

BUSINESS VOICE

ISSUE 174 | JULY 2023



A PUBLICATION OF THE
RIDGECREST CHAMBER OF COMMERCE

BOARD CHAIR MESSAGE

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Bernie's Landscaping

Nancy Pace
Bake My Day

Rebecca McCourt
Chamber Executive Director

Business Voice is a publication of the
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Issue 174 July 2023

July 2023

As I step into my first month as the Chair of the Board of Directors at the Ridgecrest Chamber of Commerce, I am excited about what this year will bring. As I begin, I would like to thank you for placing your confidence in me this year as I embark on this journey with you. I would like to thank Chris Hill for serving as Chairman for the past year and a half. His willingness to lead and active participation has set a great example of leadership and we as a Chamber are stronger because of it.

The team we have on the Board of Directors is an exceptional group with diverse experiences and points of view. Moving forward we will continue to provide opportunities to network and learn from one another, while enhancing what we already offer. We will be trying something new at this month's luncheon with Speed Networking. We hope to help all attendees make some new connections and learn something new about other members they may see every month but never speak to. We will bring valuable resources and information to our members in our email updates and newsletters, as well as the Ridgecrest Chamber of Commerce website. One way we are doing this is by hosting the CalChamber HR Bootcamp at the Ridgecrest Chamber office on August 10 and 11. More information is available on our website or by contacting the Ridgecrest Chamber office.

We often hear our Chamber Executive Director Rebecca McCourt talk about how our Ridgecrest Chamber is all about "Building Community and Strengthening the Economy." The simplicity of that statement is directly taken from our mission statement. Our mission is simple: *The Ridgecrest Chamber of Commerce is an alliance of business leaders which are the voice of advocacy, providing benefits and services to its members, while creating a strong local economy and promoting the community.* Together, I hope we continue to embody our mission and see our community thrive.

I truly look forward to what this year will bring. I hope you do too. As you think about the Chamber, I'd like to encourage you to invite your friends and favorite businesses to join us. We have great days ahead for the Ridgecrest Chamber of Commerce!

Kristina Cross



Register Today at www.CerroCoso.edu

A group of four people, three young women and one man, are smiling and posing for a photo. They are wearing dark blue polo shirts with the Cerro Coso Community College logo. The background shows a building with large columns.

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

CERRO COSO
COMMUNITY COLLEGE
TAKE flight

CHAMBER LUNCHEON

RSVP today!



CHAMBER@RIDGECRESTCHAMBER.COM

July 11, 2023— Speed Networking

Join the Ridgecrest Chamber **at the Historic USO Building**. Speed Networking is an opportunity to meet other Ridgecrest Chamber members and have a chance to connect one-on-one. Come prepared with an elevator pitch, business cards, and ready to potentially meet a new mentor, client, or friend. Let's learn from each other and have some fun.



Please RSVP by Friday, July 7, 2023 to the Chamber office 760-375-8331 or chamber@ridgecrestchamber.com

Lunch will be provided by Pizza Factory.

\$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

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(760) 446-2796

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

NEW MEMBERS

The Law Office of Christopher Ogbuehi and P121 Studios

Article contributed by Laura Quezada

Christopher came to Ridgecrest last August to work with a local law office as an Associate Attorney. In order to better serve the needs of our community, he has a general practice that allows him to provide a wide variety of legal services. He tells us, "It's a small town and people have diverse but specific needs. So you have to be a little more flexible."



"I got my first law degree in Nigeria in 2009," he says. "When I moved to the States in 2017, I went to law school for a year." He obtained his master's in law at the University of San Francisco School of Law in 2018 and his license to practice law in the State of California in 2021. Growing up in Nigeria in the 90s, the most attractive career paths were hard sciences, engineering, or the law. His natural abilities led him into law. He laughingly says, "I could talk my way out of trouble and get myself into trouble with my mouth all the time."

