

# Bay Breeze

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*On the cover: Davis Residence by Scenic Scapes, winner of the Design/Build Unlimited award at the 2021 Trophy Awards.*





## February Meeting

The 2022 CLCA SFBA Chapter Kick-off meeting was held on Thursday, February 17 at Camp di Bocce in Los Gatos. Attendees enjoyed pizza, pasta and more while taking part in a (for fun) bocce ball tournament. Thank you to all who attended.

*Above: Camille Domine with Andy Zyla from LCIS.*

*Top left: Charlen Ott and Lesley Peters.*

*Bottom left: Peggy Lundie of Peninsula Building Materials and Erik Aichelan of Lyngso Garden Materials.*



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## From the President

# Chapter Gearing Up with a Full Schedule of Events

*Juan Carlos Esparza, Urban Scapes*

Time is flying by... I cannot believe we are approaching spring, and it still hasn't rained again. My hope is that "April showers bring May flowers" will become a reality. Otherwise, with this continued drought, it will only make managing our landscapes that much more complex. Having another good amount of rainfall like we had in December would save us and put the state back on track.

Our competitive, yet fun February kick-off event at Campo de Bocci in Los Gatos had a great turn out. Thank you to those who attended as well as those who donated to the raffle basket. Funds from the raffle will go to our LEAF scholarship. The meatballs, pizza, pasta, crab cakes, cheese patties, bruschetta and salad were really the best of the night.

I want to invite you to a chapter dinner meeting on Thursday, March 17. We'll be back at Celia's Restaurant where representatives from CLCA Insurance Solutions will

be discussing the value-added services we as members receive with their insurance packages. We will also be learning about the new state mandate CalSavers. This is a retirement program for small business owners to establish for their employees with no additional fees, no fiduciary liability and minimal employer responsibilities. You don't want to miss this event with more great food, as well as an awesome dessert, warm Churros.

Our Achievement Awards celebration is back! The awards entry packets have been uploaded to the chapter website. Let's get ready and start prepping our sites to show off the great work we execute and the hard labor our employees devote making our ideas come to life. We will then celebrate outstanding landscapes on Saturday, June 18, at Michael's at Shoreline. Thank you to the awards committee for your hard work putting this on!

Thursday, March 17

## March Chapter Dinner Meeting

Join us on Thursday, March 17, from 6 to 8:30 p.m. for an in-person meeting at Celia's Restaurant, 3740 El Camino Real in Palo Alto. We will be upstairs in a private room. We ask members to adhere to all safety measures.

Lance Perry, Gina Stanley and Debbi Abele with CLCA Insurance Solutions will discuss the latest updates on coverage as well as the new CalSavers program.

CalSavers is California's new retirement savings program that will offer millions of workers in California the opportunity to get on track for the future. This program allows small business owners to implement 401(k) plans for their employees, offering businesses an easy way to help their workforce save for retirement with no additional fees, no fiduciary liability and minimal employer responsibilities.

CalSavers is available to California workers whose employers don't offer a workplace retirement plan, self-employed individuals, and others who want to save extra. Savers contribute to an Individual Retirement Account (IRA) that belongs to them. Employers that don't offer their own plan will register for CalSavers by their deadline and facilitate their employees' access to the Program.

The cost for the program, which includes dinner, is \$32.00/person. Parking is limited, please use adjacent lots or park along El Camino Real.

To register visit <https://conta.cc/3tfNb8h>, or watch your email.

Thursday, April 14

## Membership Drive

Join us on Thursday, April 14, from 9:30 a.m. to noon for our annual membership drive at SiteOne Landscape Supply, 1145 North 13th Street, San Jose.

Current members are invited to come and share their knowledge and experiences with CLCA with prospective new members. Or if you know someone who might be interested in joining our chapter, bring them along so they can learn about our chapter and the benefits of joining the association.

This will be a great opportunity for newer members to get to know our long term members and take advantage of their knowledge in the industry.

