



EL DORADO COUNTY CHAMBER OF COMMERCE'S

Voice of Business

542 Main St. • Placerville, CA 95667 • (530) 621-5885 • www.eldoradocounty.org

Planning an event? Inviting out of town guests? Looking for lodging? The El Dorado Stay & Play Shuttle program was designed with you in mind! The El Dorado County Visitors Authority created this program to encourage group transportation, overnight stays in El Dorado County, reduce motor vehicle emissions and introduce new visitors to the area. If this sounds like a tall order, than you are correct. In fact it can only be achieved with a variety of exciting partnerships.

Recognizing the loss of important hotel/motel tax dollars to our neighboring city of Folsom, representatives from the EDC Visitors Authority, lodging and event venues came together to address the concern.

The result was the development of a cost share program with elements of public education with regard to emissions, public behaviors and the benefits of public and group transportation to the community as well as ride share options. Since 2016, this program has generated more than 3,000 room nights in El Dorado County lodging. This, in turn, generates important hotel/motel tax (TOT) dollars for our county.



Grant funding provided by El Dorado County Air Quality Management District Motor Vehicle Emission Reduction Projects (AB2766) has allowed the El Dorado Stay & Play Shuttle to expand in the past five years. This is great news for organizers of weddings, company retreats, class reunions, large events and more!

Here's how it works - The El Dorado Stay & Play Shuttle program provides funding for transportation from one or more El Dorado County lodgings to regional wedding and event venues. The level of funding is based upon the number of rooms nights booked.

- 20 room nights = \$500.00 contribution to shuttle cost
- 30 room nights = \$750.00 contribution to shuttle cost
- 40 room nights = \$1000.00 max contribution to shuttle cost

Welcome kits provided in guests' rooms include EDC Visitors & Farm Trails Guide, discounts and incentives for El Dorado County businesses, materials highlighting the El Dorado Wine Country, Apple Hill Growers, things to do in the communities of Coloma, Fair Play and the Divide, information on ride share options, emissions, and other small gifts. To find out more about the El Dorado County Stay & Play Shuttle go to VisitElDorado.com/stay-play-shuttle or email stayandplay@eldoradocounty.org.

Curves Grand Re-opening



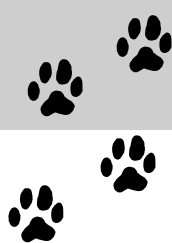
Ky Bessom of Placerville Curves cuts the ribbon celebrating their grand re-opening at their new location at 2869 Placerville Drive, across from the Mountain Democrat. Curves' 30-minute total body workouts are designed specifically for women and help increase energy, build strength, and improve flexibility. 530-303-2525, Curves.com

Show us your Pets!

Free Promotional Opportunity for our members

We're excited to partner with El Dorado County Animal Services for our annual charity Golf Tournament coming up September 18th and we would like to celebrate the pets in our lives. Send us a shot of you and your pet, or your pet at your place of business and we'll include it in our social media campaign for the golf tournament.

#EDCChamber
#EDCCCCharityGolfTournament



Business to Business Contracting - The latest update on AB5

This section and the holding in Dynamex Operations West, Inc. v. Superior Court of Los Angeles (2018) 4 Cal.5th 903, do not apply to the relationship between a business entity and an individual performing work pursuant to contract with another business entity to provide services to the contracting business, and instead the employment relationship shall be governed by the test adopted by the California Supreme Court in the case of S. G. Borello & Sons, Inc. v. Department of Industrial Relations (1989) 48 Cal.3d 341, if the contracting business entity demonstrates that all the following criteria are satisfied:

- (1) the service provider is free from the control and direction of the contracting business entity in connection with the performance of the work, both under the contract for the performance of the work and in fact;
- (2) the service provider is providing services to the contracting business rather than directly to customers of the contracting business;
- (3) the contract with the service provider is in writing;
- (4) if the work is performed in a jurisdiction that requires the service provider to have a business license or business tax registration, the service provider has the required business license or business tax registration;
- (5) the service provider maintains a business location that is separate from the business or

work location of the contracting business;

(6) the service provider is customarily engaged in an independently established business of the same nature as that involved in the work performed;

(7) the service provider is available to contract actually contracts with other businesses to provide the same or similar services and maintains a clientele without restrictions from the hiring entity;

(8) the service provider advertises and/or markets holds itself out to the public as available to provide the same or similar services;

(9) the service provider has no other financial relationships with the contracting business;

(10) the service provider can negotiate its own rates; , provided that the rate is equal to or greater than two times the minimum wage for hours worked;

(11) the service provider can set its own hours and location of work;

(12) the service provider is not performing the type of work for which a license from the Contractor's State License Board is required.