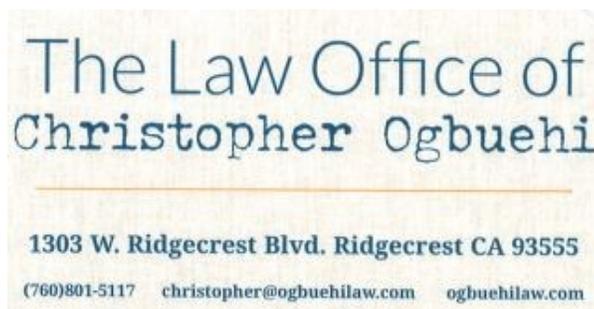
"Music has always been my passion. When I was in Nigeria, I worked in music. I was a music producer full-time and then I became a screenwriter for TV." This is where his recording studio comes in, P121 Studios. "I produce music. I record vocals and I can record some instruments like guitars and pianos. I can mix and master the tracks which is basically preparing them for publishing, streaming, or some other fixed media like a CD. I have an 88-key MIDI controller." This equipment allows him access a larger variety of sounds off the computer than one ordinarily could with a live instrument.

Asked about his mission statement he replies, "I don't have a mission statement; but, I'm a Christian and that pretty much affects everything I do."

Joining the Ridgecrest Chamber of Commerce was an easy decision. "It's the Chamber of Commerce, if you have a business, it is a logical next step." It is a way for him to "plug into the community and find like-minded people."

And to his fellow Chamber members, he says, "Don't get into trouble. But, if you do, call me."

The Law Office of Christopher Ogbuehi and P121 Studios
Christopher Ogbuehi, owner
(760) 801-5117
<https://p121studios.com/>
<https://ogbuehilaw.com/>



NEW MEMBERS

Yet Another Tech Company

Information provided by member

Technology. Simplified. Introducing YATC

The tech company you didn't know you needed! We provide comprehensive technical solutions. Our experts handle everything from website development and maintenance to cloud computing and cybersecurity. By partnering with us, you can focus on your business goals while leaving the technical details to us. Utilizing our industry experts, you can stop worrying about managing your machines, wondering if you have backups, or being afraid of the latest ransomware attack. We have you covered. YATC is an IT Consulting and managed service provider. Offload your tech needs to us so you can focus on your business. We make Tech Simplified.



Yet Another Tech Company

Paul Castillo

info@yatc.co, (760) 640-0644



Desert Skies Mobile Notary

California Notary Public

County of Kern



Phone or text: 971-222-8686

Alternate text: 760-608-3061

Ridgecrest, California 93555

Email: desertskiesnotary@icloud.com

Desert Skies Mobile Notary

A local mobile Notary service available to meet your needs. Desert Skies Notary services Ridgecrest, Inyokern, Trona, Randsburg, Johannesburg, Red Mountain, Kernville, Lake Isabella, Lone Pine and Bishop (for a small travel fee).

Please text or call 971-222-8686 or 760-608-3061 to schedule an appointment.

Information provided by member



RIDGECREST
CHAMBER

HR BOOTCAMP

- **Thursday, August 10, 2023,**
9:00 a.m. to 12:30 p.m. PT (Part 1)
- **Friday, August 11, 2023,**
9:00 a.m. to 12:30 p.m. PT (Part 2)

NEW MEMBERS

ServiceMaster Clean by RCA

A Legacy Of Pursuing The Highest Standards Of Clean

ServiceMaster Clean provides commercial cleaning services for businesses throughout the United States and Canada. We are committed to providing a healthy and safe work environment for all.

In 1929, Marion E. Wade, a former minor league baseball player, founded ServiceMaster as a moth-proofing company based out of Chicago, Illinois. Just 23 years later, it expanded to include franchised carpet cleaning services.

Today, ServiceMaster Clean has more than 1,200 franchise locations that serve various industries, such as office buildings, healthcare facilities and warehouses. We provide professional cleaning services to more than 75,000 homes and businesses every day.

