

BUSINESS VOICE

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A PUBLICATION OF THE
RIDGECREST CHAMBER OF COMMERCE

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Cover photo courtesy of Nick Wakley,
RAW Media Pros

BOARD CHAIR MESSAGE

Chairman Message – May 2023

Chris Hill

Well, that was a fun month-long Spring! Such is life in the desert, and I personally love it. With the craziness of winter weather we experienced, who knows what's in store for us in the coming months... Stay cool and enjoy all that the area has to offer!

Speaking of offerings, how about that Follies show? I'm writing this before the actual show dates, but based on the amount of work that went into making it all happen, I KNOW it was a success. If you're interested in helping with the show next year, let us know! I can personally say that it's a great time!

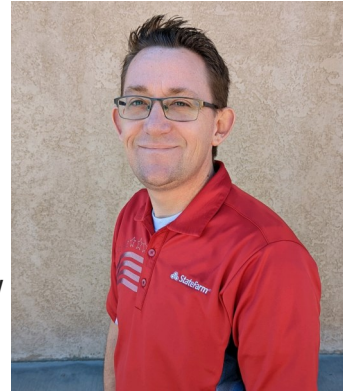
Other happenings coming up include our Coffee Club during the morning of May 4th (though we can't "force" you to attend, "you're our only hope" and those who do know that "this is the way"), and our 'Sound Bites' Luncheon May 9th. Then, on May 18th, Memory Lane Fabrics and Quilts will be hosting the next Business After Hours event. Let's all show them some love, support, and gratitude for helping with this networking opportunity! The next evening, May 19th, will be the second offering of "A Night on Balsam" and is shaping up to be even better than the first! The Chamber is excited to continue our support of this wonderful local event. Peruse the shops, meet up with friends, and enjoy the MANY options of food and drink!

You've received the emails, so you know it's your time again to let your voice be heard. With so many worthy individuals and businesses, we need your help narrowing down who should be recognized with a 2023 Community Award! Business of the Year, Community Service, Innovation, Entrepreneur, Lifetime Achievement, Beautification, Youth... who's deserving of your nomination? Help us in giving thanks for who they are, what they've done, and the effect they have on our community. In addition, if you've not cast your vote for our Chamber Board Election, please be sure to do so! We're looking forward to a wonderful Installation and Community Awards event, with some exciting changes this year!

With graduations and school promotions happening this month, don't forget to take advantage of our special occasion rate for the electronic sign with a public congratulations! Just \$25 for ONE WHOLE DAY will allow the town to see how proud you are of your student! Spaces are sure to book up fast, so contact the Chamber office ASAP to reserve your spot!

Thank you for all you do to make this area an amazing place to call home!

Chris Hill, Chairman



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CHAMBER LUNCHEON

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May 9, 2023— Sound Bites

Join the Ridgecrest Chamber at the **Historic USO** for our monthly luncheon at **12 noon on May 9, 2023** and hear a presentation from Ridgecrest Chamber members like you! Hear from Race Communications about business services, Opportunities for Learning, and The Salvation Army's Summer Camp efforts.

Please RSVP by noon on Friday, May 5, 2023.

Join the Ridgecrest Chamber at the Historic USO Building on Tuesday, May 9 at 12 noon.

Lunch will be provided by Casey's Restaurant.

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



Opportunities For Learning
Public Charter Schools



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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VOICE

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NEW MEMBERS

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Contributed by member



Delta Fundamentals

“Doing our training puts confidence into people,” says Jethro Hoppes, co-owner of Delta Fundamentals. “They don't doubt themselves. So their work ethic increases; it helps businesses where they work because their confidence is elevated.”

Delta Fundamentals is more than gun sales and service. “We're a manufacturer of ammunition. Currently, we are only doing 9mm. We teach firearms classes and we teach personal defense readiness - hand-to-hand classes, where we teach by principle, not by technique.” Jethro places emphasis on principles that never change, but technique is constantly

adapting to environmental influences like weather, wind, and the wearing of gloves.

Co-owner and spouse, Holly Hoppes, is the secretary and also runs the couple's other venture, Ridgecrest Hypnosis Center. They plan to have couples training. She tells us, “I'm super passionate about women being empowered and feeling like if something did happen, they can protect themselves.”

Jethro was taught how to shoot by his father and godfather when he was a mere seven years old. He says, “I'm a hillbilly mountain boy from Pennsylvtucky and an Eagle Scout so I was always outside. I was always running around in the crick and out in the mountains out in the woods and camping.” Jethro is also a combat veteran. “I have a total of 10 years of combat experience. So literally outside the wire in combat for 10 years. I trained the Iraqi Special Forces, I taught our special operations and special forces.”

In 2011, after his last deployment in Iraq, he averted a near disaster at the local shooting range and decided there needs to be decent training in this town. He started teaching. “I've taken everything I learned about shooting and martial arts and put them together.” Seeing folks walk taller and with confidence as a result of their training with him is a perk of the business. “With Firearms Training in three hours on the range, you go from zero to hero.”

Asked why they joined the Chamber, Jethro responds, “Because she told me to.” We laugh and he continues, “She said it'd be great for getting our business name out there and what we do and be more involved with the community.” To which he responded, “That sounds great. I'll do that.”

