



Volume 30, Issue 3
March 2020

In This Issue:

- I-9 Basics
- Landscape Lighting: The Color Trilogy
- Sponsor Spotlight: AirVol Block

www.clcaslo.org



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

CLCA Responds to Coronavirus

With advocacy, action on upcoming events and a Company/HR information portal, the California Landscape Contractors Association is taking action to help you survive the coronavirus pandemic. Here are a few resources to help you navigate this challenge.

Apply Now For Business Financial Relief

Over the weekend, new Federal legislation was signed to enact the CARES Act. Business financial relief is a significant part of the Coronavirus Aid, Relief and Economic Security (CARES) Act and provides critical help to businesses that may have been negatively impacted by COVID-19. CLCA recommends that applications be submitted as soon as possible. *MORE INFORMATION* visit <https://conta.cc/2UIZGrdI>.

Support for Small Businesses

California Senator Dianne Feinstein has two informative documents outlining the CARES Act.

- User-friendly guide to programs and initiatives in the bill.
MORE INFORMATION visit <https://bit.ly/39HF6NR>
- Detailed explanation of business provisions in the bill.
MORE INFORMATION visit <https://bit.ly/2XbS97C>

CARES Act: Small Business Owner's Guide

Acting to provide small business owners with "whatever needs they have right now," a U.S. Senate Committee has released a focused guide on the programs and initiatives in the Coronavirus Aid, Relief and Economic Security (CARES) Act. If you need capital to cover the cost of retaining employees, a quick infusion of a smaller amount of cash or just some quality, free business counseling, the guide provides solutions. *READ (PDF)* at <https://bit.ly/2UM3byZ>

Webinar: Coronavirus and the Workplace

As the coronavirus crisis unfolds, employers have many questions regarding reducing risk, business impact, and managing employees. In this CLCA Member Advantage webinar, we'll provide answers. Special thanks to CLCA Insurance Solutions for sponsoring this webinar. *View at* clca.org/webinars

Additional Guidance: Emergency Leave

The Department of Labor recently issued additional guidance on the new Families First Coronavirus Response Act (FFCRA) which requires all employers with fewer than 500 employees to provide Emergency Paid Sick Leave and Emergency Family Medical Leave. *MORE INFORMATION* visit <https://conta.cc/3aPvWQU>

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 mkneeskern@siteone.com 805-464-1393
 VP Events..... Ian Parker, Madrone Landscapae..... Ian@madronelandscapes.com805-466 – 6263
 VP Legislation..... Paul Wait, Zurn Wilkins Paul.Wait@Zurn.com
 Secretary Brandon West, 805 West Landscape 805west1@gmail.com.....805-975-4761
 Treasurer..... Pat Connelly, St. Francis Landscape..... stlandscape@gmail.com.....805-235-1859
 Associate Member Rep..... Sam Perez, Hunter Industries 559-903-7277
 Editor Jerrie Beard, Beard & Associates info@beardassociates.com..... 530-621-1701

2020 CLCA Board of Directors

PresidentRegan Barry(831) 438-4747
 President-ElectPaul Hansen.....(714) 545-1084
 Past President.....Elizabeth Burns.....(310) 831-6132
 Secretary/TreasurerAndrew Simpson...(916) 721-1635
 Executive DirectorSandra Giarde.....(916) 830-2780

DIRECTORS

LegislationMegan Rios(661) 835-9259
 EducationLindsay Ono(661) 395-4938

MembershipEric Santos.....(925) 525-3645
 EventsDan Dvorak.....(310) 237-5474
 Associate MemberChris McNairy.....(707) 933-0488
 Co-Director Chapter Pres. Council North
 Evan Moffitt.....(805) 616-9858
 Co-Director Chapter Pres. Council South
 Eric Watanabe(818) 993-0200

SLO CLCA Past Presidents

2016-19 Evan Moffitt SiteOne LS Supply	2011 Aaron Huxley Hunter Industries	2005-06 Erik Wolting All Seasons Gardening & Landscaping	1998-2001 Bruce Courter Day Star Enterprises, Inc.	1994 Duane Morris Duane Morris Landscape Designer/Contractor
2014-15 Mike Kneeskern SiteOne LS Supply	2009-10 Erik Wolting All Seasons Gardening & Landscaping	2004 John Doyle J Doyle Landscaping	1996-98 Lloyd Gracey Pacific Coast Landscapes	1993 John Ruggiero Arcadian Gardens
2012-13 David Brown Mari Landscaping	2007-08 Jim Trask California Water Shapes	2002-03 Pat Connelly St. Francis Landscape	1995 Danté D'Alfonso D'Alfonso's Landscape	1991-92 Bruce Courter 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



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[®] .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

I-9 Basics

By Steve Cesare, The Harvest Group
(760) 685-3800
<https://harvestlandscapeconsulting.com/>

A business owner from Tennessee called me the other day to say that several landscapers in his vicinity have recently been audited by Immigration and Customs Enforcement (ICE) and he believes that since his company has not yet been audited, his competitors will tell ICE to audit his company. To that end, he was extremely nervous about his I-9 Forms and processes. Here are some I-9 basics that I told him to consider:

