

BUSINESS VOICE

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A PUBLICATION OF THE
RIDGECREST CHAMBER OF COMMERCE

2023
California
Chamber of Commerce

HR Champion

 CalChamber

Ridgecrest
Chamber of Commerce

2023 HR CHAMPION AWARD RECIPIENT
CAPITOL SUMMIT, SACRAMENTO, CA
MAY 17, 2023

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Kristina Cross
Chair Elect
Grocery Outlet

Daryl Silberberg Jr.
Board Treasurer
I WV Insurance

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Desert Empire Fairgrounds

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Cerro Coso Community College

Nancy Pace
Bake My Day

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RRH, Bella Sera

Nick Wakley
RAW Media Productions

Rebecca McCourt
Chamber Executive Director

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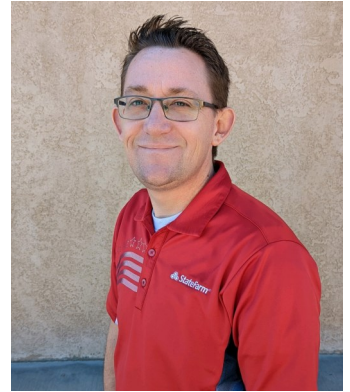
Issue 173 June 2023

BOARD CHAIR MESSAGE

Chairman Message – June 2023

Chris Hill

Well, what a year! I can't believe how fast that flew by. It has been a pleasure to serve as Board Chair for the Ridgecrest Chamber of Commerce. I have loved being able to better interact with members, plan and be a part of programs and events, stand in front of you each month at luncheons seeing your smiling faces, and overall do whatever little part I can to give back to this wonderful community. Thank YOU, our members, for all you do! You have made this experience a great one, and your partnership in the betterment of our slice of paradise is appreciated. We truly are part of something wonderful.



As such, at the close of each Chamber year, we always love recognizing and celebrating the efforts of many of you during our Community Awards and Installation event. There were so many amazing nominees this year, and we are so thankful to have such giving spirits and hardworking individuals to consider. Please join us this month as we honor this years recipients!

We're changing up our typical luncheon and instead will have a special Installation and Awards Dinner on Friday June 9th, 5:30pm at the Clarion Inn. Not only will you be able to congratulate deserving community leaders, but you'll also help us in welcoming our new Board of Directors!

They'd love your support as they begin or continue in their Chamber goal of building community and strengthening the economy! Plus, there will be AMAZING food that you don't want to miss! Come find me that night so that I can thank you for being a valued member of our organization!

I couldn't close out this last Chairman Message without thanking our wonderful staff for all they do. If you worked with them for even a small amount of time, you'd see that Rebecca and Jamie are nothing short of amazing! I am extremely blessed to know them, and to know their work ethic. Others thankfully see it as well, as evidenced with the California Chamber of Commerce recently naming our Chamber an HR Champion in the state! Only a total of 16 local chambers of commerce were awarded this, an accolade recognizing chambers who went the extra mile in keeping their members up to date on the latest labor law requirements. There's value in having a local advocate in business compliance, and I hope you can join me in thanking Rebecca and Jamie for outstanding performance!

As always, remember that we call an amazing community home, and continue to do what you can to make it better! I appreciate your time and service!

Chris Hill, Chairman

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RIDGECREST CHAMBER COMMUNITY AWARDS AND INSTALLATION DINNER

FRIDAY, JUNE 9, 5:30PM

RSVP BY JUNE 2, 2023

77th Annual

June 9, 2023— Awards and Installation Dinner

Join the Ridgecrest Chamber **at the Clarion Inn** for our annual Awards and Installation at **5:30pm on June 9, 2023**. Featured is the presentation of community awards honoring Community Service, Youth, Beautification, Business of the Year, Innovation, Entrepreneurship, Ambassador of the Year and Chairman's Award.

And of course we will celebrate the Installation of Kristina Cross, Chair of the Board and the 2023-24 Ridgecrest Chamber of Commerce Board of Directors.

Please RSVP by Thursday, June 1, 2023 to the Chamber office 760-375-8331 or chamber@ridgecrestchamber.com

Dinner will be provided by the Clarion Inn.

\$50 per person or \$45 for members with 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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ribbon cutting!

Tuesday,

June 6

at 12:00 PM



Tridant Solutions

200 S. Richmond Ste B

June 15 @ 5:30 pm

Business

After

Hours

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Location: 325 S. Downs St



ribbon cutting!

Friday

June 16

at 1:00 PM



AltaOne North Branch

1450 N. Norma St

LABOR LAW CORNER

Even in 'At-Will' California, It's Wise to Follow Disciplinary Process

This article is reprinted from CalChamber (05/26/2023) By Dana Leisinger

We opened up an office in California recently. We have a couple of problem employees, but I heard California employment is "at-will" and we can just terminate their employment. Is that true?

California is indeed at at-will state, and both employer and employee can end the employment relationship at any time, with or without cause. However, an employer can't end the relationship for an illegal or discriminatory reason.

Many individuals in protected categories (protected from discrimination) will claim their race, religion, or other protected class as the basis for a termination.

In addition, at-will does not protect an employer when an employee claims they were terminated for refusing to perform an illegal act or in retaliation for engaging in a protected activity, such as taking a legally protected leave of absence.

Discipline for Misbehavior

Therefore, it is wise for an employer to follow the progressive disciplinary process, regardless of the at-will status, for employee misbehavior.

This typically begins with an oral warning or two. It is impossible to draw a precise path to follow, as so many things can take place in the workplace.

HR California has a form titled "Employee Disciplinary Warning," with boxes to check for an oral warning, written warning, probation, or suspension (for hourly employees only). Typically, the situation will progress to a written warning if the behavior doesn't improve.

Some employers prefer to issue a suspension before termination. This can be done, however, only with hourly employees, not exempt. Additionally, not all employee misbehavior warrants the progressive disciplinary path. When an employee engages in truly reprehensible behavior, immediate termination may be warranted.

Discipline as Defense

For other situations, however, progressive discipline provides a defense against a claim of discrimination or illegal termination. When an employee makes such a claim, and the employer produces a personnel file with warnings, the claim should go no further.

Employees are terminated in large numbers every day. Few terminations ripen into a wrongful termination lawsuit. A personnel file with absolutely no warnings tends to lead to a presumption the employer wasn't being up front about the terminated employee.

Never promise progressive discipline; that promise erodes the at-will status. However, practice progressive discipline, and a natural defense will be built.

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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