Come meet CLCA SFBA Chapter President Juan Carlos Esparza who will be cooking on the grill and answering questions about chapter benefits!

Lunch will be provided to all current and prospective members.

No registration necessary.

[www.clcasfba.org](http://www.clcasfba.org)



# The Landscape Achievement Awards Are Back!

Judges have been selected, packets are ready, and the committee is hard at work planning for a post-Covid banquet.

On Saturday, June 18, the San Francisco Bay Area chapter will assemble at Michael's at Shoreline in Mountain View to celebrate outstanding work in landscape construction and maintenance. Information and entry applications can be downloaded from the chapter website, completed and submitted no later than May 6. Then on May 17, 18, and 18, judges will hit the road visiting the entries around the Bay Area. Winners will be announced at the awards program on June 18.

This year Andrew Tuckman from SiteOne Landscape Supply will act as event director relieving Mike Hertzler and Girvin Peters from their tenure. Thank you Mike and Girvin for your hard work and commitment over the years. You both deserve a lot of gratitude for putting on stellar events every June.



*Andrew with Mike and Girvin passing the torch and keeping the flame alive!*

The torch has been passed to Andrew who is set to put on another fun and exciting night with the help of Rock-Star admin Laura Leuer. For the last ten years (minus Covid) Andrew produced the annual June event for the Central Coast Chapter and was acting president for that chapter for three terms.

Please note, we have the option of having the June 18 banquet outside on the

patio to follow safe guidelines, in the event restrictions are implemented.

For more information and to download packets, visit the chapter website at [clcasfba.org/events](http://clcasfba.org/events).

## Key Dates:

- Applications ready March 1 (entry fee - \$125 early submission & \$150 late fee).
- Deadline to submit entries: Friday, April 29, or in hand by Friday, May 6.
- Processing applications date: Monday, May 9.
- Judging dates: May 17, 18, 19 (Tuesday, Wednesday, Thursday).

## Things to Remember

- The mailing address for entries is a Postal Annex location. Hours of operation are 9am to 6pm, no door slot is available for after-hours drop of entries.
- Pay attention to the judging procedures, judging criteria and the number of copies to submit.
- Be sure to get your awards entries in on time and sign up for the banquet in a timely manner when invitations arrive (via constant contact).

## Get Jobs Ready and Enter!

Contractors start getting your jobs ready! Good luck and we will see you in June!

## Tips for Entering a Winning Project

Tips from veteran awards director and landscape contractor Mike Hertzler to improve your chances:

- Read the applications thoroughly as changes may be made each year. Note the reasons for disqualification.
- Having company information present on the judging materials such as maps, designs, AND ONSITE SITE MAPS is grounds for disqualification!
- Be as legible and thorough as possible with your applications. The more information, the better preparation for the judges prior to their visit. If your garden is neat and tidy, then your paperwork should reflect that as well.
- Utilize the contractor's notes section in the application. Explain situations, difficulties and challenges, special circumstances, and maybe a little pride.
- DON'T make the project look like you were there fixing it up yesterday; examples: spots of fresh mulch blotted over older mulch (better to spread the old stuff around); a fresh plant between an established row or area because one died. Try to spread the existing ones, if you can; fresh patches of sod; new lines of grout to cover a crack or two in the stone patio.
- Make sure water features and other garden elements are operating the day of judging. Lights do not need to be on.
- Make sure the wiring of irrigation controllers and lighting transformers are clean and neat. Make sure valve boxes are true to grade, serviceable with valves centered without the need to dig out the box, free of gopher soil, and wires coiled with sealed splices.
- If you do not have anti-siphon valves, make sure a backflow device is present, and describe its location in the write-up if it's hidden.
- Signs of under/over watering, obvious signs of extensive runoff onto paving and the street, and erosion ruts in the mulch are noticed! Plant and turf health thus are noticed!
- DON'T try to undervalue a project by applying it to a lower value category. The judges will know! They have extensive experience and generally understand what things cost.
- Straighten your path lights and clean the lenses of all lights.
- Make sure drip lines and low voltage wiring are not exposed! Don't try to lump up the mulch to hide them.
- Make sure you have proper grade clearance against homes and other structures.
- Plants should not be planted too low or covered in mulch.
- Quality matters! First impressions matter! Leaving money or a bottle of wine won't.