Contact:
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Advocacy and Management Group
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dbutler@amgroup.us

Golfers Wanted!



Wednesday, September 18, 2019

EDC Chamber's Annual
Charity Golf Tournament
Apple Mountain Golf Resort

Play * Sponsor * Donate Raffle Prizes * Donate to Swag bags
(530) 621-5885

www.eldoradocounty.org

A portion of the proceeds will go to support our partner charity,
El Dorado County Animal Services



CalChamber.

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AUGUST 2019 COMMUNITY CALENDAR

Community Observatory
Folsom Lake College-El Dorado Center, Campus Dr. Free. (530) 642-5621 or communityobservatory.com

Gold Rush Barbershop Chorus & Quartet
Tuesday Evenings, 7:00 p.m. First Christian Church of Placerville, 2687 Andler Rd. (530) 680-8844 or www.goldrushchorus.org

Apple Jacks & Jill's Square Dance Club
Wednesday Evenings, 6:30 p.m. at Hangtown Grange, 2020 Smith Flat Road, Placerville. 530-621-1830 or 916-933-2790

Main Street Strollers Square Dance Club
Learn to Square Dance. Thursday Evenings, 6 p.m.- 8:30 p.m. at I.O.O.F Hall, 467 Main Street, side door, Placerville. 530-677-7961, mainstreetstrollers@gmail.com

Placerville Raceway
Aug 10, Point Race #13; Aug 14, Points Race #14; Aug 21, King of the West-NARC Fujitsu 410 Sprint Car Series featuring Kyle Larson and Brad Sweet plus BCRA Midgits, www.placervillespeedway.com

UCCE/El Dorado County Master Gardener Classes
Aug 3, Garden Tours and Solar Viewing, observe the Sun safely thru two types of solar telescopes. Sherwood Demonstration Garden, Folsom Lake College, 6699 Campus Dr, Placerville. 9 a.m. - Noon

Aug 10, 2nd Saturday Open Garden Day – Planning your fall garden & planting starts for your winter crops. Sherwood Demonstration Garden, Folsom Lake College, 6699 Campus Dr., Placerville. 10 a.m. – Noon

Aug 14, Culinary Herbs: From Garden to Gourmet, one of the best ways to introduce healthy, delicious flavor into meals is to use herbs in our cooking. Cameron Park Community Center, 2502 Country Club Drive, Cameron Park. 9 a.m. – Noon

Aug 17, Fall & Winter Vegetables, would you like to continue to harvest luscious, home-grown vegetables even after the heat of summer subsides? Government Center Hearing Room - Building C, 2850 Fairlane Court, Placerville. (530) 621-5512, www.ucanr.edu/edmg

Farmers Markets
Tuesday 8 a.m. - 1 p.m. South Lake Tahoe, American Legion Hall, 2732 South Lake Tahoe Blvd.
Wednesday 8 a.m. - Noon - Cameron Park - Burke's Junction
Wednesday 4 p.m. - 9 p.m. at the Bell Tower, Main Street, Placerville
Saturday 8 a.m. - Noon - Placerville – Behind Ivy House Parking Lot, El Dorado Trail, Clay Street
Sunday 8 a.m. - 1 p.m. - El Dorado Hills - Town Center Blvd., (530) 622-1900 or visit www.eldoradofarmersmarket.com

American River Conservancy
Aug 8 Cleanup event along the South Fork American River, 8 a.m. – 3 p.m.
Aug 17 Chief Whiskey Creek/Fire Lakes Trail/ Shanks Cove Trail overnight backpacking, 9 p.m.
Aug 25 Open Space Easy Tai Chi – Qigong at Wakamatsu Farm, 10 a.m. – 11 a.m.
Aug 25 Capturing Wakamatsu: A Poetry Walk/ Workshop, 10:00 a.m. – Noon. (530) 621-1224, julie@arconservancy.org, arconservancy.org

Haunted Hangtown Ghost Tours
Fridays and Saturdays. (530) 748-0435 or hauntedhangtownghosttours.com/tours

Aug 1- 4 ~ 43rd National Mother Lode Art Exhibit
11:00 a.m. - 4:00 p.m., Sacramento Fine Arts Center 5336-B Gibbons Drive, Carmichael.

Aug 1, 8, 15, 22, 29 ~ Nello Olivo Winery Date Night
6 p.m. – 8 p.m., 3544 Carson Road, Camino. nelloolivo.com/date-nights-summer/

Aug 1, 8, 15, 22, 29 ~ Live on the Boulevard Concerts
6:30 p.m. – 8:30 p.m. El Dorado Hills Town Center, Steven Young Amphitheater. Free. www.edhtowncenter.com

Aug. 1 ~ Ribbon Cutting at Motorpool Auto and Equipment Repair
Please join us for BBQ, raffle prizes, and to check out their shop. Motorpool Auto and Equipment Repair, 4095 Carson Road, Camino. 5:30 p.m. - 7:00 p.m.

