



Volume 29, Issue 11  
December 2019

### Board Meetings

Chapter Board Meetings are typically held on the third Wednesday of the month.

Upcoming meetings:

- **January 15**  
12 p.m. Board meeting SLO  
Brew the Rock
- **February 19**  
12 p.m. Board meeting SLO  
Brew the Rock
- **March 18**  
12 p.m. Board meeting SLO  
Botanical Gardens

### In This Issue:

- President's Message
- Partners for Success
- Employee Handbook  
Distribution Process
- Sponsor Spotlight: Zurn  
Wilkins

[www.clcaslo.org](http://www.clcaslo.org)



San Luis Obispo Chapter  
California Landscape Contractors Association  
Representing the Landscaping & Irrigation Industry

Sponsored by CLCA SLO Chapter and



# 2020 Kick-Off Dinner

Please join the CLCA San Luis Obispo Chapter on  
**Friday, January 24, 2020**  
**at 6:00 p.m.**

**The Custom House**  
**404 Front Street in Avila Beach**  
**6pm Vendor Showcase and mingling. Dinner at 7.**

## New Legislation That Affects Your Business

There are many new laws and regulations going into effect on January 1, 2020, that could affect the way you do business. Please familiarize yourself with these new laws to avoid any surprises from non-compliance of a law you weren't even aware of. Following is a list of new laws that may affect your business.

- AB 1565 Contractor Wage Liability
- AB 3018 Skilled and Trained Workforce
- SB 1300 Workplace Harassment
- SB 1252 – Employee Right to Receive Copy of Pay Statement
- AB5 - Subcontractor and 1099 Regulations
- SB 1412 Limitation on Use of Criminal Convictions.

For a synopsis of how these laws may impact your business, visit <https://bit.ly/2Q2fTAW>

## 2020 San Luis Obispo Chapter Officers

President ..... Matt Hames, Landscape Development.....mhames@landscapedevelopment.com 805.722.1955  
 Immediate Past President.... Evan Moffitt, SiteOne Landscape Supply ..... EMoffitt@siteone.com ..... 805-616-9858  
 VP Membership ..... Mike Kneeskern, SiteOne Landscape Supply  
 VP Events..... Ian Parker, Madrone Landscapae..... Ian@madronelandscapes.com ....805-466 – 6263  
 VP Legislation..... Paul Wait, Zurn Wilkins..... Paul.Wait@Zurn.com  
 Secretary .....  
 Treasurer..... Pat Connelly, St. Francis Landscape..... stflandscape@gmail.com.....805-235-1859  
 Associate Member Rep.....  
 Editor..... Jerrie Beard, Beard & Associates..... info@beardassociates.com..... 530-621-1701

## 2019 CLCA Board of Directors

President ..... Elizabeth Burns.....(310) 831-6132  
 President-Elect ..... Regan Barry ..... (831) 438-4747  
 Past President..... Aaron Huxley ..... (415) 256-1711  
 Secretary/Treasurer ..... Andrew Simpson... (916) 721-1635  
 Executive Director ..... Sandra Giarde..... (916) 830-2780

Membership ..... Peter Rosen ..... (510) 697-2460  
 Events ..... Dan Dvorak..... (310) 237-5474  
 Resource Management .Paul Hansen..... (714) 235-1427  
 Associate Member ..... Chris McNairy..... (707) 933-0488  
 Co-Director Chapter Pres. Council North  
 Henry Buder, Jr., CLP, CLT ..... (415) 460-0381  
 Co-Director Chapter Pres. Council South  
 Eric Watanabe ..... (818) 993-0200

### DIRECTORS

Legislation ..... Megan Rios ..... (661) 835-9259  
 Education ..... Lindsay Ono ..... (661) 395-4938

## SLO CLCA Past Presidents

|   |  |  |   |  |
|---|--|--|---|--|
| <b>2014-15</b><br>Mike Kneeskern<br>Central Coast<br>Landscape Products | <b>2009-10</b><br>Erik Wolting<br>All Seasons Gardening &<br>Landscaping | <b>2005-06</b><br>Erik Wolting<br>All Seasons Gardening &<br>Landscaping | <b>1998-2001</b><br>Bruce Courter<br>Day Star Enterprises, Inc. | <b>1994</b><br>Duane Morris<br>Duane Morris Landscape<br>Designer/Contractor |
| <b>2012-13</b><br>David Brown<br>Mari Landscaping                       | <b>2007-08</b><br>Jim Trask<br>California Water Shapes                   | <b>2004</b><br>John Doyle<br>J Doyle Landscaping                         | <b>1996-98</b><br>Lloyd Gracey<br>Pacific Coast Landscapes      | <b>1993</b><br>John Ruggiero<br>Arcadian Gardens                             |
| <b>2011</b><br>Aaron Huxley<br>Hunter Industries                        |  | <b>2002-03</b><br>Pat Connelly<br>St. Francis Landscape                  | <b>1995</b><br>Danté D'Alfonso<br>D'Alfonso's Landscape         | <b>1991-92</b><br>Bruce Courter<br>Day Star Enterprises                      |

