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Offshoot

The Official Publication of the California Landscape Contractors Association San Diego Chapter

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Ian Campbell

President's Message

Hello San Diego CLCA! The end of the first quarter has already passed and 2022 seems to be flying by at record pace. Hopefully you are all extremely busy with spring preparations and are doing your best to navigate rising fuel prices and interest rates. Don't forget that your State CLCA has programs available for members to help manage fuel and insurance costs... take advantage of these opportunities and keep those profits in your pocket!

Looking for another way to improve profits, expand service line offerings, and improve the quality of the landscapes you install and care for... all the while reducing and helping the environment by sequestering carbon? A simple amendment can do all that! I'm talking about BIOCHAR. A lot of you have probably heard of it over the years. Its availability has become more readily accessible throughout the United States since it was first introduced over a decade ago.

Most people hear about biochar when looking for organic gardening/planting tips. It is simply deactivated charcoal, but what it does for our plants when applied to soils is amazing. The process in which it is derived is natural. Extremely hot coals, from trees or other organic vegetation, are rapidly cooled at a precise time with cold water. It comes in granular form – with varying sizes – or emulsified and can be applied at time of planting or to existing landscapes through various delivery methods.

Once biochar is incorporated into the soil, it imm-

ediately provides an environment for beneficial bacteria, beneficial fungus, nematodes, and mycorrhizae to thrive. Because it is porous, it also helps bind water in our sandy soils thus reducing water needs. In an area like southern California – where we are dealing with poor soils on our properties on a regular basis – this simple, organic amendment provides incredible results to the plants its applied to. Give it a try, you'll be a believer! If you want to talk more about biochar or its use, just reach out to me; I'd love to talk to you more about it!

Lastly, our chapter Golf Tournament is quickly approaching! May 13 will be here before we know it. This year's tournament is going to be at Twin Oaks Golf Course in San Marcos. After all the sweat, tears, and hours of toil you endure, make sure you take some ME time! A day of sun, golf, and good company is just what the doctor orders for the overworked contractor. Two fun facts about this year's tournament. First, we are able to have a sit-down lunch at the end of our golfing. COVID prevented this the last few years. Second, your calendar wasn't lying to you... this year our tournament is on a Friday! What better way to start a three-day weekend than 18 holes of golf with your CLCA friends?! Be sure to register your team and see how your game measures up with other golfers. A huge thank you in advance to all our sponsors and members who support this event! It doesn't happen without you!

Stay safe and profitable, *Ian*.

San Diego Chapter Member Milestones

Congratulations to the following companies for reaching membership milestones this month.

<p>7 Year Member Netafim USA</p>	<p>5 Year Member Sarita Landscape Design</p>	<p>4 Year Member North County Supply</p>
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REGISTER TO PLAY! 2022 Golf Tournament Friday, May 13

at Twin Oaks Golf Course
1425 N. Twin Oaks Valley Road, San Marcos



ARE YOU A WINNER?
ENTER TO FIND OUT!

2022 Chapter Beautification Awards

Entry forms available at
www.clcasandiego.org.

Entry Deadline is May 20, 2022!
Judging will be June 6-10, 2022.

Winners will be announced at our awards
banquet on September 10 in San Marcos.

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SD Chapter Members Learn How Organic Waste is Turned into Compost, Mulch, and Engineered Soil During Tour of Agri Service's El Corazon Facility on April 14



Agronomist and Agri Service owner
Mary Matava led the tour of
the El Corazon Facility.



Coming Events

Mark your calendar!

May 10

San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.
Email eyescales@yahoo.com for the link to attend.

May 13

San Diego Chapter Golf Tournament.

Twin Oaks: 1425 N. Twin Oaks Valley Road, San Marcos.

June 6-10

San Diego Chapter Beautification Awards Judging.

Entry forms due May 20, 2022. They're available for download online at www.clcasandiego.org.

June 9

Frank Konyn Dairy & San Pasqual Valley Soils Tour.

All welcome. Registration opening soon.
San Pasqual Valley Soils: 16111 Old Milky Way, Escondido.

June 23

San Diego Chapter Membership Event.

All welcome. This will be a free networking mixer in Escondido. Bring a non-member friend! *More details soon.*

July 12

San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.
Email eyescales@yahoo.com for the link to attend.

August 9

San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.
Email eyescales@yahoo.com for the link to attend.

September 10

San Diego Chapter Beautification Awards.

Twin Oaks: 1425 N. Twin Oaks Valley Road, San Marcos.

