

#Back-in-Business

By Laurel Brent-Bumb, EDC Chamber C.E.O.

I have two recent happenings that I want to share with you. I am so very excited about the success of our Small Business Fund that we partnered in with the El Dorado Hills Chamber and the El Dorado Community Foundation. Because of the generous contributions and sponsorships we received from the community, we were able to fund each request on the western slope and Tahoe. And an extra thank you to Bill Roby and Chris Ringness for doing the heavy lifting on this project. So, have you noticed any green yard

signs around the county? Search them out. The "Yes We're Open" campaign is bounding through the community with that special message and carry's on to social media with information about the local business. This campaign is a success in sharing two very important messages. El Dorado County is open for business and that moving our county forward safely is up to us. It's worth saying one more time, social distancing, wash your hands and have that mask with you for close contact. Oh, don't forget, don't touch your face, nose, eyes and mouth. Enjoy the summer and have a great day in El Dorado County.

Lighting Regulation for Outdoor Agriculture Coming Into Effect in July

Despite the disruption to much of California, the California Division of Occupational Safety and Health, commonly known as Cal/OSHA, is still doing their best to keep working and that means the business community needs to stay informed! The new Outdoor Agricultural Operations During Hours of Darkness standard (Sections 3441 and 3449, or "Outdoor Ag Lighting Reg") will be going into effect soon and, if last year's regulations have completely slipped your mind in this present storm — following is a refresher!

In 2019, the Standards Board passed the Outdoor Ag Lighting Reg, and we had been waiting as it wound its way through the Office of Administrative Law review (OAL) and came into effect. Well, the OAL approved it and it will be going into effect on July 1, 2020 — so it is time to get ready. When in effect, the Outdoor Ag Lighting Reg will require that if agricultural work is taking place before sunrise or after sunset, the employer must provide specified lighting across the workspaces, rest areas and maintenance areas, among others. A table of different lighting intensity and height requirements for different areas is provided in Section 3449, which is the center of the regulation. Though many employers are already doing

this, for some agricultural employers, compliance will require the purchase or rental of new generators and new lighting equipment — which could get costly and scarce — so start preparing and be ready when July 1 hits. More information on the regulation's timeline and substance is available at Cal/OSHA's website.

As to the employers who are covered — it will hit any agricultural employers working in post-sunset and pre-sunset hours. That includes more crops than you might expect, including among others, such staples as wine grapes, tomatoes, onions, garlic, melons and corn. Usually, they're harvested during the early morning or early evening in order to keep workers out of the heat and improve the crop.

Which brings me to the next important point — also keep in mind the other requirements coming into effect this Summer! A brief, non-exhaustive list includes:

- Wildfire Smoke Protection regulation (Section 5141.1);
- Outdoor Heat Illness regulation (Section 3395); and
- And Cal/OSHA's new COVID-19 guidance documents.

So, as the summer heats up — stay safe and prepare for these regulations!
 Robert Moutrie, Policy Advocate
 CalChamber, HRWatchdog

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Tourism Industry Preparing Itself for Recovery

By CalChamber

The COVID-19 crisis has snuffed out 10 years of economic growth in California's travel and tourism industry. The fallout from this crisis is not only unprecedented, but estimated to cost the state \$72.1 billion in visitor spending this year and 613,000 tourism jobs last month alone. However, the tourism economy also offers a path to recovery.

In 2019, visitors spent \$144.9 billion in California, according to Visit California's latest economic impact report. That spending supported 1.2 million jobs throughout the state and \$12.2 billion in tax revenues for state and local jurisdictions and was among the top three sources of funding for many cities and counties.

Household Savings
 This revenue saved California households an additional \$920 in taxes to maintain roads, libraries and local parks. The California State Controller reports that nearly every California city—482 to be exact—levied hotel taxes in the 2017–18 fiscal year.

As California's post-coronavirus future begins to take shape, reviving visitor spending will play a vital role in restarting the economy and powering the state.

Tourism has a proven track record of recovering faster than other industries in the aftermath of a crisis. In fact, the travel industry adds jobs 60% faster than the private sector as a whole.

Past Recovery
 Read more on the tourism industry's response to the COVID-19 crisis and the benefits of travel and tourism to California's economy at travelmattersca.com.

In the aftermath of the September 11, 2001 attacks, the travel industry experienced a major downfall. At that time, Governor Gray Davis infused a one-time \$8.3 million allocation to fuel an in-state marketing campaign designed to help the tourism industry—and the state—bounce back.

