



EL DORADO COUNTY CHAMBER OF COMMERCE'S

Voice of Business

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Tee Up!

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

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



Welcome MotorPool



Austin Barreno of MotorPool Auto and Equipment Repair received her Membership plaque at the recent membership luncheon.

Mike and Paul met while serving in the Marine Corps together in Iraq. One as a mechanic and the other as a wrecker operator, they would recover vehicles that had come under fire or otherwise had broken down outside the wire. After making it home safely and starting families they remained as close as brothers and settled in the tight knit community of Camino.

MotorPool Auto and Equipment Repair started as a crazy dream. Tired of working for someone else, Mike and Paul struck out on their own to create a neighborhood repair shop they could be proud of. With the help of their families and neighbors they revived our historical building on Carson to what it is today. See MotorPool for Automotive, compact construction and agricultural equipment repair.
4095 Carson Rd, (530) 344-7871

Deserved Recognition



Congratulations Cathy Zuber, EDC Chamber Membership Director, for five outstanding years of service.

Celebrating 45 Years



Off Broadway Fashions was established in 1974 by longtime Placerville residents Rosamond & Bob Gier. They both grew up in Placerville & wanted to bring more exciting, updated fashions to their hometown. Off Broadway was the perfect name for their store conveniently located at 1245 Broadway. With 45 years of continued success, it is considered "The Favorite Place to Shop in Placerville".
www.offbroadwayfashions.com • 530-622-9767

Chamber Leaders Advocate for Business Owners at the State Capitol



Chamber representation at the AB 5 Roundtable at the California State Capitol. L to r: Gordon Helm, Laurel Brent Bumb, Debbie Manning, and Dave Williamson. Also present were: Adam Anderson, Sue Vanderlinder, and Leonard Grado

UCAN Chamber leaders met today at the State capitol with State Senators Brian Dahle, Richard Pan and Jim Nielsen to discuss small business concerns regarding AB 5, which impacts independent contractors and business that utilize them. Our meeting with both republican and democratic Senators was well received.

UCAN chamber leaders are seeking amendments to the bill to provide a broad based business to business exemption, allowing business owners to contract for services core to their business AND language that deals with the retroactive nature of the Supreme Court's Dynamex decision. Sen. Pan said, "someone who was doing the right thing and following the rules at the time shouldn't be punished." AB 5 is currently in the Senate Appropriations Committee, where it must be approved by August 30.

If approved, AB 5 would head to the full Senate where it faces a deadline of September 13 to be considered by both houses of the Legislature.

The chamber continues to follow this very important legislation on behalf of our members.

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Placerville, CA 95667-5708 El Dorado Hills, CA 95762-4231

SEPTEMBER 2019 COMMUNITY CALENDAR

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

UCCE Master Gardeners Sherwood Demonstration Garden Open Garden Days
9:00 a.m. - 12:00 p.m., (530)621-5512, http://mgeldorado.ucanr.edu/Demonstration_Garden/

Placerville Raceway
Sept 11: World of Outlaws - 49er Gold Rush Classic, Elk Grove Ford Midgets

Sept 14 – Points Race #15: 360 Sprints, Pure Stocks, Mini Trucks, NCDCA Dwarf Cars | Ladies Night

Sept 20 – 360 Sprint Cars, BCRA Midget Lites | NorCal Posse Shootout Night #1

Sept 21 – 360 Sprint Cars, BCRA Midget Lites | NorCal Posse Shootout Night #2

Sept 28 – MLM Motorsports Tractor -Truck Pulls
www.placervillespeedway.com

Farmers Markets
Tuesday 8 a.m. to 1 p.m. – South Lake Tahoe – American Legion Hall Parking Lot

Wednesday 8 a.m. to noon – Cameron Park – Burke’s Junction

Saturday 8 a.m. to noon – Placerville – Bike Path behind Ivy House Parking Lot

Sunday 8 a.m. to 1 p.m. – El Dorado Hills – Town Center Boulevard. For more info call (530) 622-1900 or visit www.eldoradofarmersmarket.com

Haunted Hangtown Ghost Tours
Friday and Saturday. (530) 748-0435 or visit hauntedhangtownghosttours.com/tours/

Sept 6-10 – Circus Royal
El Dorado County Fairgrounds. eldoradocountyfair.org/sept.html

Sept 6-7 – El Dorado Community Church Crafts Fair
9 a.m. to 4 p.m. 4701 Church St, El Dorado. 530-677-7651 or 530-622-8868

Sept 7 – 7th Annual Texas Hold'em for Habitat Poker Tournament
Check in at 2:00 p.m., Play begins at 3:00 p.m., 2675 Sanders Dr., Pollock Pines. btaylor@edchabitat.org or 530.621.2111

Sept 7, 14, 21, 28 – Family Karaoke at Pizza Factory Placerville. 530-626-3034, pizzafactory.com/locations/placerville

Sept 8, 13, 15 – Olde Coloma Theatre Presents
Melodrama: "The Misfortunate Mishaps of the Trio McBride or Whose Gold is it Anyway". (916) 995-8399, oscaro@pbic.net, www.oldecolomatheatre.org

