

BUSINESS VOICE

ISSUE 175 | AUGUST 2023

A PUBLICATION OF THE
RIDGECREST CHAMBER OF COMMERCE



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Business Voice is a publication of the
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Issue 175 August 2023

Kristina Cross

August 2023

I recently took some time to refresh myself on the Ridgecrest Chamber mission and vision. We often tote the tagline "building community" and "strengthening the economy" but how do we do that? How do we show our members value?

In revisiting the value that the Ridgecrest Chamber provides it members the recurring sentiment is in the connections that it provides. Connection to the community, connection to other businesses, connection to what is happening. In a world where connectivity often happens virtually, when is the last time you connected in person?

Last month we tried something different at our luncheon. We did 'speed networking' and while there was some apprehension and growing pains, the concept was well received. Taking the time, no matter how brief, to actually connect with someone new is invaluable. So we encourage you, new member or 40+ year member, to come to a Ridgecrest Chamber event this month and grow your network.

We have several available options starting with our monthly luncheon next week, Tuesday, August 8 at 12pm. We will meet at the Historic USO as usual. Feel free to come a little early or stay a little later to make those new connections.

Later in the month we will be co-hosting a Business After Hours with Yet Another Tech Company here at the Ridgecrest Chamber office. We hope to see you here on Thursday, August 17. Stop by any time between 5:30pm and 7:00pm

We strive to be an information hub and provide your business with solutions, but we cannot help with issues we don't know about. We encourage you to reach out to us with challenges facing your business so we can provide solutions. As a Chamber of Commerce we add credibility to your cause. Let us work for you!

We invite you to revisit the value the Ridgecrest Chamber provides you and if you have been out of touch, we invite you to reengage! Contact us today with any questions. Thank you for your trust in us.



Register Today at www.CerroCoso.edu

A group of four people (three women and one man) smiling and wearing dark blue polo shirts with the Cerro Coso Community College logo. They are standing outdoors in front of a building.

**The sky is the limit at
Cerro Coso.**

CERRO COSO
COMMUNITY COLLEGE
TAKE flight

CHAMBER LUNCHEON

RSVP today!



CHAMBER@RIDGECRESTCHAMBER.COM

August 8, 2023— Cyber Security need to know

Join the Ridgecrest Chamber **at the Historic USO Building on Tuesday, August 8 at 12pm.** Valerie Karnes is a full-time faculty member in the Information Technology department at Cerro Coso Community College. She recently led the faculty in the development of the proposal to offer a baccalaureate degree in Cyber Security submitted to the California Community College Chancellor's Office in September. She will be discussing this proposal as well as a brand-new information technology program in Computer Application Specialist.



Please RSVP by Friday, August 4, 2023 to the Chamber office 760-375-8331 or chamber@ridgecrestchamber.com

Lunch will be provided by **Rose Fusco Catering.**

\$25 w/RSVP, \$30 for non-members or without an RSVP

Your Chamber is dedicated to:

Building community

Strengthening the economy

Providing networking opportunities

Representing the interest of business to the government

Political action

Inside the BUSINESS VOICE

Board Chair's Message	2
Luncheon	3
New Members	4-6
Labor Law Corner	9-10
Renewing Members	11
Chairman's Circle	12



(760) 446-2796

**1600 N. Norma, No. 4
Ridgecrest, CA 93555**

NEW MEMBERS

Purple Sage Shrine #108 of the White Shrine of Jerusalem



The White Shrine is a Christian, not-for-profit fraternal body organized under a charter of incorporation dated October 23, 1894, and recorded in the office of Recorder of the State of Illinois on June 18, 1895. It is an international organization with Shrines throughout the United States and Canada. The name of our local Shrine is Purple Sage Shrine No. 108, and our meetings are on the third (3rd) Saturday of the month at 1:00 PM, excluding the months of July and August. We meet at the Masonic Center located at 625 N. Norma, Ridgecrest, CA.