## 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.

Hiring a Certified Water Manager will enable you to reduce your water waste, reduce your water bills and save money. Through efficient, proven industry methods of water management, our water managers have been able to save their clients significant amounts of water and money.

For more information visit [clca.org/water-pro//index.php](http://clca.org/water-pro//index.php)



**WHOLESALE**  
 REDWOOD • FIR • CEDAR  
 BARK • SOIL AMENDMENTS  
 ERRO-CONTROL STRAW  
 PLAYGROUND FIBER

**ROSSI TRANSPORT SERVICE**

STEVEN L. ROSSI  
 VICE PRESIDENT  
 RES. (805) 466-6195

PHONE (805) 434-2884  
 (800) 321-3092 • FAX (805) 434-0877  
 P.O. BOX 120 • ROSSI ROAD  
 TEMPLETON, CA 93465

## Soil Analysis Service

- National Independent Certified Lab
- Analysis Recommendations with Graphics
- Reports can be sent via email or U.S. mail
- Fast Turnaround • Consulting Services

**GRO POWER<sup>®</sup> INC.**

www.gropower.com  
 909-393-3744 • FAX 909-393-2773 • 15065 Telephone Ave., Chino CA 91710



*Serving your irrigation needs since 1950*

PASO ROBLES ★ SAN LUIS OBISPO ★ ARROYO GRANDE ★ SANTA MARIA ★ BUELLTON

## president's message



*Evan Moffitt, CLCA-SLO President  
Site One Landscape Supply*

Happy New Year! Happy New Decade! It's hard to believe we are at the end of the year, even harder to believe it's the end of the decade... but here we are! I hope you are all looking forward to another great year, and decade.

Our chapter will be moving into the '20's with a new president at the helm. Please welcome Matt Hames from Landscape Development as our new chapter president. Thank you to Pat Connelly, Ian Park, Paul Wait, and Mike

Kneeskern for stepping up to fill some of our board positions. We are still in need of a secretary and an associate member representative. If you are interested in working with this great group, honing your leadership skills, and helping to shape the future of our chapter, please let me know, or join us at our next board meeting. See the calendar on page 4 for dates and locations.

As always seems to be the case, January 1st brings several legislative changes that may be affecting your business. There is a short list of bills on the front page of this newsletter that apply to the landscape industry. Do your research, and don't get caught unaware. Also, keep an eye out for CLCA webinars that are coming around. Many of them are focused on addressing some of these issues. The only thing that is constant is change.

In 2019, we had a lot of great events. We are making plans to schedule many of the same events again this year. First up is our Annual Kick-Off Dinner on January 24 at the Custom House in Avila Beach. Dinner will be served at 7 p.m. following a cocktail hour that begins at 6 p.m. Come

learn about what is coming up in the new year and network with vendors and other contractors. I hope to see everyone there!

I would like to personally thank all the sponsors whose generous support helped make 2019 a success for our chapter. Please take the time to thank those companies listed on page 7 for their support and be sure to patronize them if possible.

We are now accepting sponsorships for 2020. Please review the Partners for Success information on page 4, and if it fits within your budget, join our partners in supporting the San Luis Obispo chapter. Those sponsorship dollars help fund our activities throughout the year and are greatly appreciated.

I'm looking forward to another great year of learning, networking, and just having fun at our chapter events. Please take a look at the calendar on page 4 and make plans to join us in the near future.

Best wishes for a prosperous new year. I hope to see you soon!