These efforts resulted in \$3.2 billion in visitor spending, returning \$304 directly to California businesses for every dollar invested. Despite the tragedy and the ensuing economic downturn, California was one of the only three states to grow its market share in 2001.

Support for Travel
 During these unprecedented times, Visit California is working on initiatives to inspire community support and encourage people to begin safe and responsible travel when the time is right. Travel matters to California and will help propel economic recovery once businesses and destinations start reopening.

Visit California has compiled a comprehensive coronavirus resources page, with consumer research updated weekly, talking points, resources for federal aid programs and reopening protocols at visitcalifornia.com/marketing-communications/coronavirus.

Read more on the tourism industry's response to the COVID-19 crisis and the benefits of travel and tourism to California's economy at travelmattersca.com.

CALENDAR OF EVENTS

Community Observatory
 Folsom Lake College-El Dorado Center, Campus Dr. Free. (530) 642-5621 or communityobservatory.com

Cost: \$18+tax (Wine Club Members: \$14+tax)
 Reservation Required. <https://fentonherriott.com/>
 july4th

Placerville Raceway
 Jul 04, 2020 - Points Race #9: 360 Sprint Cars, Ltd. Late Models, Pure Stocks

July 4 Lobster and Wine EVENT
 11:30 a.m. – 4 p.m. Come celebrate 4th of July with Sierra Vista Winery, Cousins Main Lobster Food Truck from Shark Tank will be here! Check out the menu on their website www.cousins-mainelobster.com/menu/?location=sacramento_ca&type=truck. We will also have LIVE MUSIC by Darth Mozart!! (www.darthmozart.com) As always we will be serving wine by the glass, bottle or tastings. For more details about this event or to make a Reservation, please call the Tasting Room 530-622-7221.

Farmers Markets
 Saturday 8 a.m. to noon – Placerville – Ivy House Parking Lot

July 8 All About Lavender
 9 a.m., You are invited to a Zoom meeting on Growing Lavender. Register in advance for this meeting: <https://ucanr.zoom.us/j/911111111111>
 t1crc-1qjovGt1CAz26bpiabgWBREZHYzmG.

Sunday, 9 a.m. to 1 p.m., 681 Main Street, Placerville

After registering, you will receive a confirmation email containing information about joining the meeting.

Sunday, 8 a.m. to 1 p.m. – El Dorado Hills – Town Center Boulevard

July 15, 23 Waterwise Online Class
 6:30 p.m. – 8 p.m., https://ucanr.edu/sites/EDC_Master_Gardeners/?calendar=yes&g=39875

Sunday, 9 a.m. to 1 p.m. by the Placerville Post Office

July 18 Taste of Gold
 6 a.m. – 9 a.m., Spend a delightful summer evening strolling through the LTCC Demonstration Garden, enjoying live music, area wineries' finest varietals, an excellent array of beers from local breweries, and a sampling of tasty treats from Lake Tahoe restaurants. For more info visit www.ltcc.edu/giving/foundationevents.php. Event is 21 and older.

Tuesday 8 a.m. to 1 p.m. – South Lake Tahoe – American Legion Hall Parking Lot

July 18 Stagecoach Rides (Davey Wisner & Crew)
 12 p.m., Stagecoach Rides happen in the afternoon of the 3rd Saturday of the month, weather permitting. No stagecoach rides with inclement weather. Find out more at www.placerville-downtown.org

Wednesday 8am to noon – Cameron Park – Burke's Junction
 (530) 622-1900 or visit www.eldoradofarmers-market.com/

July 18 Stagecoach Rides (Davey Wisner & Crew)
 12 p.m., Stagecoach Rides happen in the afternoon of the 3rd Saturday of the month, weather permitting. No stagecoach rides with inclement weather. Find out more at www.placerville-downtown.org

Haunted Hangtown Ghost Tours
 Fridays and Saturdays. For details call (530) 748-0435 or visit <https://hauntedhangtownghosttours.com/tours/>

July 3 & 4 Grillin' in the Vineyards
 11 a.m. – 5 p.m. Menu includes sliced tri-tip, grilled Italian Sausages, grilled marinated chicken, Mac and Cheese, plus homemade corn bread.