Membership in the Order of the White Shrine of Jerusalem consists of Master Masons and ladies who have a relationship through birth, marriage or legal adoption to a Master Mason in good standing or who was in good standing at the time of his death. or members either active for three years or majority of the International Order of Rainbow for Girls or Job's Daughters International who have attained the age of eighteen (18) years of age.

The purpose of the White Shrine is: Charitable and Fraternal. Its aim is to bring together men and women to share their desire to aid and assist those less fortunate, and create enjoyable experiences.

The basis for the existence of the White Shrine is our benevolent fund, commonly known as the Material Objective. It is not limited to any particular physical or medical problem. Through voluntary donations and our endowment fund, we are able to assist those in need of rehabilitation, regardless of race, creed, sect, or gender. A need must be verified and all other methods of assistance must be exhausted. Subordinate Shrines are allowed a specified number of cases each year. Supreme Law prescribes the maximum limit.

The White Shrine achieves its fraternal aspect through regular meetings, social activities, and fund-raising projects. Through dinners or similar activities, the Subordinate Shrines are encouraged to have functions that reach out and include members of Christian the community.

Joining the White Shrine is easy; simply obtain a petition from a friend or acquaintance or the Worthy Scribe of a Subordinate Shrine. Fill in the requested information, and submit it, along with the initiation fee, to the Subordinate Shrine. An i committee will visit with you and ask a few questions to verify your Masonic affiliation. After their visit is reported at a Shrine meeting, you will be notified when to attend for initiation.

There is but one degree in the Order of the White Shrine of Jerusalem. Its obligation is based upon the honor of those who obtain it, and once voluntarily assumed, is perpetual. Candidates are taken back over the ages to experience the events surrounding the birth of Jesus Christ.

For more information, contact them at (760) 401-5632 or visit their Facebook page at <https://www.facebook.com/PurpleSageShrine>

Information contributed by member

Reduce the Risk of Consumer Fraud!



SECURE volume shredding
for a reasonable price.

Free Pick-up of 40+ pounds.

(760) 375-9787

NEW MEMBERS

Daisy Dickerson Art—Muralist, Artist, and Advertiser

Information provided by member

Drawing has always been a favorite hobby of mine; I first discovered my love of art early into my childhood. I started off by practicing Disney characters and other cartoons (and doodling on my papers in school). This progressed to more projects and learning all new types of art mediums along the way. As I got older, this love never faded and I have continued with my artwork ever since! I use many different mediums, such as: Charcoal, Colored Pencil, Acrylic Paints, Graphite, Pyrography (Wood Burning), Watercolor, Calligraphy, and Clay. I'm always looking for new mediums or art styles to experiment with, I believe that working in a single medium can be restrictive to my artistic process. Each idea is created in its own individual style. My inspiration comes in many forms, all things inspire me! From a song to a movie, a person or place, even just a word can give me the right amount of inspiration to create. Music and nature are my muses, they are my biggest inspirations leading to the artwork I am most proud of today.



<https://daisydickersonart.com/>
daisydickerson66@gmail.com

PVC Plumbing and Mechanical Inc – 35 years in business

PVC Plumbing and Mechanical, Inc is a multidimensional company which has been serving the needs of NAWS China Lake for the past 22 years. During that time, we have specialized in multi-trade renovation, repair, and remodel jobs.

Headquartered approximately a quarter mile from the front gate of NAWS China Lake, PVC Plumbing & Mechanical, Inc offers a unique accessibility and ability to its customers at China Lake. PVC Plumbing & Mechanical Inc is also involved heavily in General Construction.

- We have 15,000 sq. ft of office space available with tenant improvements.
- Plumbing Company that does underground water, sewer, and gas
- We can work on NAWS China Lake; our employees are badged and ready to work!
- We carry all liability insurance with Umbrella, Worker's Compensation, and Auto insurance.
- Our office staff is very well versed in insurance requirements, daily reports, and certified payroll.
- Quotes are completed quickly and accurately to eliminate the need for extensive change order work.
- Pizza Hut and Taco Bell remodel, China Lake Museum, Desert Willow Apartments, remodel of 60 duplexes and various homes throughout Ridgecrest
- PVC Plumbing will do any value engineering where possible.