September 13

San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.
Email eyescales@yahoo.com for the link to attend.

October 11

San Diego Chapter General Meeting.

All welcome. This will be a virtual meeting.
Email eyescales@yahoo.com for the link to attend.

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CLCA Advocacy – Working for Landscape Contractors for 65+ Years

Advocacy is the cornerstone of CLCA’s history. California landscape contractors first banded together to protect the scope of work and activities that could be performed by those contractors with a C-27 license from the Contractor’s State Licensing Board (CSLB). Out of that work, CLCA was born.

To help further our work, CLCA formed LandPAC in 1976 and it is still the only political action committee representing landscape contractors in California.

California’s landscape contractors have one of the widest scopes of work of all the states that license landscape contractors. Why? Because of the consistent advocacy work by CLCA’s members, volunteer leaders, staff, and legislative advocates.

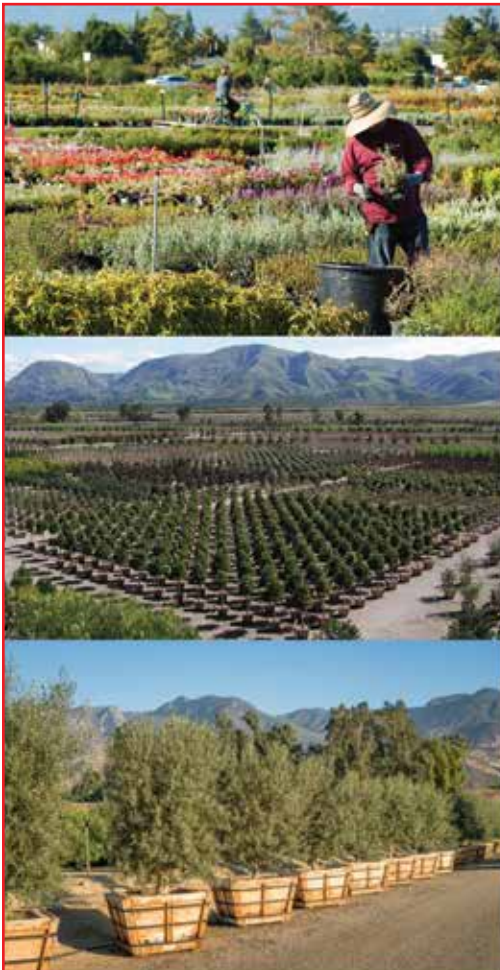
CLCA continually monitors bills that impact our industry. Of the legislation currently being followed, here are some bills of interest.

AB 1751 (Daly D) Workers’ compensation: COVID-19: critical workers.

Summary: Current law defines “injury” for an employee to include illness or death resulting from the 2019 novel coronavirus disease (COVID-19) under specified circumstances, until January 1, 2023. Existing law create a disputable presumption, as specified, that the injury arose out of and in the course of the employment and is compensable, for specified dates of injury. Current law requires an employee to exhaust their paid sick leave benefits and meet specified certification requirements before receiving any temporary disability benefits or, for police officers, firefighters, and other specified employees, a leave of absence. Existing law also make a claim relating to a COVID-19 illness presumptively compensable, as described above, after 30 days or 45 days, rather than 90 days. Current law, until January 1, 2023, allows for a presumption of injury for all employees whose fellow employees at their place of employment experience specified levels of positive testing, and whose employer has 5 or more employees. This bill would extend the above-described provisions relating to COVID-19 until January 1, 2025.

CLCA Position: Watch.

Continued on next page...



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CLCA Advocacy – Working for Landscape Contractors for 65+ Years

...Continued from previous page

AB 2243 (Garcia, Eduardo D) Occupational safety and health standards: heat illness: wildfire smoke.

Summary: The Occupational Safety and Health Standards Board, an independent entity within the department, has the exclusive authority to adopt occupational safety and health standards within the state. Current law, the California Occupational Safety and Health Act of 1973 (OSHA), requires employers to comply with certain safety and health standards, as specified, and charges the division with enforcement of the act. Under OSHA, certain knowing, negligent, or willful violations of safety and health standards are punishable as a misdemeanor. The current Maria Isabel Vasquez Jimenez heat illness standard provides for the prevention of heat-related illness of employees in outdoor places of employment, as prescribed. There is also an existing standard for workplace protection from wildfire smoke. This bill would require the division, before January 1, 2024, to submit to the standards board a rulemaking proposal to revise the heat illness standard to include an ultrahigh heat standard for employees in outdoor places of employment for heat in excess of 105 degrees Fahrenheit, as prescribed, and require employers to distribute copies of the Heat Illness Prevention Plan, as provided.

