



EL DORADO COUNTY CHAMBER OF COMMERCE'S

Voice of Business

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

Hello, Goodbye



Our very own, Brooks Walton has announced her retirement effective July 31st. Brooks has been with us for 17 years, 4 of those as a volunteer and 13 as a very valuable part of our team. We are happy for her and her new adventures ahead but she will be greatly missed.

Brooks will be training Yasmine Pitts to fill her place as the newest Chambermaid. Yasmine has been interning with us for the past four months and will be a great addition to the team.

Stop in and congratulate Brooks on her retirement and Yasmine on her new job!



Now Accepting Applications

The Chamber is now accepting applications for Leadership El Dorado Class XIII.

The deadline to apply is July 22, 2019.

For more information visit our website: www.eldoradocounty.org

"About Us / Councils and Programs"

Welcome New Members



Gayle Norton, El Dorado Adventist School; Jordan Lykins & Emily Neumann, Gold Rush Energy Solutions; Kristina Stanton, Stanton...at your service; Annie Aubrey & Kimberly Cargile, Chuck's Wellness Center; Ronald Demske, Care Patrol; Bill Kanellis, El Dorado Hills Party Rentals, and Cathy Zuber, EDC Chamber.

McDonalds Grand Re-Opening The Golden Arches Gets A Make Over



Placerville Vice Mayor Michael Saragosa helps to welcome the new management team at McDonald's on Broadway.

Two 'Magical Questions' to Help Prevent Service Animal Fraud

A growing trend in California has pet owners purchasing "service animal" vests for pets that clearly aren't service animals, and then bring them into restaurants and other establishments. A 2015 UC Davis study found "a prevalence of misuse and misunderstanding of regulations and legislation on assistance dogs in California." Because service animals are legally protected, many business owners feel their hands are tied, but you can act to protect both your business and the individuals who rely on service animals to perform essential, life-saving tasks.

Under the Americans with Disabilities Act (ADA), a service animal is a dog or miniature horse that's individually trained to perform work or tasks for a person with a disability. A key word is "trained." A service animal need not be trained professionally or undergo any specific training certification process. However, animals who naturally aid a person with a disability because they are cuddly or comforting aren't considered trained and don't qualify as service animals.

This is the key distinction; there are true service animals, and there are other types of assistance animals — such as emotional support or "comfort animals" and therapy animals. These "other types" don't have access rights in the private business context under the ADA.

Service animals can be trained to provide a broad range of diverse functions for individuals with both physical and mental disabilities. For these reasons, it's critical to not assume that a dog is a fraudulent service animal.

If a person claims their animal is a service animal, you should

first ask the only two ADA-permitted questions you are allowed:

1. Is the animal required because of a disability?
2. What work or task has the animal been trained to perform?

Making these inquiries in their entirety forces the person who may be fraudulently representing that their pet is a service animal to affirmatively state that they need the animal due to a disability and to precisely describe what task that animal is trained to perform. While some pet owners will take their deceptions to the ends of the earth, most either won't go this far or won't be prepared to describe the task their pet has allegedly been trained to perform.

Legitimate service animals are also subject to limitations. Their access rights are conditional and not absolute: The animal must be housebroken, non-threatening and under the handler's care and control. Therefore, if the animal becomes aggressive and begins to threaten the health and safety of other patrons (or other service animals), you can demand that the animal leave.

If you take this approach, which you are well within your rights to do, please keep in mind that you must still permit the animal's handler to obtain the services or goods that person needs without the animal's presence. For example, if the animal is asked to leave a restaurant because it isn't housebroken, you should offer to either let the patron stay without the animal or take the food to go.

Christina Baggett, J.D., Associate Legal Counsel, Stryker

Save The Date!



Wednesday, September 18, 2019
EDC Chamber's Annual
Charity Golf Tournament
Apple Mountain Golf Resort

Play * Sponsor * Donate Raffle Prizes * Donate to Swag bags
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A portion of the proceeds will go to support our partner charity,
El Dorado County Animal Services



CalChamber.