# Auxiliary Report



Happy almost spring! The year is moving very quickly and life has a funny way of throwing you a curveball when you least expect it. You have to stop and smell the roses and enjoy the moment. COVID has made that a bit of a challenge, but hopefully as the year progresses, we will see more people at CLCA events enjoying those moments with family and friends.

The February meeting at Campo de Bocce in Los Gatos was a fun event, catching up with everyone on life's happenings and plans for 2022. The Auxiliary had our first money-making raffle in two years. I had to remember what to do! Thanks to everyone who bought tickets, the Auxiliary raised \$170 benefiting LEAF. Thank you to Vicky Parrott for making the basket. Our big winner was Juan Carlos Esparza, our chapter president. Congratulations! Thank

you to Mike Hertzler for selling tickets. Hopefully no one sustained any injuries from his sales pitch! Nice to have you back. The rest of the world might be cashless, but the Auxiliary is not...yet. Don't forget to bring cash to buy raffle tickets.

The Auxiliary is a fun group of men and women, planning CLCA events and working on the philanthropic and social end of the chapter. These endeavors are crucial to the continued success of the chapter and the landscape industry. We would welcome your participation on whatever level of interest you may have and wish to share. Happy St. Patrick's Day on March 17, and I hope to see you at Celia's Restrauant for the chapter meeting that day.

I hope the spring season brings all good things to everyone.

Lesley Peters, Garden Designer  
650-444-4580 | [gpland@sbcglobal.net](mailto:gpland@sbcglobal.net)

# SFBA Chapter Scholarship Funds

Balances for the SFBA Chapter scholarship funds through the Landscape Educational Advancement Foundation (LEAF):

SFBA Chapter	\$10,539.25
John & Mary Lyngso Fund	\$15,832.15
Herbert Frank Memorial	\$16,481.83
Hans Biland Memorial	\$12,195.88
Bill Hayes Memorial	\$13,520.62
Klaus R. Hertzler Memorial	\$11,544.49
G. Kunimoto Memorial	\$12,770.00
Ken Jenner Memorial	\$12,201.99
Paul Shogren Memorial	\$16,963.56
Edron Schneider Memorial	\$11,574.81
Dr. Barry Cohen PhD Honorarium	\$ 9,915.08
Tanouye Memorial	\$ 5,250.82
Steve Whitehill Memorial	\$ 7,433.50
John Gachina Memorial	\$14,335.00
Mas Tsuda Memorial	\$7,018.98
Candy Fiske Honorarium	\$7,125.12
<b>Total</b>	<b>\$184,703.08</b>

To donate, send a check payable to "LEAF" to: CLCA, 1491 River Park Dr., #100, Sacramento, CA 95815.



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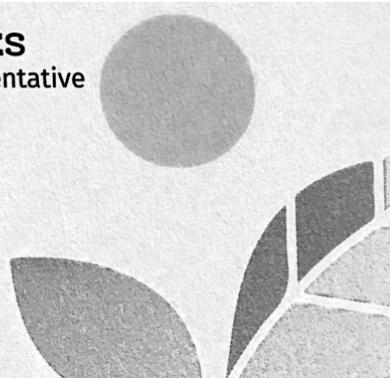
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### CLCA Mission Statement

The California Landscape Contractors Association serves the interests of its members, promotes professionalism, and advances public awareness of the landscape industry.