Our Higher Standard Of Clean

ServiceMaster Clean gives you the perks of a locally owned and operated franchise that is backed by a national network. We use the latest technology and equipment to make sure your business is spotless and safe for your staff and customers alike.

Contact Jennifer Diaz or Jonathan for your quote today at (442) 294-7950 or jjdaz@servicemasterbyrca.com



Information provided by member



Oasis China Lake, LLC

The OASIS development at 830 S. China Lake Blvd. represents many years of work assembling parcels, design, engineering and final approval by the City. The 15 acre project is primarily directed toward the entertainment sector. As you know we currently have a Starbucks and Chipotle drive-thrus operating. We intend to begin construction of the 3rd pad, a Habit Burger restaurant, in the near future. When finished the project will include a 65,000 sq. ft. Entertainment Complex including an 8-screen cinema with food and beverage service to the seats, 8 lanes of bowling, an extensive amusement arcade, a theme restaurant, two bars and, with City approval, a contiguous miniature golf course. Although we haven't started construction of the main building, we hope to have it up and operating in about two years.

Information provided by member



REALMS Business After Hours



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760-371-1126 SHUSTERLAWGROUP.COM

RIBBON CUTTINGS



Tridant Solutions



AltaOne North Branch

LABOR LAW CORNER

How to Track Family Leave When Workweek Includes a Holiday

This article is reprinted from CalChamber (06/09/2023)
By Matthew Roberts

We have an employee that is currently on California Family Rights Act (CFRA)/Family and Medical Leave Act (FMLA) leave and will be using leave during the week of the Fourth of July holiday. How do we count the holiday for leave tracking purposes?

Anyone familiar with administering an employee's leave of absence under the federal Family and Medical Leave Act (FMLA) and California Family Rights Act (CFRA) knows the basic rules can make one's head spin.

Of course, there is a significant amount of paperwork just getting an employee on CFRA/FMLA leave between the notices, designation forms, and wage replacement pamphlets.

Tracking the leave, however, can be its own battle for leave administrators due to the complexities around intermittent leave. So, how do holidays complicate matters further?

Tracking CFRA/FMLA Leave

Under the CFRA/FMLA leave rules, an eligible employee may take up to 12 weeks of leave in a designated 12-month period. The regulations highlight that "weeks" under these laws means the employee's regular workweek. The leave does not have to be taken all at once and often is dictated by the qualifying reason for the leave.

Intermittent leave most commonly occurs for the employee's own serious health condition or that of a qualifying family member. The leave duration is determined by the medical provider's certification, which could certify whole weeks off or increments as small as an hour in a workday.

In the case of intermittent leave, employers will need to break down the employee's 12 weeks into days and hours and track from there.

For example, if an employee who ordinarily works five days a week needs two days off, multiply the 12 weeks by the five days to get 60 total days that the employee may have off in the 12-month tracking period. Every day used for leave gets subtracted from the balance until the 12-month period resets or the employee exhausts the leave.

Holidays

An employer's holiday policy can affect how we track leave depending upon the reason for the



leave. Both the CFRA and FMLA regulations are consistent with how to track leave accounting for a holiday in that workweek.

Let's assume that an employer closes the workplace for the Fourth of July holiday. In this case, if the employee is taking a full workweek off during the week in which the Fourth of July holiday falls, then the employee still will have a full workweek deducted from their leave balance.

If, instead, the employee is taking intermittent leave and works some days in the workweek and takes other days off for CFRA/FMLA leave in the same workweek, then only those days taken for CFRA/FMLA leave will count and the day off for the holiday will not count.

If the employer scheduled the employee to work on the holiday and the employee does not work the holiday for CFRA/FMLA reasons, then the employer may deduct that day from the employee's leave bank.

Opinion Letter

The U.S. Department of Labor (DOL) reinforced this position in a recent opinion letter responding to a question whether we should consider the workweek in which a holiday falls to be a shortened workweek for intermittent tracking.