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JULY 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 & Jills 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

Thursday Evenings, 6:30 p.m. at I.O.O.F Hall, 467 Main Street, Placerville. 530-677-7961. mainstreetstrollers@gmail.com

Placerville Raceway

July 04, Point Race #9, Freedom Fireworks; July 13, Point Race #10, 360 Sprint Cars; July 20, Point Race #11; July 27, Point Race #12; www.placervillespeedway.com

UCCE/El Dorado County Master Gardener Classes

July 10 All about Berries, Cameron Park Community Center, 2502 Country Club Dr. 9 a.m. - Noon

July 13 2nd Saturday Open Garden Day – Planning your fall garden & planting starts for your winter crops. Succulent Garden open for questions. Sherwood Demonstration Garden, Folsom Lake College, 6699 Campus Dr, Placerville. 10 a.m. – Noon

July 20 Control of Noxious and Invasive Weeds

Government Center Hearing Room Building "C", 2850 Fairlane Ct, Placerville, 9 a.m. - Noon

UCCE Master Gardeners of El Dorado County Office, (530) 621-5512, www.ucanr.edu/edmg

Farmers Markets

Saturday 8 a.m. - noon - Placerville - Ivy House Parking Lot

Sunday 8 a.m. - 1 p.m. - El Dorado Hills - Town Center Boulevard

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

For more information call (530) 622-1900 or visit www.eldorado-farmersmarket.com

American River Conservancy Events

July 8 Giving Garden Workday at Wakamatsu, 9 a.m. - Noon

July 13 Foster Meadows/Cosumnes Headwaters Hike, 9 a.m. \$5 members/\$10 non-members

July 27 Restoration & Riparian Area Care at Wakamatsu Farm, 10 a.m. - 2 p.m.

July 28 Beginning Birding, 7:45 a.m. - Noon, \$5 members/\$10 non-members

Please call for meeting location. (530) 621-1224, Julyie@arconservancy.org, arconservancy.org

Haunted Hangtown Ghost Tours

Fridays and Saturdays. (530) 748-0435 or hauntedhangtownghosttours.com/tours/

July 5 through July 28 – Olde Coloma Theatre Presents

"The Pillaging Pirates of the SS Freeboot or Lost, Sourced & Star Crossed". oldecolomatheatre.org or (530) 626-5282

July 2, 9, 16, 23, 30 – Bingo

5 p.m. Pollock Pines/Camino Community Center, 2675 Sanders Dr. (530) 647-8005, pollockpines.org

July 2, 9, 16, 23, 30 – 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

July 3 – Freedom Fireworks at El Dorado Hills Town Center

6 p.m. - 11 p.m. www.eldoradohillstowncenter.com

July 4 – Family Blast at El Dorado County Fairgrounds

4 p.m. - 10 p.m. (530) 621-5860, eldoradocountyfair.org/blast.html, fair@eldoradocountyfair.org

July 4 – Independence Day Parade in Pollock Pines

11 a.m.- 1 p.m.. Parade along Pony Express Trail. Sponsored by Pollock Pines-Camino Rotary. www.pollockpines-caminorotary.org

July 4 – Pleasant Valley 4th of July Parade

11 a.m. Leisure Lane to Mount Aukum Rd. 530-295-3327.

July 4 – Garden Valley 4th of July Parade & Picnic

11 a.m. Garden Valley Park, Marshall & Garden Valley Roads. 530-333-2179

July 5, 11, 18, 25 – 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

July 5, 12, 19, 26 – Sunset Sippin at Boeger Winery

6 p.m. - 9 p.m. 1709 Carson Road, Camino. (530) 622-8094. www.boegerwinery.com

July 6, 13, 20 & 27 – Family Karaoke Pizza Factory Placerville

6:00 p.m. - 10:00 p.m. 1242 Broadway, Placerville. 530-626-3034 www.facebook.com/placerville.pizza.factory

July 6, 13, 20 & 27 – Lava Cap Music Summer Series

4 p.m. - 8 p.m. Lava Cap Winery. 530-621-0175 or www.lavacap.com

July 7 – Bingo at the Elks Lodge

1:45 p.m. - 4:30 p.m. 3821 Quest Ct, Shingle Springs. (530) 672-9120, www.placervilleelks.org

July 7 & 21 – El Dorado Depot -El Dorado Western Railroad Rides

11 a.m. Departs from Oriental Street. (530) 409-8473, museum.edcgv.gov/el-dorado-western-railroad

July 9 – El Dorado County Historical Society Annual Summer Potluck

5 p.m. Veteran's Memorial Building dining room, 130 Placerville Dr.