CLCA Position: Oppose.

AB 2693 (Reyes D) COVID-19: exposure.

Summary: The California Occupational Safety and Health Act of 1973 authorizes the Division of Page 23/40 Occupational Safety and Health to prohibit the performance of an operation or process, or entry into that place of employment when, in its opinion, a place of employment, operation, or process, or any part thereof, exposes workers to the risk of infection with COVID-19, so as to constitute an imminent hazard to employees. Current law requires a notice of the prohibition to be posted in a conspicuous location at the place of employment and makes violating the prohibition or removing the notice, except as specified, a crime. Current law requires that the prohibition be issued in a manner so as not to materially interrupt the performance of critical governmental functions essential to ensuring public health and safety functions or the delivery of electrical power, renewable natural gas, or water. Current law requires that these provisions not prevent the entry or use, with the division's knowledge and permission, for the sole purpose of eliminating the dangerous conditions. This bill would extend those provisions until January 1, 2025.

CLCA Position: Oppose.

AB 2932 (Low D) Workweek: hours and overtime.

Summary: Would require that work in excess of 32 hours in a workweek be compensated at the rate of no less than 1 1/2 times the employee's regular rate of pay. The bill would require the compensation rate of pay at 32 hours to reflect the previous compensation rate of pay at 40 hours and would prohibit an employer from reducing an employee's regular rate of pay as a result of this reduced hourly workweek requirement. The bill would exempt an employer with no more than 500 employees from the above provisions.

CLCA Position: Oppose.

SB 1044 (Durazo D) Employers: state of emergency or emergency condition: retaliation.

Summary: Would prohibit an employer, in the event of a state of emergency or an emergency condition, as defined, from taking or threatening adverse action against any employee for refusing to report to, or leaving, a workplace within the affected area because the employee feels unsafe. The bill would also prohibit an employer from preventing any employee from accessing the employee's mobile device or other communications device for seeking emergency assistance, assessing the safety of the situation, or communicating a person to confirm their safety. The bill would require an employee to notify the employer of the state of emergency or emergency condition requiring the employee to leave or refuse to report to the workplace, as specified. The bill would clarify that these provisions are not intended to apply when an official state of emergency remains in place but emergency conditions that pose an imminent and ongoing risk of harm to the workplace, the worker, or the worker's home have ceased.

CLCA Position: Oppose.

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You can see all the bills CLCA is monitoring plus any advocacy positions taken by visiting the CLCA website at: www.clca.org/advocacy/clca-legislation-center/

The 3-Step Performance Management Process

By Steven Cesare, Ph.D., The Harvest Group

A landscaper from Ohio contacted me the other day to talk about various employee disciplinary issues. His valid concerns centered on avoiding lawsuits, the time it takes to develop a performance management system, reluctance to document unacceptable behavior, and the lack of accountability throughout the organization.

Ever heard those thoughts before? I mean, have you heard those same concerns from someone outside your company? Now you know who I am talking to.

I explained that most companies are their own worst enemy, desiring results though minimizing coaching, espousing a team culture while placating differential performance levels. Most companies don't do enough training, coaching, documenting, and disciplining of under-performing employees; only to regret those omissions when they want to terminate an employee with no paper trail. And then I hear the magic question:

“What do I do now Steve?”

The answer is “start now.” I am certainly not advocating a bureaucratic culture in which minor issues are relentlessly documented to the point that employees lose their autonomy for fear of being written up. We

don't want a Police State; we simply want a results-based team-oriented culture.

As I told the Ohio landscaper, “start now” by implementing the 3-step performance management process:

1. Define the business goal to the employee(s).

For example, “we have to finish this job in 4 hours,” “our quality score must be at least 87 on this job,” “all customer calls/e-mails must be responded to by the close of business each day,” “no call-back work,” or “all time sheets must be received by Tuesday at noon.” The employee has now been informed that his/her work performance is tied to an organizational goal; he/she is no longer ignorant of his/her role or impact. This may sound boring to you, but this is how coaching, accountability, and success must begin.

