Program points that can be redeemed for an array of exciting rewards.

CLCA Benefit: Legal Forms

CLCA has a host of legal forms available online including contracts, subcontracts, change orders, and more. Login at www.CLCA.org, click on Professionals, Membership, then 'Legal Contracts Online' to take advantage of this great member benefit.

And, if you need legal advice, call CLCA's Attorney on Retainer, Bill Porter at (916) 381-7868.

Employee Survey Overview

Steven Cesare, Ph.D.

The Harvest Group, Landscape Business Consulting | harvestlandscapeconsulting.com

A business owner from Indiana recently inquired about doing an attitude survey to gauge employees' perceptions of the workplace. The business owner drafted some standard questions and was prepared to distribute the document to his employees, and then he decided to seek my input. While he certainly would have conducted any type of survey he wanted to, I suggested a more thoughtful approach that caught him by surprise which ultimately dissuaded him from using his original questionnaire.

My first recommendation was to identify the goals of the survey. "Why are we doing this?" He didn't really have a sound answer to that basic question. For example, most surveys should have 5-7 topics that management wants to assess to improve performance, morale, efficiency, teamwork, etc. Common survey topics include: communication, safety, compensation and benefits, job design and satisfaction, super-

visory relationship, trust in management, tools and equipment, company direction, training and career path, and company culture.

Second, I suggested that a cross functional team of employees be established to identify the specific survey goals and then begin drafting 4-5 items for each goal, thereby providing appropriate targets for each topic. For example, potential survey items dealing with compensation include the following:

- I believe I am paid fairly for the work I perform
- The company pays employees at a higher rate than the local competitors
- If I work harder, the company will pay me more money
- My annual performance evaluation is tied directly to my wage rate
- Work performance is more important than tenure, in order to get paid more

The rule of thumb is to never ask a survey item that the company will not address if poor results are received. To that end, management should have an action item list for every possible item to show the employees it is committed to improving the workplace. If management is not going to take action, do not ask the item in the survey; too much credibility can be lost.

Third, once the survey has been developed, proofread, and approved, inform the workforce that an anonymous survey will soon be distributed, with its goals specified directly. By the way: Never do a survey alone; always pair it with follow-up interviews. Surveys are best at assessing broad topics superficially, though inherently negligent in addressing the underlying drivers of the results. In short, surveys cannot ask the insightful "why?" question. Interviews can, should, and must do so to give the results clear direction. Accordingly, let the employees know that random confidential interviews will be conducted as part of this survey process.

Next, distribute the survey as desired:

We Give Trees New Life

MARY STEWART
ISA Certified Arborist #WE-5805A
mary@bigtreesnursery.com
Cell 760-696-6593



12450 Highland Valley Road
Escondido, CA 92025
Phone 858-487-5553
Fax 760-888-1914
www.bigtreesnursery.com

*Specimen Trees
Buy • Sell • Move*

village nurseries
ROOTED IN QUALITY®
a division of

TREE TOWN USA®

CHARLES CATES
TERRITORY MANAGER - SAN FRANCISCO & SOUTH BAY AREA
6901 BRADSHAW ROAD, SACRAMENTO, CA 95829
916-364-2945 / ccates@villagenurseries.com
www.villagenurseries.com

CLCA MEMBER ADVANTAGE

Before you're ready to roll ...

Before you get rolling on a project, protect your lien rights. **Construction Preliens & Paperwork** helps CLCA members with:

- preliminary notices
- liens and lien releases
- stop notices
- bond filings
- and more



"CP&P were very professional to work with, and were also very knowledgeable in assisting my company with county paperwork. They were also very timely in getting back to me, which was great. I would highly recommend their service."
— Jay Valentine Martinez,
JVM Landscape Construction, Inc.

CP&P

clca.org/lien 

all employees, sample of employees, certain divisions, etc. Tabulate the survey results (e.g., average score, frequency counts), coordinate the random interviews to seek potential explanations for the results, and then schedule a series of meetings to feed the survey and interview results back to the workforce. Upon presenting the results, make sure to schedule follow-up meetings to track the action items that will be implemented to improve the performance on the originally-identified goals of the survey.

An Open Invitation to All CLCA Members to Join the Auxiliary

On behalf of the CLCA SFBA Chapter Auxiliary, I would like to extend a warm invitation to become a member. Established in the early 1950's, the CLCA Auxiliary was formed as an assistance and support group to CLCA.

We lend a helping hand when needed throughout the year, whether in the form of organizing functions, providing refreshments during specific activities or just being there when the Association needs us. In addition, we raise funds to support the Landscape Educational Advancement Foundation (LEAF). All representatives of CLCA members (regular, associate or affiliate) are eligible to be members of the Auxiliary.

We can accomplish great things with your participation on whatever level of interest you may have and wish to share. If you have any questions or wish to speak with someone about the Auxiliary, please feel free to call or email me. I hope you will consider becoming a member of our group.