July 10 – South Fork Fest

5:30 p.m. - 10 p.m. Earthtrek Campground, 7310 Hwy 49, Lotus. \$15.00 per person 13 and over. 12 & under are free with adult admission. so-far.org or (530) 642-1900

July 12 & 26 – Pizza on the Patio

6 p.m. - 9 p.m. Via Romano Vineyards, info@viaromanovineyards.com or www.vrv.vin/Visit-Us/Winery-Events

July 12 – Music at Gold Hill Vineyard & Brewery

5660 Vineyard Lane, Placerville. 530 626 6522, www.goldhillvineyard.com

July 13 – Summer Barbecue at Fenton Herriotts Vineyards

Noon - 4 p.m. 120 Jacquier Court. \$5 briand@fentonherriott.com; www.fentonherriott.com

July 13 – Apple Hill Growers Farm to Fork Dinner

6 p.m. - 10 p.m. Delfino Farms, 3205 North Canyon Rd, Camino. \$125 per person (530) 644-7692, www.applehill.com, info@applehill.com

July 13 – American Legion Riders – Chapter 119 – 9th Annual Poker Run

9 a.m. Registration Post 119 American Legion Hall, \$25/\$35, (530) 626-3956

July 14 & 28 – Shingle Springs Depot -El Dorado Western Railroad Rides

11 a.m. Departs from 4241 Mother Lode Dr. (530) 409-8473, museum.edcgv.gov/el-dorado-western-railroad

July 19 – Summer Concerts in the Park

7 p.m. EDHCSD Community Park, 1021 Harvard Way, EDH. (916) 933-6624; eldoradohillsscd.org

July 20 – Stagecoach Rides

Noon Weather permitting. Davey "Doc" Wiser & Crew. Placerville-downtown.org

July 20 – Third Saturday Art Walk

5 p.m. - 9 p.m. Historic Downtown Placerville (530) 672-3436, Placerville-downtown.org

July 20 – 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

July 27 – Sippin Under the Stars

8 p.m. - 10 p.m. 120 Jacquier Court. \$5 briand@fentonherriott.com, www.fentonherriott.com

July 25 - 28 – 67th Annual Jeepers Jamboree 4 day trip

530-333-4771, mail@jeepersjamboree.com or visit www.jeepersjamboree.com

July 25 – Chamber Mixer Hooverville Orchards

5:30 p.m. - 7:30 p.m. 1100 Wallace Road, Placerville. (530) 621-5885. www.eldoradocounty.org.

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:

July 17 Ag Council, 7:30 a.m., Ag Building

July 25 Chamber Mixer at Hooverville Orchards, 5:30 p.m.

Marijuana and Workplace Policies

By Erica Frank, J.D., CalChamber General Counsel

On November 8, 2016, California joined several other states in legalizing recreational use of marijuana by adults.

Proposition 64, also known as the Adult Use of Marijuana Act, legalized the recreational use of marijuana for adults 21 years of age and older, imposes a 15 percent excise tax on marijuana sales and establishes a regulatory framework for the sale of marijuana.

Legalizing marijuana for recreational use is a significant change to current law. However, despite the passage of Prop. 64 several things will not change. For example, smoking or ingesting marijuana in public will remain unlawful, as will smoking or ingesting marijuana in places where smoking tobacco is also prohibited. Similarly, driving under the influence of marijuana will remain illegal.

But what about smoking weed at work? When it comes to the workplace, California employers can take a deep breath of fresh air, because Prop. 64 maintains the status quo for employers seeking to maintain a drug- and alcohol-free workplace. In other words, employer policies related to drug possession, use and impairment, as well as testing, are not compromised with the legalization of marijuana use under Prop. 64.

California and Marijuana

Legalizing marijuana at the ballot box is not new in California. This was the third time legalization of marijuana went before California voters. The first was 20 years ago when voters enacted the Compassionate Use Act of 1996, which allowed for the medicinal use of prescription marijuana but did not allow for recreational use. In an effort to extend legalization to recreational use, Prop. 19 went before the voters in 2010.