Contact us at (760) 446-3117



Information provided by member

NEW MEMBERS

Information provided by Laura Quezada

Moe's Music Ridgecrest

Musicians and music lovers are likely well aware of Ridgecrest's own music store, Moe's Music. Centrally located on Ridgecrest Boulevard, one can find new and used CDs. Vinyl, cassettes, and a few eight-tracks, plus guitar strings, supplies for orchestral instruments. And sometimes instruments. In addition, they offer music lessons and have a sound system they can rent out. You can also poke around and find posters and other gifts.

Co-owners/operators Britta and Jordan Covert purchased the business in May and opened early in July. They each have Bachelor of Music degrees in Composition; Jordan has an Associate's degree in Business. "We're both composers," explains Jordan, "which gives us a very interesting perspective on all things music." Both have worked in other businesses that have prepared them for the role of music store owners.

Jordan was born and raised in Ridgecrest and only left to pursue his education. Britta says, "I married into Ridgecrest in February 2021."

Owning a music store wasn't necessarily in the plans for the Coverts, but when it looked like there would be no new owner for Moe's, they decided to step up to the plate and buy it. "We wanted to keep it going," says Jordan. "This kind of stuff, guitar strings and all of this stuff, if Moe's is not open people have to go to Palmdale for this sort of thing." Britta adds, "We want this to be available for locals and we loved this store before we ever had any idea we'd be running it someday."

You can follow them on Facebook and Instagram where they also promote local music. Their store hours are Tuesday – Friday: 10am to 12pm, 2:30 to 7pm. Saturday: 10am to 7pm. They are closed Sunday and Monday.

Jordan says about joining the Ridgecrest Chamber of Commerce, "We want to be more connected to the community. And we want to be in touch with stuff that's going on with the community." Britta adds, "I like the business community in this town and I like being part of it. I want to work more with local events and collaborate with other businesses who want to do things together."

In closing, Jordan says, "We're excited to be here and we're excited to keep this presence alive in Ridgecrest."

Moe's Music
Co-owners/operators
Britta and Jordan Covert
207 W. Ridgecrest Blvd
info@moesmusicridgecrest.com





Lighthouse 7th Anniversary Celebration Ribbon Cutting



ServiceMaster Clean by RCA



Yet Another Tech Company

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123 GRANDE WAY STE E

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LABOR LAW CORNER

Vacation Policy: Employer Has Latitude, But Beware of Illegal Impacts

This article is reprinted from CalChamber (06/30/2023)

By Sharon Novak

Can we have different vacation policies for different worksites and for different groups in the same office?

Yes, California employers may establish different vacation policies among their employees.

Paid vacation is a discretionary employee benefit offered by employers. Because there are no laws requiring employers to provide paid vacations to employees, companies may decide who is entitled to paid vacation leave, the amount of leave, and when vacation can be taken.



Different Policies

Companies can adopt different policies for different groups.

Employers are not required to offer the same amount of paid vacation to all employees or to treat employees the same. Companies can choose to apply the same policy to all employees or can offer different policies to different groups of employees or to individual employees.

Employers have the flexibility to establish different accrual rates or rules based on multiple factors. Common distinctions made by employers in their paid vacation policies are:

- Full-time vs. part-time employees.
- Regular vs. temporary employees.
- Exempt vs. non-exempt employees.
- Length of employment.

Companies also may use paid vacation to attract new employees or to incentivize and reward current employees.

For example, applicants may negotiate a higher vacation amount than is provided in the company's general vacation policy, or a company might grant an additional week of paid vacation to reward the outstanding performance of an employee.

No Illegal Reason

Different vacation policies cannot be based on an illegal reason or have a disparate impact on protected groups.