Sept 8, 15, 22 – Shingle Springs/El Dorado Depot – El Dorado Western Railroad Rides
10:00 a.m. - 1:00 p.m. mary.cory@edcgov.us, museum.edcgov.us/el-dorado-western-railroad

Sept 9 – WINEderlust
4 p.m. – 9:30 p.m., El Dorado County’s winemakers, brewers, musicians and artisans. Historic Main Street, Placerville, General: \$28, VIP \$40, DD/Teen \$20. eldoradovines.org/winederlust/

Sept 10, 17, 24 – Bingo
5 p.m., Tuesdays. Pollock Pines/Camino Community Center, 2675 Sanders Drive. 530-647-8005

Sept 10, 17, 24 – Gold Rush Chorus Rehearsal
7 p.m. - 9:15 p.m., Tuesdays. 530-391-2388 or keith@eckhardts.com www.facebook.com/goldrushchorus

Sept 11, 18, 25 – Learn to Square Dance
7 p.m. - 8:30 p.m., Wednesdays. Hangtown Grange, 2020 Smith Flat Rd., Placerville. 916-817—9691.

Sept 12 – Live on the Boulevard
7 p.m. – 9 p.m. House of Floyd, Pink Floyd laser light show. Show begins at 7:30 at the Steven Young Amphitheater. EDHtowncenter.com

Sept 13, 27 – Pizza on the Patio
6 p.m. – 9 p.m. info@viaromanovineyards.com, www.vrv.vin/Visit-Us/Winery-Events

Sept 14 – Coloma/Lotus Community Celebration
Nugget Campground. 530.622.3470, www.cwvcollective.com/community-celebration

Sept 14 – Community Breakfast
Every 2nd Saturday 8:30 to 10:30 a.m., Pollock Pines Community Center on Sanders Dr. www.pollockpines-caminorotary.org

Sept 14 – Cameron Park Community Yard Sale
8 a.m. – 12 p.m., 530.677.2231. www.cameronpark.org

Sept 14 – MORE Chili Cook Off & Classic Car Show
10 a.m. El Dorado County Fairgrounds, 100 Placerville Dr., (530) 622-4848. www.morehab.org

Sept 14-15 – Hands on Harvest
10 a.m. – 1 p.m., Fenton Herriott Vineyards, 120 Jacquier Court, Placerville. briand@fentonherriott.com, www.fentonherriott.com/events/fall.htm

Sept 14 – Living History Day at Marshall Gold Discovery SHP
10 a.m. – 3 p.m., 530-622-3470, www.parks.ca.gov/marshallgold

Sept 14 – 10th Annual Sample the Sierra
12 p.m. – 5 p.m., Bijou Community Park, 1201 Al Tahoe Blvd, South Lake Tahoe. www.samplethesierra.com

Sept 14 – Rotary’s Lobster on the River
5 p.m. – 9 p.m., Beverages, food trucks and music provided by Random Strangers at Henningsen Lotus Park. PlacervilleRotary.org

Sept 14 – 2nd Annual Wonderfully Made Fundraising Banquet
6 p.m. 530.626.6720. www.pregnancyounselingservices.org

Sept 15 – Victorian High Tea - El Dorado Community Health Centers. 1 p.m. – 4 p.m. dkantola@edchc.org. www.eventbrite.com/e/edchc-victorian-high-tea-tickets-

Sept 16 – Cool Community Association Member and Potluck Meeting
6:30 p.m. – 8 p.m., Every 3rd Monday of Each Month. 530-885-8701, coolcommunityassociation.org

Sept 18 – El Dorado County Chamber Charity Golf Tournament
7:30 a.m., Apple Mountain Golf Resort, Camino. 530-621-5885. www.eldoradocounty.org

Sept 19 – Newcomers Luncheon
11 a.m., Cold Springs Golf and Country Club. 530-344-1291/ 530-676-3058. ncdoed@hotmail.com

Sept 20 – Fragrance of Beauty – Fashion Show
6 p.m. – 10 p.m., Historic Cary House. Hosted by New Beginnings Gold Country. 530.303.3710

Sept 21 – 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

Sept 21 – Music Festival & Car Show
11 a.m. – 3 p.m., 3901 Wild Chaparral Drive, Shingle Springs. (530) 652-4171. www.carsandmusic.com

Sept 21 – Stagecoach Rides (Davie Wiser & Crew)
12 p.m., Placerville Downtown Association (530) 672-3436, (530) 295-3496. www.placerville-downtown.org

Sept 21 – Third Saturday Art Walk
5 p.m. – 9 p.m., Placerville Downtown Association (530) 672-3436, (530) 295-3496. www.placerville-downtown.org

Sept 26 – Evening in the Pines
5:30 p.m. - 8:30 p.m., Apple Mountain Golf Resort, 3455 Carson Road, Camino. Pollock Pines -Camino Rotary www.pollockpines-caminorotary.org

Sept 26 – El Dorado County Chamber of Commerce Mixer
Hosted by Aborn Powers, 3161 Cameron Park Dr., Cameron Park. 5:30 p.m. to 7:30 p.m. www.eldoradocounty.org

Sept 28 – CHP Cops & Rodders Show & Shine Fly In
9 a.m. – 3 p.m., Cameron Park Airpark. Contact Officer Rob Smith Placerville CHP, 530-622-1110.