Sincerely,
 Lesley Peters, SFBA Chapter Auxiliary President
 650-941-4093 | gpland@sbcglobal.net

Dues: The annual dues are \$25. \$20 goes to the State Auxiliary (\$15 to the General Fund and \$5 to the LEAF Auxiliary Fund), and \$5 goes to our local chapter General Fund. How can you become a member? Complete the application below and send with a check for \$25 made payable to CLCA SFBA Auxiliary to:

CLCA SFBA Auxiliary
 c/o Lesley Peters
 185 Del Monte Ave.
 Los Altos, CA 94022
 650-941-4093

Yes, I would like to join the Auxiliary!

Name: _____

Spouse/Significant other's name: _____

Company Affiliation: _____

Mailing Address: _____

City: _____

State: _____ Zip: _____ Phone: _____

Email address: _____

Birthday (Month/Day): _____ Year Joined _____

I would like to receive the Bay Breeze at home Yes _____ No _____

Return completed application to: Lesley Peters, Girvin Peters Landscape, 185 Del Monte Avenue, Los Altos, CA 94022

Auxiliary Report



The summer is passing quickly, even without a lot of activities going on. We are more than half way through the year, and what a strange and unpredictable year it has been.

It is with disappointment that I announce that the Auxiliary is canceling two of our most fun events, the Auxiliary potluck and the chapter picnic. The ever-changing mandates from the state and county make it difficult to plan any kind of event, now or in the future. James Walker, our host for 2020, has agreed to be our host for the potluck until 2021. I'm looking forward to it already. Thank you, James, for opening your home to the Auxiliary.

The horseshoe tournament showdown at the chapter picnic will have to wait until 2021. Hopefully, four-time defending champions Brian and Kurt Domine will return in 2021 to try for a fifth consecutive win. It's always fun to watch the final round of the tournament, cheering on your favorite team.

I am looking forward to the day we can all gather together, without a mask, and hug our friends and CLCA family. For now, I have to be satisfied with a group hug via Zoom! Please don't hesitate to reach out to anyone in the chapter for assistance of any kind. Take care and don't forget your mask and hand sanitizer!

Lesley Peters
www.clcasfba.org

2020 SF Bay Area Chapter Contacts

CHAIRMAN OF THE BOARD

GABRIEL THOMAS (408) 482-0700
Three Rivers Landscaping
gthomas@threeriverslandscapeservices.com

PRESIDENT

JEFF HENNINGER (925) 698-8295
Delta Bluegrass jhenninger@deltabluegrass.com

VICE PRESIDENT / MEMBERSHIP CHAIR

KENNETH COVERDELL (650) 533-7346
Blue Sky Designs Kc@blueskydesigns@gmail.com

TREASURER

Juan CARLOS ESPARZA (408) 642-8907
Urban Scapes urban.scapes@outlook.com

SECRETARY

VLAD KHROLOR (650) 368-7400
Skyline Landscape
Vlad.SkylineLandscape@gmail.com

ASSOCIATE LIAISON

MARIN VILLALPANDO (408) 586-9292
Zanker Recycling marin@zankerrecycling.com

AUXILIARY PRESIDENT

LESLEY PETERS 650-941-4093
Girvin Peters Landscape gpland@sbcglobal.net

VICE PRESIDENT / MEMBERSHIP CHAIR

GIRVIN PETERS (650) 948-7260
Girvin Peters Landscape gpland@sbcglobal.net

AUXILIARY TREASURER

RICK CAMIN
Camin Landscaping rick@caminland.com

AUXILIARY SECRETARY

VICKY PARROTT victoriala@att.net

BAY BREEZE EDITOR

JERRIE BEARD (530) 621-1701
Beard & Associates jsb@beardassociates.com

CLCA State Headquarters

1491 River Park Drive, Ste. 100
Sacramento CA 95815-8899
(916) 830-2780 • (800) 448-2522
(916) 830-2788 Fax • email: hq@clca.org

CLCA Mission Statement

The California Landscape Contractors Association serves the interests of its members, promotes professionalism, and advances public awareness of the landscape industry.

The CLCA SFBA Chapter newsletter is published monthly. Copy and advertising deadlines are the 10th of the month preceding publication. Please send all copy, black & white photos, line art and ad materials to: Jerrie Beard & Associates, PO Box 7, Pollock Pines CA 95726. Emailed submissions are welcome at jsb@beardassociates.com. For information on advertising and rates, contact Jerrie Beard at (530) 621-1701.

Articles submitted are subject to approval and modification. Chapter or Editor are not liable for misprints or errors, and do not necessarily agree with opinions expressed in byline articles. Articles may be used by other CLCA chapter newsletters, giving proper credit to their source.

Big Information on Running Your Business

Get BIG information for running and growing your business with a SMALL time investment

Presented by the HR experts at the California Employers Association, the voice of CLCA's popular HR Hotline member benefit, these August webinars are FREE for CLCA members! (\$50 non-members).

Tuesday, August 4 • 2-3:30 p.m. Mid-Year Labor Law Update

Hot Employment Laws You Need to Know About! Our dynamic speaker will bring you up to speed on the hottest 2020 employment laws in effect since January. Join us to ensure you haven't missed any new California employment laws that have taken place before and since the pandemic began.