- Use the correct version of the I-9 Form. At the time of this conversation, the current I-9 Form publication date is 10/21/2019 which is found in the bottom left margin on Page 1 of the I-9 Form.
- The Spanish version of the I-9 Form is only to be used in Puerto Rico, not the USA.
- Print out a Payroll Register of every company employee who received a paycheck last week. Cross-reference the Payroll Register with all active I-9 Forms on file. Every employee (including the owner) hired after November 6, 1986, must have a completed I-9 Form on file.
- Company staff who complete the I-9 Form and related process should be properly trained on both.
- Employees must complete Section 1 in its entirety by no later than their first day of work. The only time an applicant can complete an I-9 Form is after s/he signs and returns a conditional job offer, but not before then.
- If the company is not using E-Verify, the employee is not obligated to enter the Social Security number in Section 1; however, if the company is utilizing E-Verify, a Social Security number is required.
- The employee must sign & date Section 1.
- Today's date in Section 1 should correspond to the "employee's first day of employment" in Section 2.
- If the employee requires assistance in completing Section 1, make sure the appropriate information is added in the Preparer and/or Translator Certification area on the bottom of Page 1.
- The employer is responsible for completing Section 2 in its entirety within the three business days of the employee's first day of work. Thus, if the employee

- begins work on Monday and completes Section 1 of the I-9 Form on that same day, the employer must complete Section 2 of that employee's I-9 Form by no later than close of business on Thursday.
- Don't forget to complete the information labeled "Employee Info from Section 1" at the top of Page 2.
- Regarding Section 2, employers cannot require employees to give them certain documents (e.g., driver's license and a social security card).
- Employees must submit one document from the List of Acceptable Documents for List A, or one document from the List of Acceptable Documents for List B and one document from the List of Acceptable Documents from List C.
- Employers must only accept documents identified on the List of Acceptable Documents.
- Employers must not accept any document that exceeds its expiration date.
- Employers must only accept original documents; photocopies not acceptable.
- Employers must accept documents that "reasonably appear to be genuine" on their faces. If a new employee provides a document that does not reasonably

(continued on page 4)

CLCA MEMBER
ADVANTAGE

Wrapped up nice and neat ...

Avoid kinks in communication by keeping your company policies neatly in one place. Available at clca.org/store, the **Employee Handbook** features guidelines specific to the landscape industry and includes all required state and federal policies.

The handbook is created in Microsoft Word, so you can fully customize it to fit your company's needs!



clca.org/store

~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

Tips for Your Landscape Business

The Color Trilogy

By Jeff Calhoun, Hunter/FX

The pace of change in the outdoor lighting industry increases every year. LEDs first disrupted the industry with efficient new technology and more environmental responsibility. Then zoning and dimming controls were introduced to set a new standard for outdoor living. Now the majority of homeowners are demanding Wi-Fi or Cloud-based options. A new breakthrough technology is RGB color-changing fixtures.

Color is a combination of three factors: hue, saturation, and value (or intensity). Hue is the primary attribute of any color, and the full range is typically seen on a visible light spectrum (or color wheel). Remember the acronym ROY-G-BIV? Those are the colors in the light spectrum—red, orange, yellow, green, blue, indigo, violet.

In the lighting industry, saturation is the most important element of color because it allows a user to soften colors and reduce the harshness of extreme hues. The addition of a white LED to the RGB

mix renders saturation possible. Thus, the true color LED consists of four colors: red, green, blue, and white (or RGBW). RGB can produce a variety of color options as well as a color close to white. RGBW color mixing creates a tremendous range of unique color options as well as a finely tunable white light.

The final member of the color trilogy is value, or the measurable amount of brightness. Value is often referred to as intensity. The ability to adjust intensity throughout the evening, or for a specific activity or event, sets a few RGBW color manufacturers apart. These RGBW products allow you to increase the intensity during the early evening hours, but dim it in the late evening and early morning to conserve energy and provide security lighting.

The RGBW trilogy of hue, saturation, and intensity establish a foundation of limitless possibilities with color.

Jeff Calhoun has been a Sales Manager with FX Luminaire for over 16 years. He can be reached at Jeff.Calhoun@FXL.com

(continued from page 3 - I-9 Basics)

appear to be genuine (e.g., wrong name, font, color, wording, or format), the employer must reject that document.

- Section 3 is only completed by the company when certain documents must be reverified or if an employee is rehired.
- If an employee is rehired within three years of dismissal and has the same Section 2 documents, the company can use the employee's original I-9 Form on file; if the employee returns to the company beyond three years of dismissal, the employee must complete a new I-9 Form.
- Never use "white-out" to edit an I-9 Form; instead, when making edits, draw a line with a blue pen through the inaccurate information, add the correct information, and then put the editor's initials and date of the change in the margin.
- All Active Employee I-9 Forms should be kept in a 3-ring binder organized alphabetically by last name.
- All Inactive Employee I-9 Forms should be kept in a separate 3-ring binder organized chronologically by destruction date: The latter of (1) one-year post-termination date, or (2) three years post-hire.
- Have an external party conduct an I-9 audit each year.