- 24 Hour Approval
- Competitive Rates
- 90% Approval Rate
- Up to 5 or 6 Year Loans
- No Pre-payment Penalties
- Flexible Acceptance Policy
- Loan Refinancing Available

**BIRCH**  
FINANCIAL, INC

**FINANCING VEHICLES &  
NEW & USED EQUIPMENT**

Call Janet Schoenfeld at  
**(800) 959-3701**  
or visit  
**www.birchfinancial.net**

**~KURAPIA~**

**NEW**

**DROUGHT  
TOLERANT  
GROUNDCOVER  
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

# Become a CLCA SLO Partner for Success

Your support helps fund the many programs and events offered by the CLCA San Luis Obispo Chapter throughout the year. Thank you for your generous support.

| Annual Sponsorship  | Value                          | Platinum       | Gold           | Silver       | Bronze       | Contractor   |
|---|--------------------------------|----------------|----------------|--------------|--------------|--------------|
| Company Name and Logo in SLO Xpress and Website with Link | Included                       | \$300          | \$300          | \$300        | \$300        | \$300        |
| Recognition at all events on Partners Banner              | Included                       | \$150          | \$150          | \$150        | \$150        | \$150        |
| Golf Tournament - Gold Hole Sponsor                       | \$350                          | \$350          |                |              |              |              |
| Golf Tournament - Hole Sponsor                            | \$200                          |                | \$200          | \$200        | \$200        |              |
| Golf Tournament - Foursome                                | \$700                          | \$700          |                |              |              |              |
| Golf Tournament - Single                                  | \$200                          |                | \$400          | \$200        | \$200        | \$200        |
| Kick off Dinner Sponsor                                   | \$300                          | \$300          | \$300          | \$300        |              |              |
| Kick off Dinner Ticket                                    | \$ 50                          | \$100          | \$ 50          | \$ 50        | \$ 50        | \$100        |
| Beautification Awards Premium Sponsorship                 | \$550                          | \$550          |                |              |              |              |
| Beautification Awards Winner Sponsor                      | \$350                          |                | \$350          |              |              |              |
| Beautification Awards Outstanding Achievement Sponsor     | \$200                          |                |                | \$200        |              |              |
| Beautification Awards Dinner Ticket                       | \$ 60                          | \$120          | \$ 60          | \$ 60        | \$ 60        | \$120        |
|   | Value:                         | \$2,470        | \$1,410        | \$1360       | \$860        | \$770        |
|   | Discount:                      | -\$670         | -\$560         | -\$500       | -\$360       | -\$420       |
|   | <b>Sponsorship Total Cost:</b> | <b>\$2,100</b> | <b>\$1,150</b> | <b>\$850</b> | <b>\$500</b> | <b>\$350</b> |

We MUST receive your commitment by January 10 to put your name on the sponsor banner. The SLO Chapter of the California Landscape Contractors Association has my support. For the 2020 calendar year, I/we are committing to be sponsors at the following level:  
 \_\_\_Platinum \_\_\_Gold \_\_\_Silver \_\_\_Bronze \_\_\_Contractor

Name: \_\_\_\_\_  
 Signature: \_\_\_\_\_  
 Company: \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 City/State/Zip: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Please email your digital logo to Evan Moffitt at emoffitt@siteone.com by January 15! Contact Evan Moffitt at (805) 616-9858 with questions or special requests. \*If desired, payment may be divided into three equal payments due January 15, March 15, and May 31, 2020. Note: All items are also available a la carte at any time or modifications can be made on request.

## SLO Chapter Events

**January 15 – Board Meeting**  
 12 noon. SLO Brew The Rock, 855 Aerovista Ln., San Luis Obispo

**January 24 – Kickoff Meeting**  
 6-8PM. Custom House, 404 Front St., Avila Beach

**February 19 – Board Meeting**  
 12 noon. SLO Brew the Rock, 855 Aerovista Ln., San Luis Obispo

**February 19 – LMN Workshop**  
 8AM-4PM. LMN Educational Workshop, Quinn CAT, 1655 Carlotti Dr., Santa Maria

**March 18 – Board Meeting**  
 12 noon. SLO Botanical Gardens, 3450 Dairy Creek Rd., San Luis Obispo

**March 18 – Landscape Tech Summit**  
 10AM-4PM. Landscape Technology Summit. SLO Botanical Gardens, 3450 Dairy Creek Rd., San Luis Obispo