Prop 19 failed to pass by a vote of 46.5% to 53.5%. CalChamber opposed Prop. 19 because it provided protections to employees who used marijuana and prohibited employers from maintaining a drug-free workplace. However, this is not the same with Prop. 64 – workplace protections will remain.

Prop. 64’s Workplace Protections

Prop. 64 legalizes adult recreational use of marijuana. However, such use stops short at the workplace. Prop. 64 explicitly states that it is intended to “Allow public and private employers to enact and enforce workplace policies pertaining

to marijuana.” The initiative also provides that it will not be construed or interpreted to amend, real, affect, restrict or pre-empt:

The rights and obligations of public and private employers to maintain a drug and alcohol free workplace or require and employer to permit or accommodate the use, consumption, possession, transfer, display, transportation, sale or growth of marijuana in the workplace, or affect the ability of employers to have policies prohibiting the use of marijuana by employees and prospective employees, or prevent employers from complying with state or federal law (section 11362.45(f)).

These provisions separate Prop. 64 from the failed 2010 initiative, which did not protect employer policies concerning the use of marijuana in the workplace. Moreover, with the inclusion of these provisions, Prop. 64 does not disrupt the current status Quo concerning workplace safety and drug prevention.

Maintaining a Drug-Free Workplace

California employers are accustomed to variations between federal and state law. The legalization of recreational marijuana creates another variation. Although the enactment of Prop. 64 legalized recreational use of marijuana in California, marijuana still remains an illegal Schedule I substance under the federal Controlled Substances Act. Therefore, even with the passage of Prop. 64, employers may continue to prohibit use, possession and impairment at work and may continue to test for use when appropriate.

Similarly, both federal and state laws require employers contracting with the government to maintain a workplace free from drugs and certify that the business is drug-free. Both federal and state drug-free workplace acts prohibit use of “controlled substances,” as defined under the federal Controlled Substance Act.

Finally, both state and federal law impose strict drug testing and other related requirements on employers and operators engaged in commercial transportation. These employers must continue to comply with these drug-free workplace laws.

What about pre-employment drug testing policies? Pre-employment drug testing is also a lawful mechanism employers may currently use to maintain a drug-free workplace. California employers may conduct pre-

employment drug testing of all applicants before hire and deny employment if the drug test comes back positive, even if the applicant was legally using marijuana under the state’s Compassionate Use Act, as affirmed by California’s high court in the 2008 decision of Ross v. RagingWire, 42 Cal. 4th 920 (2008).

Prop. 64 is not intended to interfere with these workplace policies or practices.

In short, these rights and practices aimed at maintaining a safe and drug-free workplace continue even though marijuana is now legalized for recreational use. The challenges facing employers won’t be maintaining drug-free policies and practices, but rather communication and enforcing these policies and practices if adults are permitted to use marijuana for recreational purposes.

Don’t Let Your Workplace Policies Go Up in Smoke

The provisions related to the legalization of marijuana and workplace protections took effect on November 9, 2016. Employers should review existing policies and remind employees not only about the company’s drug-free workplace policy and practices but also to specify that marijuana is also prohibited.

Employees should also be reminded that impairment on the job will not be tolerated, even if the impairment was due to a morning smoke before leaving the house for work. When reviewing existing policies or creating new ones, make sure your policy clearly states the company’s policy clearly state the company’s position on drugs in the workplace, including marijuana. In addition, if you conduct pre-employment drug testing, inform all applicants of this policy and clarify that they will also be tested for marijuana use.

Finally, once your policy is reviewed and

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.

distributed, be sure to follow the policy and steer clear of any exceptions because making an exception for one person could undermine the policy and set your company up for future litigation.

A few other things to consider when developing a drug-free workplace policy:

- Establish a policy banning the use, possession or sale of drugs in the workplace and on company property and banning employees from being under the influence of an illegal or controlled substance while on the job, including alcohol and marijuana.
- Train all supervisors about the company’s drug-free workplace policy, emphasizing the seriousness and importance of the policy.
- Train your supervisors to identify signs of drug or alcohol use.
- Clearly communicate your policy and consider re-distributing the policy on an annual basis.



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