COVID-19: Monitoring Off-Duty Workers

By CalChamber

Episode 73 of *The Workplace* podcast, *CalChamber Executive Vice President and General Counsel Erika Frank and employment law expert Jennifer Shaw discuss the obligations employers have if they decide to monitor off-duty employees as a means of reducing the spread of COVID-19 in the workplace.*

The question of whether employers should monitor the activities of their workers when they are off the clock is a very popular question at the CalChamber Labor Law Helpline at the moment, Frank tells listeners. Employers are under a lot of pressure to reduce the risk of COVID-19 spread and provide a safe workplace for their employees. Understandably, many employers are worried that workers may bring the virus into the office.

Shaw cautions that any employer who wants to monitor what employees are doing outside of work needs to be clear and transparent about what the employer is doing, especially given that there is no consistent local, state or federal guidance on the subject.

Must Have a Reasonable Belief

Frank points out that even before shelter-in-place orders were issued, employers were asking

whether they could force workers to self-quarantine if they had traveled by air.

Currently, employers should have a reasonable belief that the employee poses a risk to the workplace if they want to require the worker to self-quarantine or take medical tests, Shaw explains.

"That's the whole reason why we can do things with COVID-19 that we can't do with a regular medical condition," she tells Frank. "All of the rules have sort of been turned on their head in terms of what employers can do in this area."

Obligations

If an employer asks that a worker take a medical test, the employer will have to pay the costs of the test itself, and for the time it takes the employee to take the test, Shaw explains. But even something as simple as monitoring one's temperature at home can incur reporting time pay obligations, at a minimum of two hours and a maximum of four hours, Shaw says.

"You are imposing a burden and obligation on the employee. So for a non-exempt employee, [employers] will have to pay for that time," she says.

And the obligations can go on and on, Shaw

adds.

Many employers want a one-size-fits-all template answer, but unfortunately each case must be assessed differently, she tells Frank.

Resources

Many online resources address COVID-19, but the best places to turn to are the U.S. Centers for Disease Control and Prevention website (www.cdc.gov) and the California COVID-19 government website (covid19.ca.gov), Shaw says.

The California COVID-19 website also features a resilience roadmap (covid19.ca.gov/roadmap) that breaks down recommendations by industry and outlines the steps businesses need to take to reopen or bring employees back to work.

Frank also recommends that employers regularly check the CDC website, as COVID-19-related information is constantly changing as health officials learn more about the virus. The website can be counted on to be updated with the most current information available.

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Do you have a problem with that?

25 Questions to Help Identify Applicants Who May Be Disgruntled or Prone to Violence

Workplaces everywhere have become scenes of violence. The National Institute for Occupational Safety and Health reports that in 1994, 1,071 Americans were murdered at work and 160,000 were physically assaulted. The average cost to employers of a single episode of workplace violence can amount to \$250,000 in lost work and legal expenses, according to the National Safe Workplace Institute.

Psychologists believe that most persons prone to violence fit into a certain personality profile. The traits in the profile include lack of self-esteem, peer impulse control, and a sense of victimization. Following are a number of questions which, when combined with a scrupulous preemployment screening process, may be helpful in identifying candidates with these problems. Of course, not all candidates who have some or even all of these traits act out violently. There is no formula. It's the interviewer's job to make an assessment based on the candidate's total presentation.

Most of the questions below focus on how candidates perceive they were victimized by their former employer. The common thread among all incidents of workplace violence is a feeling of victimization: that an employee was treated unfairly by his or her colleagues, supervisors, or both. These candidates harbor feelings

of real or perceived unjust treatment or lack of respect from their coworkers. What's more, if you ask the questions in a relaxed, interested manner, without a hint of judgement, many applicants will be unable to resist answering. That's because most troubled applicants feel that if they just tell the interviewer the facts as the applicants perceive them, the interviewer will accept that they were victims of injustice. They will discuss all the injustices they had to suffer at their former place of employment and how they hope they will not have the same situation at their new job. The interviewer has to assess such revelations on a case-by-case basis.

Prescreening, combined with reference checks and personality tests, is a company's best strategy for minimizing workplace violence. An experienced interviewer can use the interview process to identify temperamental candidates: those who exhibit evidence of short fuses or thin skins. If candidates badmouth their last employer for making changes or criticizing them, there is little sense in offering them a job because making changes and criticism are par for the course in any job.

