

# BUSINESS VOICE

ISSUE 167 | DEC '22

A PUBLICATION OF THE  
RIDGECREST CHAMBER OF COMMERCE





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Ridgecrest Chamber of Commerce  
128 E. California Ave. Ste. B,  
Ridgecrest, CA 93555  
(760) 375-8331  
[www.ridgecrestchamber.com](http://www.ridgecrestchamber.com)  
[chamber@ridgecrestchamber.com](mailto:chamber@ridgecrestchamber.com)

Issue 167 December 2022

## BOARD CHAIR MESSAGE

Chris Hill

The frenzy is upon us! By now we've all heard what Mariah wants for Christmas. As you figure out what those you know and love want, please continue to remember the many local businesses and Chamber Members who rely on your support. Remember to check out the business directory on our website to find whatever it is you're looking for, and shop local first!



Continue to utilize the Chamber as you plan for next year as well. Remember that the Chamber has your required California Employment Posters available to purchase. Our office also has so many resources on hand to help our members in their endeavors. Also, take a minute to talk with our staff, who possess a plethora of knowledge. We're truly here to help; it's literally our mission!

We're heading in to the new year strong, already planning out great events like the Economic Outlook Conference. Sponsorship opportunities are available, with all the amazing benefits that come along with assisting to make this important gathering happen. Contact the Chamber office or one of our Board Members to learn more.

Thank you for all you do to help make Ridgecrest amazing. I'm so grateful for this community, and blessed to be associated with the people of it. Take a moment (better yet, multiple moments) during the rush of the season to reflect on the many blessings that surround you, and look for ways to help others see the same. Give back, give thanks, and give love.

With appreciation,  
Chris Hill

An advertisement for Tj. Frisbee Bicycles. The background is a gradient of blue and green. On the left, there is a black and white silhouette of a person riding a bicycle. The text "Tj. Frisbee" is in a large, stylized font, with "BICYCLES" in a smaller, bold font below it. Below the text, it says "Serving Toddlers to Champions Since 1972". At the bottom, the phone number "Phone: 760-375-4202" and the address "217 N. Balsam, Ridgecrest CA 93555" are listed.

# CHAMBER LUNCHEON

RSVP today!



CHAMBER@RIDGECRESTCHAMBER.COM

## December 13, 2022— Sound Bites

Join the Ridgecrest Chamber for our monthly luncheon at 12 noon on December 13, 2022 and hear a presentation **at the Historic USO** from Ridgecrest Chamber members!

Speakers include Laura Bradford of Burkey, Cox, Evans and Bradford Accountancy corporation and Eric LeBarbe, Youth and Community Services Coordinator from the Oasis Family Resource Center which is part of the Community Action Partnership of Kern. We will also have Rossie Calvin of Holiday Boutique, and Mary Eddins with Care Beyond and Legal Shield.



BURKEY COX EVANS & BRADFORD



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**Please RSVP by noon on Friday, December 9, 2022.**

Join the Ridgecrest Chamber at the Historic USO Building on Tuesday, December 13 at 12 noon.

**Lunch will be provided by Pita Fresh.**

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

**JOIN US IN PERSON—Tuesday, December 13, 2022 at the Historic USO.  
RSVP Today!**

Your Chamber  
is dedicated to:

Building community

Strengthening the economy

Providing networking  
opportunities

Representing the interest of  
business to the government

Political action

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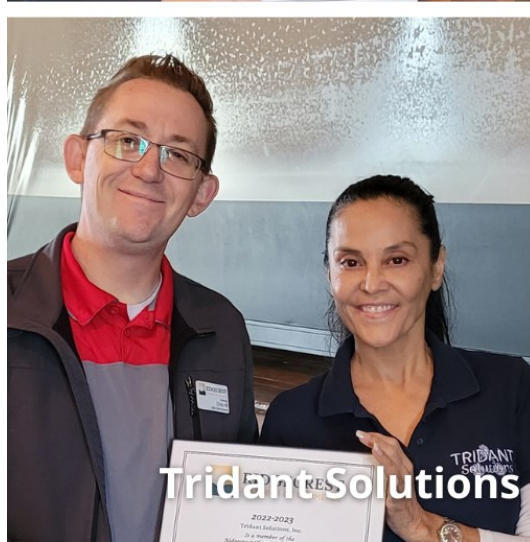




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# NEW MEMBER

JT4 provides engineering and technical support to multiple western test ranges for the U.S. Air Force, Space Force and Navy under the Joint Range Technical Services Contract (J-Tech II). JT4 is supported by several teammate companies on the J-Tech II Contract. Together, we provide the following core capabilities:

- Develop and test new, innovative and emerging warfighting capabilities
- Maintain integrated test, training and tactics development range environments
- Develop and modify tactics to successfully employ existing and new weapons systems
- Train Warfighters to use their weapons, tactics and techniques to be successful across the spectrum of conflict



In 2000, the Department of Defense streamlined support for test and training customers by merging the engineering and technical support for several western test and training ranges into one fifteen-year contract, known as the Joint Range Technical Services (J-Tech) Contract. In 2001, JT3, LLC (Joint Test, Tactics and Training) competed for and won the J-Tech Contract.

In 2015, the J-Tech Contract was restructured and re-competed as J-Tech II. Adding a fourth T of technology, JT3 updated and reinvented itself as JT4. The new company competed for and won the J-Tech II Contract, which was awarded in 2018.