**April 15 – Board Meeting**  
 12 noon. SLO Brew the Rock, 855 Aerovista Ln., San Luis Obispo

**April 16 – Happy Hour**  
 4-7PM. Santa Maria Brewery, 7935 San Luis Ave., Atascadero. Sponsored by Zurn Industries

**May 3 – CLCA SLO Family Picnic**  
 11AM-2PM. SLO Botanical Gardens, 3450 Dairy Creek Rd., San Luis Obispo

**May 20 – Board Meeting**  
 12 noon. SLO Brew the Rock, 855 Aerovista Ln., San Luis Obispo

**June 17 – Board Meeting**  
 12 noon. SLO Brew the Rock, 855 Aerovista Ln., San Luis Obispo

**July 10 – Beautification Awards**  
 5-9PM. Flying Caballos Ranch, 1150 Farmhouse Ln., San Luis Obispo

**July 15 – Board Meeting**  
 12 noon. SLO Brew the Rock, 855 Aerovista Ln., San Luis Obispo

**August 19 – Board Meeting**  
 3-4PM. Figeroua Mountain Brewery, 1462 E Grand Ave., Arroyo Grande

**August 19 – Happy Hour**  
 4-7PM. Figeroua Mountain Brewery, 1462 E Grand Ave., Arroyo Grande

**September 16 – Board Meeting**  
 12 noon. SLO Brew the Rock, 855 Aerovista Ln., San Luis Obispo

**October 2 – Golf Tournament**  
 10AM-5PM. Cypress Ridge Golf Course, 780 Cypress Ridge Pkwy, Arroyo Grande

## Heartland Payment Systems Credit Card and Payroll Program

Are you looking for a company that offers credit/debit/prepaid card processing and payroll solutions, that:

- Is a consultative business partner who can help navigate managing your card acceptance and payroll programs?
- Has the highest level of personalized service available and uses company employees, not independent contractors?
- Has dedicated servicing managers?
- Discloses all costs and fees?
- Offers a three-year rate guarantee?
- Offers technology products designed for the green industry?
- Offers online access to your account?
- Has an option to offer automatic monthly recurring billing?

Heartland Payment Systems is CLCA's endorsed credit/debit/ prepaid card and payroll processor. For a free, no obligation analysis of your credit card and/or payroll processing contact Pam Drouin at (916) 220-3347 or [pamela.drouin@e-hps.com](mailto:pamela.drouin@e-hps.com).

## It's Time to Update Labor Law Posters

2020 posters include all recommended state and federal updates. CLCA has LAMINATED 25.5" x 39.5" posters-rolled and shipped in a tube

**Order yours today in English**  
[member-clca.org/max/store/  
labor-law-posters-english/261/](http://member-clca.org/max/store/labor-law-posters-english/261/)  
**or Spanish**

[member-clca.org/max/store/  
labor-law-posters-spanish/262/](http://member-clca.org/max/store/labor-law-posters-spanish/262/)

- CLCA members \$34 (plus tax, shipping)
- Non-members \$44 (plus tax, shipping)

## Employee Handbook Distribution Process

*Steven Cesare, Ph.D., The Harvest Group, Landscape Business Consulting  
[harvestlandscapeconsulting.com](http://harvestlandscapeconsulting.com)*

A business owner from Maine contacted me the other day because we had just revised her Company's Employee Handbook and now had to develop a practical process for distributing that document to all of her employees and receiving the signed Employee Handbook Acknowledgment Forms for record-keeping purposes.

### Recommended Process

- Print out a payroll roster of all Company employees organized by each Manager.
- Have each Manager give an Employee Handbook to each employee on his/her roster.
- Inform each employee they must read and understand the Employee Handbook, and return the signed Employee Handbook Acknowledgment Form to the Manager by the following Monday (i.e., one week after they were distributed).
- The Manager should be instructed to check off the name of every one of his/her employees from the payroll roster who submitted the signed Employee Handbook Acknowledgment Form.
- All employees who do not return their signed Employee Handbook Acknowledgment Form should be informed by their Manager that if the document is not signed and returned by the next day, the employees will essentially be resigning their position from the Company.
- Once each of the Managers has re-

ceived all of his/her employees' signed Employee Handbook Acknowledgment Forms, each Manager must deliver all of the signed forms to the Office Manager for proper file storage in each employee's personnel file as well as a scanned copy to the Company IT network, cloud account, or hard drive.


Following this decentralized approach ensures field involvement, drives personal accountability and establishes a downward cascading process that will be used frequently for other types of Company-wide rollout procedures.

If you have any questions or comments about this topic or anything else related to human resources, simply call me at (760) 685-3800.

## CLCA Offers Customizable Employee Handbook

CLCA, along with the California Employers Association, has compiled an employee handbook written specifically for employers in the landscape industry. The handbook is in an easy-to-use Microsoft Word format, which you can fully customize to fit your company's size, needs and special programs. The result is an accurate and up-to-date employee manual.

Contact CLCA HQ at (800) 448-2522.