There are no guarantees in the hiring process. If there were, there would be no need for this book or, in fact, 90 percent of the Human Resources industry. The details – legal and otherwise – of screening

candidates for a safe workplace is beyond the scope of this book. Nevertheless, as part of a well-considered screening program, the following interview questions can help weed out potentially violent candidates.

1. How would you finish this sentence: "Most people are basically ...?"
2. Tell me about a time when your employer was not happy with your job performance.
3. Have you ever had to work with a manager who was unfair to you, or was just plain hard to work with?
4. How would you define a difficult manager?
5. Have you ever been in a dispute with a supervisor? What was it about and how was it resolved?
6. Can we check your references?
7. What kind of references do you think your previous employer will give you? Why?
8. How do you deal with coworkers or supervisors who do not show you proper respect?
9. What causes you to lose your temper?
10. How do you handle rejection?
11. What are some of your pet peeves?
12. Which of your skills can stand improvement at this time?
13. What problems do you have getting along with others?

14. What are some of the things your supervisor did that you disliked?

15. Were you ever dismissed from a job for a reason that seemed unjustified?

16. What kinds of things do you worry about?

17. What are some of the things that bother you?

18. If I were to call your supervisor today, how would he or she describe you?

19. Can you identify some weaknesses for which you need to compensate?

20. Can you name three new skills, techniques, or methodologies you learned in the past 12 months?

21. What do you do when your boss loads you down with a great deal of work and not enough time to do it in?

22. What do you do when there is a decision to be made and no procedure exists?

23. Are you generally lucky or unlucky?

24. What aspect of your performance in your last job were you the most proud of?

25. If you were going to be fired, how would you like your supervisor to handle it?

Excerpted from The Manager's Book of Questions by John Kador, 1997

Community Project Set to Help Older County Residents

"Strike Up the Conversation" is a project that began in 2018 as a CSUS Gerontology Intern Project at Elder Options to alert employees, clients, and families of the dangers around evacuating during a threatening fire and little time to spare. Begun as a pilot project, Elder Options' staff contacted everyone in the organization to discuss planning for this type of disaster and evaluated its effectiveness during last year's fire season.

Already in the works when the Paradise fire happened, this made the project even more important for our foothill county where fires are common. "We found that personal contact with clients and families brought it home to them that much better," stated Carol Heape, Founder/CEO of Elder Options. "When we could sit down with them, explain the To Go bag and how to plan ahead of what to do, everyone just got it."

With fire season already here and in the midst of the COVID 19 stay at home recommendations, Elder Options is sharing this project with the community at-large. El Dorado County has one of the largest over 65 populations in California with most living independently in many rural areas of the county. The goal of sharing the information is to give everyone time to think, plan before the emergency is upon them and remain safe.

Information is being sent to local organizations, mobile home parks, churches, home care organizations and public programs serving older adults that can be copied, printed and given out to older adults throughout the county. A sample letter is included to explain how E.O. worked with its constituents, a WHAT TO PUT IN YOUR TO GO BAG

to post on the refrigerator or on the door and a Wildfire Emergency Evacuation Checklist, taken in part from the Paradise fire.

Not part of the packet but strongly encouraged is whenever possible, do this in person so there is time to discuss any issues beforehand such as lack of transportation, inability to walk down steps, family pets or be able to pack a bag on their own.

Encouraging everyone to sign up for CodeRED system is another important piece of being prepared. This is a national emergency notification service that allows emergency officials to notify residents by telephone, cell phone, text message, e mail and social media regarding time-sensitive general emergency notifications. This program administered by the El Dorado County Sheriff's office (www.ready.eds.org) can save your life. There is no cost and you only have to register once. Note: Remember during the Paradise fire that some cell towers were down and cell phones were not working. So listing in multiple ways can help you. Once registered, the information submitted will not be shared outside of the CodeRed system.

For more information or to receive the WHAT TO PUT IN YOUR TO GO BAG packet, go to www.elderoptionsca.com under News & Resources or call E.O. (530) 626-6939, (916) 391-8083, (530) 541-1812. "There is no cost for this information. Our goal is to let everyone know how to prepare and what to do so spread the word and let's all "strike up the conversation." Says Heape.

You Can Submit Your Event Online!

Did you know that the Chamber keeps a community calendar of events? El Dorado County events can be submitted to <http://visiteldorado.mhssoftware.com/EditItem.html>. Once approved, your event will appear on the online calendar at www.visiteldorado.com and also printed in the Voice of Business newsletter as space allows.

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