JT4 helps the U.S. Air Force, Space Force and Navy to improve effectiveness while generating substantial cost avoidances and achieving exceptional performance. Since our founding, our workforce of more than 2,000 employees and teammates has supported thousands of test and training missions with a commitment to integrity, innovation and excellence. Our dedication to being the nation's premier provider of joint test, tactics, training and technology support is consistently rewarded with record-breaking award fee scores.

JT4 recognizes the important role that local colleges and universities play in the community, especially when it comes to developing a prepared and educated work force. We are proud to be industry partners with the educational institutions in our communities. JT4 employees serve on the technical advisory boards of numerous science and engineering departments including those at the College of Southern Nevada (CSN) and the University of Nevada, Las Vegas (UNLV). As a valued donor to the technology and engineering departments at CSN and UNLV, JT4 has named spaces at both institutions. Additionally, JT4 collaborates with UNLV's Howard R. Hughes College of Engineering on various educational enrichment initiatives and sponsors awards and recognition for their outstanding students.

JT4 supports science, technology, engineering and mathematics (STEM) education in local communities through various activities. Our employees meet with students in elementary and secondary schools to talk about STEM careers. We also partner with local schools and universities to promote minority participation in STEM subjects, and our employees serve in advisory roles for student chapters of STEM-focused professional organizations.

JT4, JT4LLC.COM, 760-677-2917

## LABOR LAW CORNER

### Rest Breaks: Ways to Prove Employees Receive Duty-Free Time

This article is reprinted from CalChamber (11/18/2022) By Matthew Roberts

*Recently, an employee complained to management that they were not receiving rest breaks. Because the breaks are paid, the employees do not clock out for them; how can we prove that employees are being provided their rest breaks?*

California law requires employers to provide paid net 10-minute rest breaks for every four hours (or major fraction thereof) that a nonexempt employee works.

Unlike meal breaks, which employers may provide as unpaid breaks, keeping track of rest breaks can be challenging because the employee must be paid for the time. Fortunately, there are several tools available to employers to help prevent rest break violations.



### “Policing” Rest Breaks

The California Supreme Court has consistently reinforced its holding in *Brinker Restaurant Corp v. Superior Court* ((2012) 53 Cal. 4th 1004) that employers are not required to “police” meal and rest breaks, but instead simply must provide the breaks.

Unfortunately, that holding has created confusion for employers who still lose claims brought by employees for rest and meal break violations.

The reason employers continue to lose is because the burden of proof that the employer provided breaks falls on the employer. So, without proof that the employer provided the employee the reasonable opportunity to take an uninterrupted 10-minute rest break where the employer relinquished all control over the employee and relieved that employee of all duty, the employer is at risk for rest break violations.

In practice, this means that employers should still “police” rest breaks in such a way as to be able to demonstrate to the government that the employer complied with the law.

### Scheduling/Timekeeping

The first step an employer should take is ensuring that there is some timekeeping record of the rest breaks taken. Although rest breaks are paid, employers still can require employees to note or affirm on their

timekeeping records that they were provided the opportunity to take compliant rest breaks.

Recordkeeping can come in many forms, from a separate paper log to an electronic check box in a timekeeping system where the employee affirms their rest breaks were provided. So long as the record accurately reflects the provision of rest breaks, it will put the employer in a better position to demonstrate compliance.

The next step employers should take is scheduling the rest breaks. Employers are allowed to dictate when the employees must take their breaks and a break schedule that is published, and adhered to, helps demonstrate that the employer has made the rest breaks available to the employee.

Oftentimes employees like to choose when they take their breaks and resist such scheduling and timekeeping requirements. This is where a well-drafted and enforced rest break policy comes in handy.

## Rest Break Policy



The California courts have found that an employer who demonstrates they enforce well-drafted break policies is compliant under California law.

An employer's rest break policy should include instructions that the employee is entitled to an uninterrupted net 10-minute break, that the break is paid, and that the employee is free from control and all duties imposed by the employer.

Further, the policy should set forth any timekeeping or scheduling requirements and instruct the employee to inform their supervisor if denied a reasonable opportunity to take the break.

Lastly, the responsibility of enforcing a rest break policy does not fall on just one supervisor or manager, but the entire management team. As a result, all supervisors, managers and any other employees tasked with ensuring compliance with the rest break policy should be trained to both implement and enforce the policy with discipline if the employee fails to follow the policy.

*Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred and executive members. 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](http://www.hrcalifornia.com).*





## RECYCLE RIGHT, FOR TOMORROW.

From right-sizing your service to adding recycling and organics, WM is here to help your Ridgecrest business or multifamily property. For more information or to schedule a no-cost evaluation, contact Recycling Manager Ashley Sparks at 661-749-3762.

[business.wm.com/ridgecrest](https://business.wm.com/ridgecrest)



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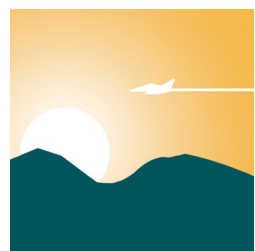
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Operation Family Fund

RBD California Restaurants/KFC

RAW Media Productions LLC

Ridgecrest Cinemas

Ridgecrest Hypnosis Center

Searles Valley Minerals

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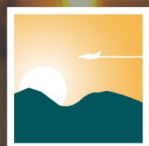
Stater Bros Market

T&T Alignment

VCA Crestwood Animal Hospital

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Thank You



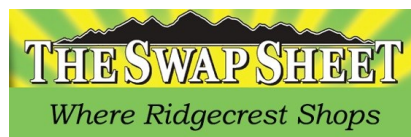
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MWR (Morale Welfare & Rec.)

Oliver Law

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Toyota of Ridgecrest