Aug 1 ~ Rucksack Cellars Thursday Evening Music Summer Series
6 p.m. – 8 p.m., 3030 Carson Road. rucksackcellars.com

Aug 2, 9, 16, 23, 30 ~ Sunset Sippin at Boeger Winery
6 p.m. – 9 p.m. 1709 Carson Road, Camino. (530) 622-8094. www.boegerwinery.com

Aug 3, 10, 17, 24, 31 ~ Family Karaoke
6:00 p.m. – 10:00 p.m. Pizza Factory Placerville, 1242 Broadway. 530-626-3034 • www.facebook.com/placerville.pizza.factory

Aug 3, 10 ~ Lava Cap Music Summer Series
4 p.m. – 8 p.m. Lava Cap Winery. 530-621-0175 or www.lavacap.com

Aug 3 – 4 ~ Sangria Weekend
11 a.m. – 5 p.m. Fenton Herriott Vineyards, 120 Jacquier Court, Placerville.

Aug 4 ~ Bingo at the Elks Lodge
1:45 p.m. – 4:30 p.m. 3821 Quest Ct, Shingle Springs. (530) 672-9120, www.placervilleelks.org

Aug 4, 18 ~ El Dorado Depot -El Dorado Western Railroad Rides
11 a.m. Departs from Oriental Street. (530) 409-8473, museum.edcgv.us/el-dorado-western-railroad

Aug 6, 13, 20, 27 ~ Trivia Night
6 p.m. – 8 p.m. Nello Olivo Winery and Hwy 50 Brewery. 3544 Carson Road, Camino. nelloolivo.com/event-directory, jamaica@nelloolivo.com

Aug 6, 13, 20, 27 ~ Bingo
5 p.m. Pollock Pines/Camino Community Center, 2675 Sanders Dr. (530) 647-8005, pollockpines.org

Aug 9, 23 ~ Pizza on the Patio
6 p.m. – 9 p.m. Via Romano Vineyards. info@viaromanovineyards.com or www.vrv.vin/Visit-Us/Winery-Events

August 9 ~ September 15 Olde Coloma Theatre Presents
"The Misfortunate Mishaps of The Trio McBride" or "Whose Gold Is It Anyway" oldecolumatheatre.org or (530) 626-5282

Aug 10 ~ Ag in the Classroom 20 Mile Taste
Celebrating El Dorado County's bounty, showcasing local produce prepared by local chefs and paired with local wines. In addition to locally sourced flavors, the event will feature a raffle, live auction, and adult farm day fun. Ticket price includes sample sized portions of food and drink pairing. Davies Family Inn at Shadow Ridge Ranch, 3700 Fort Jim Road, Placerville. \$50 advance/\$55 at the door (if available). http://aginthe-class-edc.org/fundraising-events/

Aug 10 ~ Live Music at the Nugget Campground
A celebration of the life and memory of beloved Jerry Garcia. Moonalice, Jerrys Middle Finger, Jonny Mojo & Friends. 1 p.m. – 8 p.m., \$20 advance, \$25 at the door per person 916-952-1665, Jenn@teieoneon.com, teieoneon.com

Aug 10 ~ KFOK 95.1 FM Benefit Concert
Georgetown Park, 4 – 9 p.m. Woodstock 50th Anniversary. Featuring L-Dawg Band, Sugarplum the Band, Garage Openers, Creepy Uncles. cafe@roaringroad.net, www.kfok.org

Aug 11, 25 ~ Shingle Springs Depot -El Dorado Western Railroad Rides
11 a.m. Departs from 4241 Mother Lode Dr. (530) 409-8473, museum.edcgv.us/el-dorado-western-railroad

Aug 14 ~ Hangtown Toastmasters Pizza Night
6 p.m. - 7:30 p.m., Round Table Pizza on Missouri Flat Road. www.toastmastersinternational.org

Aug 17 ~ Stagecoach Rides
Noon Weather permitting. Davey "Doc" Wiser & Crew. Placerville-downtown.org

Aug 17 ~ Third Saturday Art Walk
5 p.m. – 9 p.m. Historic Downtown Placerville (530) 672-3436, Placerville-downtown.org

Aug 17 ~ Pollock Pines Community Flea Market
8 a.m. – 3 p.m. El Dorado Savings Bank parking lot, 6252 Pony Express Trail. www.pollockpines-caminorotary.org