**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

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



**GREENFIELDS
TURF INC**

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

P.O. Box 248
Greenfield, CA 93927
Sod Orders 1-800-525-8877
Web: www.greenfieldsturf.com



- 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



**FINANCING VEHICLES &
NEW & USED EQUIPMENT**

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





**CLCA
MEMBERS
CAN SAVE
UP TO 20%***

**0% APR¹
FINANCING**
UP TO 48 MONTHS
ASK FOR DETAILS

Husqvarna CLCA Supporting Dealers

Noble Power Equipment
2935 S. Higuera St.
San Luis Obispo, Ca 93401
(805) 541-6090

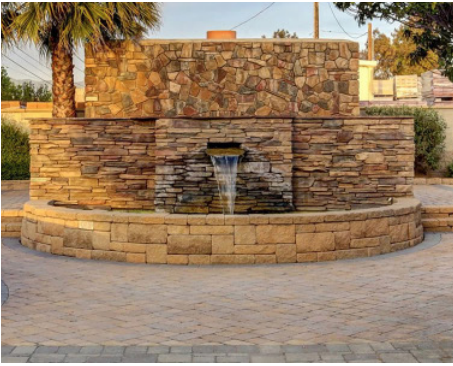
Mid Coast Mower & Saw
8710 El Camino Real
Atascadero, Ca 93422
(805) 466-2323

**Now's the Perfect Time
to Update Your Fleet**

Husqvarna Territory Manager, Dennis Huggins • (714) 287-0127 • Dennis.Huggins@husqvarnagroup.com



Chapter Sponsor Spotlight



Air Vol Block Inc.

Air Vol Block Inc. of San Luis Obispo is a manufacturer of quality concrete masonry units, Allan Block mortarless retaining wall systems, and interlocking concrete pavers. Air Vol Block also manufactures a wide array of bagged products, including Quikrete concrete Mix, Mason Mix Mortar, APS Polymeric Paver Joint Sand, RipRap and Sand Mixes and can also manufacture specialty sacked products to your specifications. Air Vol Block stocks a wide array of concrete repair products, specialty sands, and specialty cements. To round out their product offerings, Air Vol Block fabricates reinforcing steel to your

specifications and Rebar sizes #4 through #9 from 60' bars. They also provide seismic rebar ties, circular hoops, and continuous spirals, as well as all sizes of bulk 20' steel from #3 through #8 rebar.

In business since 1962, Air Vol Block has grown with the masonry industry by focusing upon customer service, product innovation, and product quality. While they manufacture a complete line of concrete masonry units including Precision Block, Split-face Block, Slump Block, and Burnished Block, they have garnered an outstanding reputation as the go-to manufacturer for specialty shapes and sizes. They are continually upgrading their manufacturing facilities to better serve the needs of their customers.

Gary Abney is the dealer, mason and landscape contractor outside sales representative for Air Vol Block. He works as the liaison for community development projects and product quality control issues. He is also the purchasing agent for all bulk landscape and natural stone product lines. He enjoys working with both contractors and retail customers alike, helping and teaching them to better

understand the use of Air Vol Block products.

Gary grew up in Morro Bay where there were limited job opportunities. He chose to go into construction, and after college still had a love of building that resulted in a 20 year run as a local builder. After that he decided to start teaching. Air Vol Block gave him the opportunity to work as their outside sales rep over 15 years ago.

AirVol Block has been supporting the CLCA SLO chapter for several years, sponsoring the golf tournament and awards program. Gary has served on the SLO Chapter board of directors.

Gary enjoys sport fishing, exploring the Central Coast and competition BBQ. He and his wife have one daughter.

You are invited to contact the sales staff whenever they can be of service. Whether you need color samples, technical notes, or a referral to a qualified construction pro, they will do their best to help! Or visit their website at www.airvolblock.com.

Air Vol Block is located at 1 Suburban Road in San Luis Obispo. They can be reached by phone at (805) 543-1314. Yard hours are Mon-Fri 7:00 AM to 5:00 PM and Saturdays 9:00 AM to 1:30 PM.

Sales • Rentals • Parts • Service

Your Southern California
Compact Equipment Dealer



Call: Albert Fernandez at (805) 256-5767



COASTLINE
Equipment

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 2020 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.



CHOOSE YOUR 0% FINANCING



0% FOR 60 MONTHS
WITH ZERO DOWN

OR

0% FOR 36 MONTHS
WITH ZERO DOWN

ON SELECT NEW CAT® MACHINES*

AND A CAT® CUSTOMER VALUE AGREEMENT**

With 3-year comprehensive coverage, owning and operating new Cat® compact equipment has never been simpler. The Cat Customer Value Agreement™ makes machine ownership hassle-free with genuine Cat parts delivered to you in time for planned maintenance, giving you up to 50% longer component life. Plus, you get peace of mind with a 3-year Equipment Protection Plan for Powertrain, Hydraulics and Technology included.

*Financing offers valid from February 1, 2020 through June 30, 2020. Offer available only at Quinn Company. Offer subject to machine availability. Offer may change without prior notice and additional terms and conditions may apply. Contact Quinn Company for details.

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