2. Get the employee to tell you how he/she will achieve the goal.

Again, this may sound boring to you, but it's not about you. It's about getting the employee to think of his/her actions that will achieve the goal. Did you catch that? “getting the employee to think about his/her actions...” Translation: the employee is no longer a passive participant on the assembly line, he/she is beginning to take an active role in describing how he/she will achieve the goal. It's now his/her plan; not yours, okay Henry Ford? Naturally, if his/her actions are inadequate, unlikely to reach the goal, have a conversation to help the employee identify additional efficacious behaviors. I'm sorry if communication, coaching, and leadership take up so much of your valuable time, but if this step is not done correctly, you will perpetuate dependence, eliminate engagement, and ultimately reap what you sow.

3. Do follow-up.

Hold the employee accountable to the goal. Stated simply: Was the goal achieved? After that, then ask why/not? What aspect of the employee's plan worked/didn't work? What should the plan have included? What changes should have been made? Based upon the responses, then apply performance management: praise, constructive criticism, coaching, training, communication, planning, documentation, etc.

Make no mistake, this fundamental process is just that, fundamental. It will take time, repetition, and revision. But the sooner you get started, the sooner the results will become evident. So, you know what?

“Start now.”

This article was excerpted from the Harvest Group blog, Tuesdays with Steve Cesare.



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Yards provide a safe place for families to gather and for children and pets to play. But did you know these managed landscapes, including your lawn, also provide a host of environmental benefits?

WHAT ARE THE BENEFITS OF A LAWN?



Filters and Captures Runoff

Hardscapes, parking lots, driveways and roads turn rainwater into fast-moving, storm water runoff. Grass slows down and absorbs runoff, while also cleansing water of impurities and dust. Rainwater filtered through a healthy lawn can be 10 times less acidic than water running off a hard surface.



Reduces Heat

Grass dissipates the heat island effect caused by asphalt, concrete and other hardscapes. Lawns can be 31 degrees cooler than asphalt and 20 degrees cooler than bare soil.



Improves Air Quality

Grass also plays a vital role in capturing dust, smoke particles and other pollutants. Without grass, these pollutants will remain in the air we breathe, resulting in more "code red" air quality days.



Sequesters Carbon Dioxide

Lawns are the largest carbon sink in the U.S. They suck up and remove greenhouse gas carbon dioxide from the atmosphere. Grass sequesters carbon so well, that it outweighs the carbon used for maintaining the lawn by as much as seven-fold.



Generates Oxygen

A turf area of 50' x 50' produces enough oxygen to meet the daily needs of a family of 4.



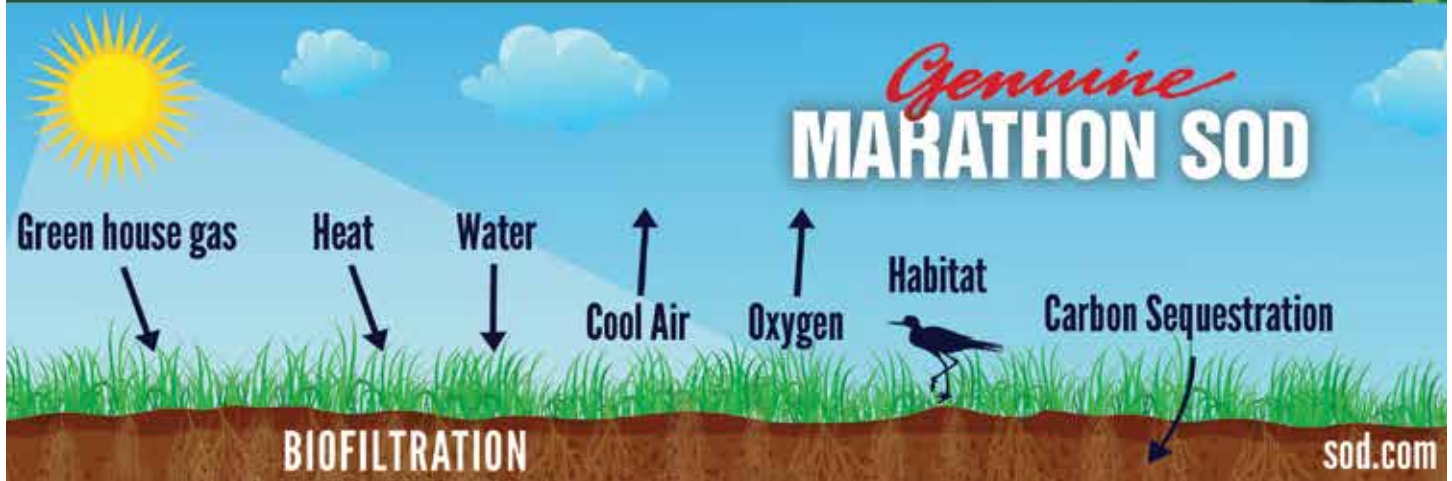
Supports Biodiversity

Grass, trees, shrubs and other plants provide food and habitat for birds and small mammals. Insects, spiders and worms live among the grass blades and below the surface, supporting wildlife.