**GREENFIELDS**  
TURF INC

P.O. Box 248  
Greenfield, CA 93927  
**Sod Orders 1-800-525-8877**  
Web: [www.greenfieldsturf.com](http://www.greenfieldsturf.com)

**Christopher Voelker**  
Phone (831) 674-3058  
FAX (831) 674-3163



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

1835 N. Fine Ave.  
Fresno, CA 93727

**ELLEN MONTALBANO**  
ACCOUNT EXECUTIVE

[emontalbano@lcisinc.com](mailto:emontalbano@lcisinc.com)  
[www.lcisinc.com](http://www.lcisinc.com)  
P (800) 628-8735 Ext. 508  
C (650) 492-1774  
F (800) 440-2378

CA LIC # 0755906

Specialized Insurance & Business Services for Members of the Green Industry

## Chapter Sponsor Spotlights



### Rain Bird

A privately held company founded in 1933, Rain Bird Corporation is the leading manufacturer and provider of irrigation products and services. Since its beginnings, Rain Bird has offered the industry's broadest range of irrigation products for farms, golf courses, sports arenas, commercial developments and homes in more than 130 countries around the world.

Rain Bird has been awarded more than 450 patents worldwide, including the first in 1935 for the original horizontal action impact drive sprinkler (U.S. Patent #1,997,901), which revolutionized the food production industry and ushered in a new era in irrigation, worldwide. The original impact sprinkler was designated a historic

landmark in 1990 by the American Society of Agricultural Engineers. Today, Rain Bird offers over 4,000 irrigation products and services.

In the early 1930s, Clem and Mary LaFetra, established Rain Bird in the family barn in Glendora, California. The very first product, the original impact sprinkler, was developed to more efficiently irrigate nearby citrus orchards. Today, Rain Bird is a global leader in efficient irrigation, has deep roots in California and the company remains headquartered just a few miles away from where it all began.

Decades before the term "water restrictions" became a part of common vernacular, Rain Bird recognized the need to protect and efficiently use the

world's most precious resource. Rain Bird's guiding philosophy, The Intelligent Use of Water™, continues to influence all aspects of the business. Rain Bird has spent the past eight decades developing the industry's most comprehensive line of water-efficient irrigation solutions for everything from homes and schools to parks, sports fields, golf courses and farms. With efficient irrigation products and practices, it is absolutely possible for the average California resident to reduce outdoor water consumption by 25 percent or more without having to give up the plants, trees and gardens.

Rain Bird is committed to The Intelligent Use of Water™ and will continue to develop products and initiatives that will help Californians make responsible, informed choices about the ways we all use water. By taking advantage of intelligent watering products and practices today, we can usher in a new era of water efficiency and sustainable water use, not just in California, but around the world.

It is Rain Bird's legacy to design and manufacture only those products of the highest value and quality. Rain Bird works for long-term, responsible partnerships with customers and vendors.

**Sales • Rentals • Parts • Service**

**Your Southern California  
Compact Equipment Dealer**



**Call: Albert Fernandez at (805) 256-5767**



**COASTLINE  
Equipment**

[www.coastlineequipment.com](http://www.coastlineequipment.com)

OXNARD  
1930 E. Lockwood St.  
Oxnard, CA 93036  
(805) 485-2106

SANTA MARIA  
1950 Roemer Place  
Santa Maria, CA 93454  
(805) 922-8329

SYLMAR  
12435 Foothill Blvd.  
Sylmar, CA 91342  
(818) 890-3353

# Thank you to our 2019 sponsors

Thank you to the following companies for their generous support of the CLCA San Luis Obispo Chapter. Please support the firms who support our chapter.



**0% FOR 60 MONTHS**  
**ON SELECT NEW CAT® MACHINES\***  
**WITH A 2-YEAR STANDARD WARRANTY\*\***

**0% FOR 60 MONTHS**  
**WITH ZERO DOWN**  
**& 2-YEAR STANDARD WARRANTY\*\***  
**ON SELECT NEW CAT® MACHINES\***

**LET'S DO THE WORK.™**

Grow your business with the quality you expect of a CAT® machine and the unmatched support of Quinn Company.

**GET IN ON THE SAVINGS TODAY.**

\*For complete details contact Quinn Company. Offer valid from Oct. 1, 2019 to Jan. 31, 2020 only on new qualifying machines manufactured by Caterpillar Inc. Offer subject to machine availability. Offer may change without prior notice and additional terms and conditions may apply.

Contact David Needelman for complete details.



**David Needelman**  
 (805) 310-9296  
 dneedelman@quinncompany.com

**Quinn Company**  
 1655 Carlotti Dr.  
 Santa Maria, CA 93454



[QuinnCompany.com](http://QuinnCompany.com)