We'll take your questions throughout the session and discuss:

- Minimum wage increases amid COVID conditions
- New ruling on paying for boots in the workplace
- COVID changes to I-9 forms
- Age discrimination lawsuits
- Employee handbook updates
- Coronavirus and FFCRA rules

Tuesday, August 11 • 2-3:30 p.m.

The Pros and Cons of Alternative Workweeks

In California, employers may create Alternative Workweeks that allow their employees to work longer shifts and avoid overtime penalties. However, implementing an alternative workweek schedule requires strict adherence to state guidelines.

Join us for our webinar on alternative workweeks to learn:

- All of the steps that must be followed for the successful implementation of an alternative workweek
- What mistakes to avoid
- What to do if you realize you have done it all wrong

Wed., August 19 • 2-3:30 p.m.

Building Strong and Engaged Teams

Leaders spend most of their time focused on improving their teams. They want their teams to perform better, innovate more, resolve conflict, and independently solve any problem that emerges. This training focuses on how to utilize strengths on teams and in the workplace. Participants will be given practical tools to develop team trust and develop their leadership style.

- Recognize dysfunctional team behaviors
- Improve your team's engagement
- Increase team performance for enhanced results
- Recognize the role of strengths when building, managing, and supervising teams

Registration

Register online at <https://bit.ly/3hydMpX> or call the California Landscape Contractors Association at (916) 830-2780.



LANDSCAPE CONTRACTORS
INSURANCE SERVICES, INC.
Member owned. Service focused.

1835 N. Fine Ave.
Fresno, CA 93727

ELLEN MONTALBANO
ACCOUNT EXECUTIVE

emontalbano@lcisinc.com
www.lcisinc.com

CA LIC # 0755906

P (800) 628-8735 Ext. 508
C (650) 492-1774
F (800) 440-2378

Specialized Insurance & Business Services for Members of the Green Industry

Partners for Success

By Marin Vallalpando

Thank you to all the companies who have stepped up in 2020 to support the CLCA San Francisco Bay Area Chapter. Your generous support goes a long way in helping us provide top quality events to our chapter throughout the year.

If you would like to help support our chapter by becoming a partner, please look over the Partners information at www.clcasfba.org/whoweare/#Partners or contact me, Marin Vallalpando at 408.586.9292 or email marin@zankerrecycling.com.

All of our chapter events are made possible by the generous support of our many sponsors. Please thank them for their commitment to our chapter both with an "atta boy" when you see them, and also by supporting their businesses.

Diamond Partners



Pacific Nurseries



Peninsula Building Materials Co.



Platinum Partners



Gold Partners



Achievement Awards Sponsors

Garden Tour

Oliver Frank/
Landscapia

Student Sponsors

Girvin Peters Landscape

KURAPIA

Utility Groundcover

LARGEST PRODUCERS OF KURAPIA SOD ON THE PLANET

**60%
LESS WATER**

DELTA BLUEGRASS CO.
1978-2018
40th
Anniversary

**MOWING
OPTIONAL**

**NATURAL
POLLINATOR**

**PREVENTS
SOIL EROSION**

**SUPPRESSES
WEEDS**

REVOLUTIONIZING LANDSCAPE MANAGEMENT

www.deltabluegrass.com
800.637.8873

C-27 752734

LYNGSØ

Delivery, rental trucks, pickup, or direct shipping
Monday - Saturday 7 to 5, Sunday 8 to 4

www.lyngsogarden.com

650.364.1730

345 Shoreway Road, San Carlos CA 94070

Organic Lyngso Vegetable Blend, Landscape Mix, Potting Mix, Essential Soil, Roof Mix, Biotreatment Mix, Diestel Structured Compost & other quality composts, Arbor Mulch, Fir Bark, Ground Redwood Bark, Wood Chips, Mahogany Chips, Actively Aerated Compost Tea, Down to Earth Organic Fertilizers, Random & Dimensional Flagstone, Custom Fabricated Stone, Bluestone, Limestone, Sandstone, Quartzite, Slate, Landscape Boulders, Wall Rock, Ledgestone, Decorative Gravel & Pebbles, Decomposed Granite & Path Fines, Construction Sand & Aggregates, Stone Fountains, Garden Ornaments & Pottery



Your project.
Our support.

- Convenient Bay Area delivery
- Serving landscape professionals
- Order plant material online
- Ground covers to boxed trees
- Subscribe to our email Newsletter



Pacific Nurseries.

www.pacificnurseries.com | 650.755.2330

~KURAPIA~

NEW

DROUGHT TOLERANT GROUND COVER SOD

- A turfgrass alternative changing the industry
- No need to sacrifice lawns to save water on landscape
- Grows low to the ground rarely exceeding 1"
- Dark green year round, and if left un-mowed produces small white flowers May-November

WEST COAST TURF

Ask us about other water saving turfgrasses, too!

westcoastturf.com
888/893-8873

zanker
landscape materials

90+ Materials
Best pricing in town
Recycled Products
We Deliver



zankerlandscapematerials.com

705 Los Esteros Rd, San Jose, CA, 95134
408.586.9292 | 408.515.6330