Controls Soil Erosion

Grass controls erosion through its natural, dense and fibrous root system. Without grass, soil erodes into streams and lakes, muddying the waters and limits how sunlight penetrates the water. The nutrients and chemicals carried with soil can cause algae blooms, which steal oxygen from the water and kill fish.



Quick Guide: Micro Flapper Drip Emitters

By Richard Restuccia, JAIN Irrigation

Drip emitters release water and nutrients to plants from supply line tubing. Initially used in the nursery industry, Micro Flapper drip emitters are now utilized in drought-tolerant landscapes and high-efficiency systems around the country. A low profile keeps the emitter out of the way, eliminating accidental breakage, while uniform distribution keeps plants thriving using minimal water.

Micro Flapper emitters are very easy to install in your drip irrigation line. When turned on, this emitter is a single outlet low-flow emitter, pressure compensating, and self-flushing. In addition, it does an excellent job of cleaning small particles from the line every time it is turned off.

Sealed, Pressure Compensating Online Emitter: Sealed and compact emitter offers ease of installation.

Unique Self-Cleaning Mechanism: Unique self-cleaning design. The flow path expands in case of blockages, flushing off trapped dirt. This reduces the risk of clogging and minimizes maintenance costs drastically.

Precision Pressure Compensation: Precision molded liquid silicone rubber diaphragm ensures pressure compensation, uniform water application, and long-lasting, high-quality performance.



Micro Flapper drip emitters deliver a precise amount of water each time, even if there are changes in pressure, varying slopes, or long runs.

Excellent CV_m, Manufacturer's Coefficient of Variation: The manufacturing coefficient of variation, CV_m = 5%, ensures high field emission uniformity. This means each Micro Flapper drip emitter delivers the same amount of water to each plant. This is critical for achieving uniform growth.

Product Features

- Low profile – resists damage and leakage
- Uniform flow rates
- Color-coded for easy flow identification
- Angled configuration allows water to drip off the emitter and eliminates supply tubing run down

Specifications

- Operating range: 10-60 PSI
- Flow rates: 0.5, .75, 1.0 and 2.0 GPH
- Minimum filtration: 150 mesh

Applications

- For orchards and vineyards, greenhouses, nurseries, landscape, etc.
- For areas with harsh topographical conditions
- For irrigation of pot-plants with extension tube
- Recommended using where the longer length of lateral is required

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Cal/OSHA Updates COVID Guidelines

But check local ordinances!

When new Cal/OSHA COVID guidelines take effect on May 6, green industry employers will no longer have to take vaccination status into account when setting policies or quarantine asymptomatic exposed employees. They will, however, have to carefully check local ordinances that may be more restrictive than the just-relaxed state guidelines.

As reported by our friends at the California Employers Association – the voice of CLCA’s popular HR Hotline member benefit – Cal/OSHA’s Standards Board on April 21 approved a third re-adoption of their COVID-19 Emergency Temporary Standard.

The just-updated standard sets COVID-related rules for the workplace effective May 6 and will remain in effect until December 31, 2022.

The revised standard also:

- Calls for employers to heed isolation and quarantine guidelines issued by



the California Dept. of Public Health.

- Eases up on testing criteria for employees returning to work. Employees can self-administer and self-read their COVID-19 tests, with conditions.

- Eases restrictions on the types of acceptable COVID-19 tests an employer is required to offer (i.e., after close contact exposures, during outbreaks and for symptomatic employees).

Employers should note that the rest of the standards’ rules remain in effect, such as exclusion pay requirements,

notification/reporting and the obligation to maintain a written COVID-19 Prevention Program. Also, until May 6, employers are still subject to the current Emergency Temporary Standard.

The revised standards are expected to be posted in the days to come. CLCA members with COVID-in-the-workplace questions are encouraged to contact CLCA’s HR Hotline for a free consultation.

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Thank you to the following Life Members for their continued support of the association.

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25+ Year CLCA San Diego Chapter Members

Thanks to the following Chapter Members for their continued support for over 25 years.

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