



BUSINESS VOICE

ISSUE 178 | NOVEMBER 2023

A PUBLICATION OF THE
RIDGECREST CHAMBER OF COMMERCE



Come In
Support
Local Business

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Business Voice is a publication of the
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Issue 178 November 2023

Kristina Cross

November 2023

As I reflect on the whirlwind that was October, it's remarkable how swiftly time flies by. As we approach the final stretch of 2023, the energy and enthusiasm in Ridgecrest continues. Who would have thought there could be so much to do in our beloved town?

We've just bid farewell to a successful Fair and packed Halloween weekend. Now the excitement continues with the Ridgecrest Petroglyph Festival, slated for November 4th and 5th. Your Chamber will be right in the heart of the action, so drop by our table to say hello.

With the numerous events and opportunities in our town, and I encourage you to explore RidgecrestEvents.com. It's your go-to source for everything happening in the area. Don't forget to add your own event, meeting, or service opportunity. Together, we make Ridgecrest an even more vibrant place to be.

And speaking of visibility, don't miss out on the chance to advertise on our electronic sign, or secure a spot for your community group. The exposure is unparalleled, and the value is exceptional. Plus, for our cherished Chamber members, we have dedicated space in our newsletters and weekly update emails. It's your platform to let the public know about your latest endeavors.

Our month begins with the final Coffee Club of the year tomorrow on November 2. Later this month, November 16, marks the return of Business After Hours. We encourage you to mark your calendars and learn from High Desert Training Services at the Ridgecrest Chamber office. We are also excited to start a new series of classes focused on various Human Resource topics. Stay tuned for more information.

On a final note, we want to remind you that before turning to online giants for your holiday shopping, consider exploring the fantastic array of gifts available right here in Ridgecrest. Support your fellow Chamber members, uplift your neighbors, and strengthen Ridgecrest. As we gather with loved ones to celebrate and give thanks, remember to take care of one another. The Ridgecrest Chamber is thankful for its members and the community. Have a safe November.

- Kristina



Register Today at www.CerroCoso.edu

A group of four people (three women and one man) smiling and wearing dark blue polo shirts with the Cerro Coso Community College logo. They are standing outdoors in front of a building.

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

CERRO COSO
COMMUNITY COLLEGE
TAKE flight

CHAMBER LUNCHEON

RSVP today!



CHAMBER@RIDGECRESTCHAMBER.COM

November 14 — Meith Operational Solutions, Amy Alden, SPHR, SHRM-SCP

Join the Ridgecrest Chamber at the **Historic USO Building** on **Tuesday, November 14 at 12pm.**

We will hear from Amy Alden,

President of Meith Operational Solutions, about HR Certifications, changes to 2024 Employment Law as well as a sneak peek into upcoming HR classes presented in partnership with your Ridgecrest Chamber. Meith Operational Solutions utilizes the certified, senior-level Human Resources knowledge and Operations Management experience of its founder, to bring affordable, custom resources and solutions to businesses.



Meith

OPERATIONAL SOLUTIONS

Your Chamber is dedicated to:

Building community

Strengthening the economy

Providing networking opportunities

Representing the interest of business to the government

Political action

Please RSVP by Friday, November 10, 2023 to the Chamber office 760-375-8331 or chamber@ridgecrestchamber.com

Lunch will be provided by the restaurants of Clarion Inn.

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

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(760) 446-2796

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

NEW MEMBERS

TOMii Healing & Wellness

Technology and Traditional Chinese Medicine come together. Visit TOMii and learn of the Qi Meridian Energy analysis to balance your system & its application for natural healing therapy.

TOMii meridian energy chi analysis system find the blockages & imbalance within minutes, these blockages & imbalance are underlying cause of chronic health issues.

For centuries Traditional Chinese Medicine Practitioners have known that the key to health is the flow of Qi Energy through the 12 meridians. Practitioners spent years developing a knowledge of these meridians and how to detect blockages through touch. Today, TOMii Healing & Wellness has brought technology to this process. By doing so, we have vastly improved the accuracy, reliability of the readings. In addition, you can now see the results and what they mean within 10 minutes!

They have helped thousands of patients, who suffer from diabetes, high blood pressure, bad sleep, low immunity, poor digestion, weak cardiovascular system etc. achieve measurable & sustainable health results through the combination of acupressure & cupping therapy.

Learn more at <http://www.tomii.us/> or call 760-977-2193

Location: 1307 N. Norma St, Ridgecrest, CA



Information provided by member

DON'T FORGET TO SHOP LOCAL THIS SEASON

Home Office **SOLUTIONS**

Create a workspace
that works for you.





Moving Mountains HR



Primerica - Joel Helms



TOMii Healing & Wellness

FULL SERVICE LAW OFFICE

LAW OFFICE OF DENNIS M. SCHUSTER

123 GRANDE WAY STE E

760-371-1126 SCHUSTERLAWGROUP.COM

Join us

7:30-9:00am
November 2



CHAMBER Coffee Club

Coffee & Conversation @ the Chamber Office

ribbon cutting!



Monday,
November 6,
at 12:00 PM

Sienna Health & Wellness
Sienna Podiatry
1661 Triangle Dr.