In establishing distinctions between groups of employees in paid vacation policies, a company would violate discrimination laws if the vacation policy were based on a classification prohibited by law. A company cannot adopt different policies based on race, gender, sexual orientation, religion, age, nationality, or any other protected characteristic.

Companies also should be alert to vacation policies that have a disparate impact on certain groups. For example, agricultural workers who receive fewer vacation days than office workers may allege that they are being affected unfairly by the discretionary policy.

Different vacation policies are rarely illegal. However, treating one group of employees more favorably than others may lower morale and cause resentment between the groups. Employees understand that working longer for a company may warrant more paid vacation. It may be harder to understand why employees in the Los Angeles office get more paid days off than those working in San Francisco.

Legal Requirements/Best Practices

Discretionary vacation policies are subject to legal requirements and best practices.

Although companies have considerable latitude regarding paid vacation policies, there are some limitations.

Legal Requirements

- Because California treats accrued vacation time as wages, it cannot be forfeited or otherwise taken away.
- When employees separate from a company, they must be paid for any unused, accrued vacation time as part of their final paycheck.

Best Practices

- Employers should have a written vacation policy explaining accrual rates, eligibility criteria, and payout procedures. By committing your company to a written policy, you force yourself to clearly define the terms of the policy. This avoids uncertainty and miscommunication and sets expectations for employees.
- Employers can cap the amount of vacation time an employee can accrue if the cap is reasonable, and employees have been given sufficient opportunity to use their accrued vacation time. What constitutes a “reasonable cap” has not been established by the courts or the Division of Labor Standards Enforcement (DLSE). Employers often set the accrual cap at 1.5 to 2 times the annual accrual rate.

Unlike many areas of employment, vacation policies aren't heavily regulated by the state. California employers can establish different vacation policies for their employees so long as the differences are not based on illegal reasons or do not adversely affect a protected group. Ideally, if challenged, companies can explain the reasons they have chosen to adopt different policies for different groups.

For expert explanations of labor laws and Cal/OSHA regulations, not legal counsel for specific situations, call (800) 348-2262 or submit your question at www.hrcalifornia.com.



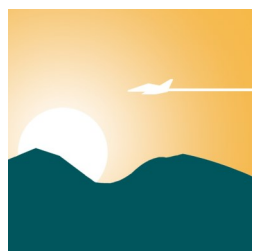
HR Boot Camp

Thursday, September 7 and Friday, September 8

9:00am-12:30pm

Ridgecrest Chamber Office

Contact us today for more information and to register!



do business with

MEMBERS

RENEWING MEMBERS in June 2023

Bake My Day

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Care Beyond

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DaVita Indian Wells Valley Dialysis

Desert Willow Apartments

Holiday Boutique

Indian Wells Drive Thru Dairies, Inc

IWV Internet Service Provider

Jack'd Studio

Law Office of Dennis Schuster

LegalShield

Lindusties RV Services, Inc

Lions Club (Ridgecrest)

Maria Hayes

Merry Maids

Mon Reve

PathPoint

Red Rock Books

Reliant Mobile Live Scan & Notary

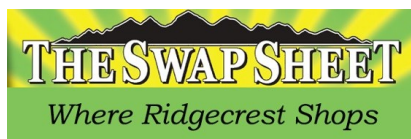
Ridgecrest Montessori Children's
House

Stafford's Pest Control





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PLATINUM & GOLD MEMBERS

RIDGECREST REGIONAL HOSPITAL FOUNDATION

SIENNA PODIATRY - DR. HOLLY SPOHN GROSS, DPM.

SYNECTIC SOLUTIONS, INC.

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Cerro Coso Community College

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Electrified Solutions Electric, LLC

Guaranteed Rate

Holiday Inn Express

Immanuel Christian School

IWV Water District

JT4, LLC

Liberty Ambulance

MWR (Morale Welfare & Rec.)

Oliver Law

Opportunities For Learning

PG&E

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Sierra Sands Unified School District

Southern California Edison

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T-Mobile

Toyota of Ridgecrest