Aug 21 ~ Gold Country Showdown
The premier 410 sprint car touring association will invade Placerville Speedway for the first event in a series of four. Join us to witness fast, exhilarating action of some of the best dirt track racing drivers in the state of California. 3 p.m. – 10 p.m., El Dorado County Fairgrounds, 100 Placerville Dr. 530-344-7592, www.placervillespeedway.com

Aug 22 ~ El Dorado County Chamber Mixer
5:30 p.m. – 7:30 p.m. Hosted by Hwy 50 Brewery, 3544 Carson Rd, Camino. (530) 621-5885. www.eldoradocounty.org

Aug 24 ~ Third Annual Murder at Gold Bug Mine
4:30 p.m. - 8:00 p.m., Tickets \$45 at the EDC Chamber, 542 Main Street. 530-621-5885 or Placerville News (at the Bell Tower) 530-622-4510.

Aug 24 ~ Hawaiian Luau
5:30 - 8:30 p.m., \$42 + tax, Fenton Herriott Vineyards, 120 Jacquier Court, Placerville.

Aug 25 ~ Antique Street Fair
8 a.m. – 3 p.m., Main Street, Placerville. placerville-downtown.org

Aug 31 – Sept 2 ~ Civil War Battle Trains - Virginia Truckee RR
Support Yankee and Rebel soldiers as they shoot it out in spectacular staged battles. Virginia City Railroad Depot, 166 F Street, Virginia City, NV. (775) 847-0380

Aug 31 ~ Chuck's Wellness Center Open House
11 a.m. – 1 p.m., 1318 Broadway, Placerville, chuckswellnesscenter@gmail.com

For more information on these and other events, visit www.visiteldorado.com Event date, time, cost or locations are subject to change. Prior to attending an event please confirm the information.

Meetings:

- Aug 1 ~** Noon, Chamber Diplomats, Chamber Conf. Room
- Aug 8 ~** Joint Chambers Meeting, 7:30 a.m., EDCOE
- Aug 14 ~** Business Luncheon, Red Hawk, Henry's Steakhouse, 11:30 a.m.
- Aug 15 ~** Ag Council, 7:30 a.m., Ag Building
- Aug 22 ~** Chamber Mixer at Hwy 50 Brewery, 5:30 p.m. – 7:30 p.m.

Firing an Employee with a 'Bad Attitude' in California

CalChamber/HRWatchdog

Can you fire an employee for a bad attitude?
We would like to terminate an employee who has a bad attitude that rubs off on other employees. However, we haven't given him any warning. Is it safe to let him go?
Although California is at "at-will" state, meaning employment may be terminated by either the employer or employee on notice to the other, that doesn't make an employer bulletproof when relying on its at-will status.

At-Will Limits
First, at-will can be negated in a number of ways, including, but not limited to, contracts to terminate only for cause, promises of progressive discipline, and promises that "you will always have a job if you do good work."
But even absent the circumstances noted above, an employer can't terminate an employee based on his/her status in a protected category, such as age, physical disability, race, etc.
Therefore, when considering termination for someone who has a "bad attitude," be sure to keep in mind all these protected categories.
For example, if the employee with the bad attitude is in one or more protected categories and no warnings have

been issued, that employee may easily claim discrimination upon termination. Therefore, an employer should follow progressive discipline, but never promise it.
Most employees expect there to be some kind of reason for getting fired, and if they haven't received any warnings at all and the employer simply states that the employee isn't working out, the vague language doesn't bode well for the employer.

Focus on Specifics
Therefore, even when it's difficult, the employer should give warnings with specifics to the employee.
The bad attitude can affect the workplace in a number of ways, and that impact should be the focus of the warnings.
Issues such as stress/unhappiness of co-workers, disruption of work flow — the employer should address these so that if a termination for a "bad attitude" is challenged, the employer has ample defenses.

Managing Performance
Effective management includes putting your employees on notice when their behavior falls below company expectations. Regular communication is especially important when you are dealing with a poor performer; on-going communication allows the employee to know your expectations, avoids surprises, and gives the employee

a chance to improve.
Documentation of performance issues is an important part of the process. Documentation can also protect the company in the event the employee is terminated and later claims the termination was wrongful.
Key factors to consider before disciplining employees include:

- Exceptions to at-will employment
- When to conduct investigations
- Work rules and performance standards
- Consistency and reasonableness
- Proper documentation and recordkeeping.

You Can Submit Your Event Online!

Did you know that the Chamber keeps a community calendar of events? El Dorado County events can be submitted to <http://visiteldorado.mhsoftware.com/EditItem.html>

Once approved, your event will appear on the online calendar at www.visiteldorado.com and also printed in the Voice of Business newsletter as space allows.