In this case, if an employee works two days during the week and uses two days of leave, the employer wanted clarification if it would be a half week of leave instead of two-fifths of a week because of the shortened week.

The DOL declined to follow the reasoning because the regulations clearly state employers should track intermittent leave based on the actual leave taken, not by any artificially shortened workweeks due to holidays.

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.



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(760)375-8331



Community Message



Youth Award – Cub Scout Pack 341

Business of the Year –
Immanuel Christian
Child Development
Center



Beautification Award –
Bernie's Landscaping



Lifetime Achievement –
Tex Hoppus

Community Service Award –
Ridgecrest Veterans Advisory Council





Innovation Award - 760 Fitness

**Recognition of
Outgoing Chair -
Chris Hill**



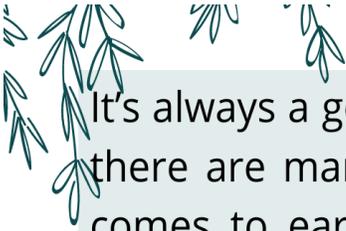
**Ambassador of
the Year -
Janis Bottorff**



**Entrepreneur Award -
Aladdin Obeid**



**2023/2024 Ridgecrest Chamber of
Commerce Board of Directors**



It's always a good time to prepare for an earthquake. We know that there are many things business owners worry about, but when it comes to earthquakes, it's not a matter of if an earthquake will strike but when. It's always a good time to prepare for an earthquake, and Cal OES is encouraging businesses to take the time to update their emergency plan to make sure their business, employees, and customers are earthquake-prepared.

Visit earthquake.ca.gov/get-prepared/ for a reminder on how to be prepared

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RENEWING MEMBERS in May 2023

Balas Montessori

DCS Corporation

Earth Landscaping

High Desert Air Ductor

Holland and Lyons Mortuary FD
1184

Jay Nolan Community Services

Mama Mia's Cakes and Treats

Memory Lane Fabric and Quilts

NAI Capital – Ted Zwicker

Oasis Garden Club of Indian Wells
Valley

R Walsh Tax Service

RC Dental Office (Drs. Oei & Tran)

Richard Design Associates, Inc

Tokyo House

United Rentals

VEN A Communal Eatery

Important Notice!

Your company's success is important to us, so we want to keep you informed of changes to your required employer postings.

There are mandatory updates to TWO of the federal notices on our all-in-one 2023 California and Federal Labor Law Poster:

-Effective April 2023, the **Federal Minimum Wage** notice was updated in response to the Pump Act that was passed at the end of December 2022.

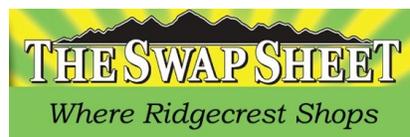
-The Equal Employment Opportunity Commission (EEOC) is expected to update its **Know Your Rights** notice in June 2023, to address the Pregnant Workers Fairness Act which takes effect on June 27, 2023.

If you purchased your 2023 Labor Law poster from us, you should have been notified of these changes. If you have any questions, please reach out to us at chamber@ridgecrestchamber.com





CHAIRMAN'S CIRCLE MEMBERS



PLATINUM & GOLD MEMBERS

RIDGECREST REGIONAL HOSPITAL FOUNDATION

SIENNA PODIATRY - DR. HOLLY SPOHN GROSS, DPM.

SYNECTIC SOLUTIONS, INC.

TEYA DEVELOPMENT, LLC

Bowman Asphalt, Inc.

Burkey, Cox, Evans & Bradford

Cerro Coso Community College

Desert Empire Fairgrounds

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

RBD California Restaurants / KFC

Saalex Solutions

Sabre Systems, Inc.

Sierra Sands Unified School District

Southern California Edison

Southern Inyo Healthcare District

T-Mobile

Toyota of Ridgecrest