Delta Fundamentals

Jethro and Holly Hoppes, Co-Owners

(661) 675-7561

Contributed by Laura Quezada



RRH Suboxone Clinic Ribbon Cutting



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Delta Fundamentals



Mr. Crane



Jameslin Marketing

77th Annual

**SAVE THE DATE
INSTALLATION AND
AWARDS DINNER,
FRIDAY, JUNE 9**

**RIDGECREST CHAMBER
COMMUNITY AWARDS**



PLEASE SUBMIT NOMINATIONS BY MAY 15, 2023

ridgecrestchamber.com/awards

Chamber Coffee Club

Coffee & Conversation

Outdoors @ the Chamber Office

Thursday May 4 @ 7:30am

May 18 @ 5:30pm

**Business
After**

MIXER & NETWORKING

Hours

Host: Memory Lane Fabric & Quilts

Location: 139 W. Panamint Ave



LABOR LAW CORNER

Timing of Meal Breaks Can Avert Strict Liability for Violations

This article is reprinted from CalChamber (04/21/2023) By Sharon Novak

Our employees start work at 8 a.m. The owner of the company requires that meal breaks start at 1 p.m. While I have told him that meal breaks should not be scheduled later than 4 hours and 59 minutes into the shift, he insists that a 1 p.m. meal break is compliant since it is exactly 5 hours after work commences and not more than 5 hours. He has asked for written proof of the “4:59 rule.” Is there an “official” document stating that meal breaks must start 4 hours and 59 minutes into an employee’s eight-hour shift?



There is no statute, regulation, or Labor Commissioner opinion that expressly mandates that meal breaks start no later than 4 hours and 59 minutes (“4:59 practice”) into an eight-hour shift.

The 4:59 practice is based on a commonly recognized best strategy to avoid the strict liability of a meal break violation.

‘Meal Break Requirements

California law provides that employers “shall not employ an employee for a work period of more than five hours per day without providing the employee with a meal period of not less than 30 minutes.” A 30-minute meal period that begins no later than the end of the 10th hour of work also must be provided. (Labor Code Section 512(a)).

There are limited exceptions to these requirements, but an employer should presume that the meal breaks must follow these strict requirements.

Failure to Follow Strict Requirements Results in Liability

If an employee is not given the opportunity to take a timely and uninterrupted meal break, the employee is due one hour of wages as a wage premium (Labor Code Section 226.7(c)). The wage premium is based on the employee’s regular rate of pay.

In 2021, the California Supreme Court reinforced the importance of the technical requirements of meal breaks when it ruled that employers could not round the time-clock punches for meal breaks. [*Donohue v. AMN Services, LLC*](#) 11 Cal.5th 58, 275 Cal.Rptr.3d 422, 481 P.3d 661 (2021).

The court clearly established that time increments, even small ones like seconds, are crucial to determining whether a meal break time punch is compliant.

“To avoid liability, an employer must provide its employees with full and timely meal periods whenever those meal periods are required,” the California Supreme Court said, noting that “even a minor infringement of the meal period triggers the premium pay obligation.”

The importance of seconds in accurate timekeeping explains why employers are counseled to apply the 4:59 practice. In the question's scenario, if the employee clocks in at 8:00:00 a.m. and clocks out for lunch at precisely 1:00:00 p.m., there is no violation.

However, if the punch out is at 1:00:01, the meal break has started one second into the sixth hour. This is a meal break violation. The importance of seconds is why the 4:59 practice is recommended. This avoids any issue regarding compliant start times.



Moreover, an employer should not consider pre-populating time punches with “compliant” meal break times. The law requires accurate reporting of meal breaks. Time records that show meal breaks starting every day at precisely 1:00:00 p.m. for all employees will be immediately suspect and invite examination of time-keeping practices.

‘Official’ Rules Require Test Cases

Employers like the one here that require employees to take their meal breaks exactly at the end of the fifth hour risk meal break violations based on seconds.

For a California employer to obtain an “official” ruling that the meal break should start no later than 4 hours and 59 minutes into an 8-hour shift, a company must be willing to allow a challenge to their practice of requiring the break at exactly the fifth hour.

Because meal break violations often form the basis of Private Attorneys General Act (PAGA) claims, this may be a battle not worth fighting.

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.

The advertisement for Tj. Frisbee Bicycles features a blue background with a green and yellow curved graphic on the left. On the left side, there is a black silhouette of a person riding a bicycle. The text 'Tj. Frisbee' is written in a large, white, stylized font, with 'BICYCLES' in a smaller, white, sans-serif font below it. Below the name, the slogan 'Serving Toddlers to Champions Since 1972' is written in a yellow, cursive font. At the bottom right, the phone number 'Phone: 760-375-4202' and the address '217 N. Balsam, Ridgecrest CA 93555' are listed in a white, sans-serif font.

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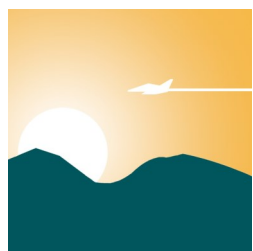
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McDonald's Restaurant

Krystal Spalon

Southern California Edison

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Travel by Stina

Whispering Winds Mobile
Home Park

Crossroads Community Church

Caraway Construction, Inc.

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Floor Coverings

Sierra Photography Studios

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