The CLCA SFBA Chapter newsletter is published monthly. Copy and advertising deadlines are the 10th of the month preceding publication. Please send all copy, black & white photos, line art and ad materials to: Jerrie Beard & Associates, PO Box 7, Pollock Pines CA 95726. Emailed submissions are welcome at [jsb@beardassociates.com](mailto:jsb@beardassociates.com). For information on advertising and rates, contact Jerrie Beard at (530) 621-1701.

Articles submitted are subject to approval and modification. Chapter or Editor are not liable for misprints or errors, and do not necessarily agree with opinions expressed in byline articles. Articles may be used by other CLCA chapter newsletters, giving proper credit to their source.

# Employee Non-Response

Steven Cesare, Ph.D., [steve@harvestlandscapeconsulting.com](mailto:steve@harvestlandscapeconsulting.com)

A business owner from Virginia called me the other day to talk about an employee who frequently complained about anxiety, stress, and panic attacks due to events in her personal life. Parenthetically, as an FYI, these types of issues are becoming increasingly common; be prepared and be ready.

Throughout our dialogue, it became extremely clear that the business owner had addressed all the fundamentals necessitated by this event. She verified the employee signed the Employee Handbook, informed her EPLI vendor of this issue and potential implications, and engaged the employee in the four-step Interactive Process advocated by the Department of Labor to maintain compliance with the Americans with Disabilities Act (ADA). Confidentiality had been maintained. Extensive documentation was in place.

Nice job!

Despite the business owner's commendable actions and best intentions, the employee began to miss work periodically, eventuating in complete absence.

In a normal situation, the employee would reflexively be judged as resigning his/her position due to job abandonment which in most Employee Handbooks is defined as three consecutive workdays of no-call/no-show.

Due to the litigious circumstances inherent with the ADA, this case was not normal.

With that pretext in mind, I advised the business owner to not proceed with the normal job abandonment protocol. Rather, I suggested she implement a three-step communication process serving multiple means: Demonstrating a sincere effort to reach the estranged employee and to compile a "good faith" effort to not discriminate against a disabled employee who may require supplementary effort beyond that afforded to non-disabled employees.

First, I urged the owner to call the employee's last known telephone number, with a witness present, and leave a message on the employee's voice-mail requesting that the employee communicate with the business owner as soon as possible. Naturally, I admonished the business owner to document every phone call to the disabled employee, substantiated by the call being made on the business owner's monthly telephone bill.

Second, based on the passage of several days and non-response to the aforementioned telephone message(s), I recommended the owner send a text message and an e-mail message to the disabled employee's last known telephone number and e-mail address. Documentation is axiomatic.

Next, after the passage of several more days, I instructed the business owner to send a formal letter to the disabled employee's last known home address, via certified mail return receipt requested. This letter serves as summary documentation, restating the employee's last day of work, the company's no-call/no-show policy, the dates in which telephone calls, text messages, and e-mail messages were sent to the employee, and requesting a formal statement from the employee specifying her intentions to remain employed by the company, while giving the employee a three-day horizon to contact the company, or be classified as a resignation. While implied, please be reminded the EPLI vendor should be contacted throughout this process and be included as a "cc" on this final letter.

True to form, the business owner dutifully followed the tedious administrative process recommended above, all to no avail. The employee failed to respond at each step of the sequence.

That said, the owner, the EPLI vendor, and I all had confidence in the painstaking procedure, which granted us peace of mind going forward, in the event the disabled employee would have alleged discrimination.

# Partners for Success

By Marin Vallalpando

## Thank You for Your Continued Support

Thank you to all the companies who stepped up in 2021 to support the CLCA San Francisco Bay Area Chapter. Your generous support went a long way in helping us provide top quality events to our chapter throughout the year.

If you would like to help support our chapter in 2022 by becoming a partner, please look over the Partners information on page 6 of this issue or contact me, Marin Vallalpando at 408.586.9292 or email marin@zankerrecycling.com.

All of our chapter events are made possible by the generous support of our many sponsors. Please thank them for their commitment to our chapter both with an "atta boy" when you see them, and also by supporting their businesses.

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