November 16 @ 5:30pm

Business
After *Hours*
MIXER & NETWORKING

Host: High Desert Training Services, LLC

Location: Ridgecrest Chamber Office
128 E. California Ave

presented by Ridgecrest Chamber 

Shop Local
SATURDAY
11.25.2023



Coffee Club



October Member Visits

Sierra Sands



Ridgecrest Children's Montessori House



Restoration Lab



Bachman Family Dentistry

Salvation Army's People's Pick Pantry





3R WoodworX



Jay Nolan Community Services



LABOR LAW CORNER

Time Off for Crime Victims: What's Required Depends on the Crime

By Matthew Roberts (10/27/2023)

An employee just informed me that they are a crime victim and need time off. What do we have to provide?

Whether you must provide time off depends on the type of crime they experienced and the reason they need to take time off from work.



There are two similar but distinct leaves for certain crime victims: crime victims' leave and victims of crime or abuse leave. These leaves generally require a specific, serious crime that necessitates the employee attending legal proceedings or obtaining medical treatment.

Crime Victims' Leave

The first type of leave that may be available is known as "crime victims' leave." There are two subsets of "crime victims' leave" and there is no specified length of time for either.

- The first subset provides time off to attend judicial proceedings if the employee or the employee's immediate family member, including a registered domestic partner or the partner's child, was the victim of a violent or serious felony (as defined by the Penal Code), felony theft or embezzlement.
- The second subset provides leave for proceedings involving the victims' rights. Qualifying "victims" and crimes are different from the first subset. In the second subset, "victims" can be only the employee or their spouse, parent, child, sibling or guardian. The qualifying person must be a victim of a specific crime identified in Labor Code Section 230.5(a)(2).

Various proceedings involving victims' rights are covered under this second subset, including any delinquency proceeding involving a post-arrest release decision, plea, sentencing, post-conviction release decision; or any other proceeding in which a right of the victim is at issue. Crime victims' leave is unpaid; however, employees may use vacation, paid time off (PTO), or other personal leave for either subset. For the first subset, the law expressly allows the employee to use sick leave.

Employers are permitted to request documentation to substantiate the leave. For the first subset, the employee must provide the notice of the hearing. For the second subset, the employee may provide documentation from police, court or medical sources identifying the person as a victim of a qualifying crime.

Victims of Crime or Abuse Leave

Although similar in name to the crime victims' leave law, leave for "victims of crime or abuse" is a separate and distinct leave that provides unpaid time off for different reasons.

All employers, regardless of size, must allow victims of domestic violence, sexual assault,

stalking or a crime that resulted in physical injury, or mental injury and a threat of physical injury (“crime or abuse”), to take time off for related legal proceedings, including, but not limited to, obtaining a temporary or permanent restraining order, or other court-ordered relief to help ensure the health, safety or welfare of the employee or their child.

In addition, employers with 25 or more employees must provide employees who are victims of crime or abuse with time off to seek medical attention for injuries caused by the crime or abuse, to obtain services from a shelter, to obtain psychological counseling or mental health services, and to participate in safety training.

The crime or abuse leave is unpaid; however, employees may use leave under the California Healthy Workplaces, Healthy Families Act (HWHFA), vacation, PTO, or other personal leave.

Employers may request documentation to substantiate the employee’s status as a victim of crime or abuse, including a police report, court order, other relevant evidence from the court demonstrating the employee’s attendance in court, documentation regarding medical treatment, or even self-certification from the employee.

If employees are using HWHFA paid sick leave, employers should exercise caution about requesting documentation.

Column based on questions asked by callers on the Labor Law Helpline, a service to California Chamber of Commerce preferred members and above. 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.

EMPLOYMENT POSTERS



Order Your 2024 Employment Posters

Contact us to place your 2024 poster order
chamber@ridgecrestchamber.com

SHOP SMALL WITH AMEX

DON'T MISS OUT

SMALL BUSINESS SATURDAY[®]
IS NOV 25

COME BY, SAY HI AND LET'S SHOP SMALL, TOGETHER!



do business with

MEMBERS

RENEWING MEMBERS in September 2023

Bachman Family Dentistry

Balsam Street Cleaners

CLOTA (Community Light
Opera & Theatre Assoc.)

Financial Business
Management

Keller Williams Realty

Ridgecrest

Oasis Family Resource Center

CAPK

Restoration Lab

Sierra Sands Unified School
District

Silver Valley Propane

VFW Auxiliary Ship 4084

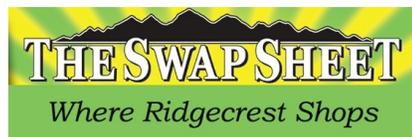
Wingstop

Tj. Frisbee
BICYCLES

Phone: 760-375-4202
217 N. Balsam, Ridgecrest CA 93555



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

Electrified Solutions Electric, LLC

Electronic Payments, Inc.

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

Primerica

RBD California Restaurants / KFC

Saalex Solutions

Sierra Sands Unified School District

Southern California Edison

Southern Inyo Healthcare District

T-Mobile

Toyota of Ridgecrest