Sept 28-29 3rd Annual Fall Festival
11 a.m. – 4 p.m., Steven Young Amphitheater and Sandra’s Rose Garden in El Dorado Hills Town Center. edhtowncenter.com

Sept 28 – Windows to my Soul 5th Annual Fundraising Gala
5 p.m. - 9 p.m. Saureel Vineyards, 1140 Cold Springs Rd, Placerville. 530.620.2760 or windowstomy soul.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:

- Sept 4** – Board of Directors, EDCOE, 5 p.m.
- Sept 5** – Chamber Diplomats, noon, Chamber Conf. Rm
- Sept 11** – Business Luncheon, Red Hawk, Henry’s Steakhouse, 11:30 a.m.
- Sept 12** – Joint Chambers, 7:30 a.m., EDCOE
- Sept 1** – Visitor’s Authority, 3 p.m., Chamber Conf. Rm
- Sept 19** – Ag Council, 7:30 a.m., Ag Building
- Sept 26** – Chamber Mixer, Aborn Powers CP, 5:30 p.m. – 7:30 p.m.

How to Deal With Employees Going Through a Crisis

By Felicia Sullivan

There are three weeks left in the legislative n an ideal world, your employees are never sick, sad, or stressed. They report to work every morning, and are forever happy and smiling. However, we live in reality, where even your star talent will experience occasional periods of distress or crisis.

Personal issues are sticky because you want to keep things professional and your small business running smoothly. If you’ve known the employee for a while, it can be challenging to know where to draw the line between offering support and ensuring their work gets done and that coworkers and customers aren’t affected by the situation.

We all try to keep our work and home lives separate, but sometimes those worlds collide, and you don’t want to be the heartless manager who trades empathy for efficiency. Yet, there’s a difference between being a caring and supportive boss and getting embroiled in your employee’s personal struggles—despite your best intentions to remain neutral.

You can’t afford to ignore the problem because the state of your employee’s personal life affects their mood, performance, and interactions with your staff and customers. According to a Stanford University study, work/family conflict has just as much of a negative impact on employee health as working long hours, which means you and your small business could end up bearing the burden of increased health-related costs and loss of productivity.

Toeing the personal/professional line is one of the greatest tests of your leadership abilities, so what do you do when your employees bring their personal problems into the workplace? Before you jump into the fray, here’s your five-step CRISIS management plan.

Step 1: Be Present and Compassionate Without Being a Therapist

Be a proactive leader. If you witness changes in an employee’s mood or behavior, or if your staff comes to you with concerns, act on them. Invite your employee to meet with you privately or even take them out for coffee, so they can feel more comfortable in explaining the situation.

Listen without being a therapist or personal confidante. You can offer support without shouldering their crisis. Blurring the lines between boss and friend may score you short-term loyalty points, but it only causes long-term issues. The more emotion you invest in the situation, the harder it becomes to have frank conversations with your employee. Every employee should be treated equally, and tipping the scales can create more harm when it comes to overall morale.

Remember, you’re the boss, and respecting your employee’s privacy is of the utmost importance. While it’s not your place to suss out the details of their messy divorce, personal tragedy, or familial illness, you need to know enough to make an informed decision about how to manage the crisis and its potential impact on your business.

Step 2: Assess the Options and Establish a Game Plan

Depending on the severity of the issue, your employee might need a few days to regroup. Or they may require a longer-term plan. Sit down with the employee and determine how much time they’ll need to manage their personal crisis. Can you offer them paid leave, reduced hours, days off, or a more flexible schedule? Does your health insurance plan offer counseling or health-related services that could be of use to your employee? Alert them of their options, even if you think they know them.

Once you have a sense of how much time they’ll need to take off, you can work with them to assess their workload. Map out all of their tasks—even the smallest ones—and ask them, realistically, how much they can manage. It is, however, your call to evaluate what they can really manage, as star performers or employees concerned about job security might over-promise and under-deliver, and then you’re stuck without a plan. So, plan for the worst-case scenario and adjust accordingly.

Once you have a sense of their tasks, reallocate the employee’s assignments and workload across the team temporarily. You don’t want to have another star shouldering all the stress of the employee in crisis in addition to their workload. Establish an interim plan to ensure coverage, so your business doesn’t suffer.

Step 3: Communicate With Your Team

Be transparent and honest with your team about your employee’s dilemma, but use discretion. Other team members don’t need to know all the details, but presenting the facts in a timely and professional manner helps shut down the rumor mill and demonstrates that you have the situation under control.

It’s important that you manage the flow of information and empower your employees to communicate openly with you throughout the process. Having an open door policy during the event will help in keeping your workplace environment positive and productive.

Present the temporary workaround

plan to key members of the team and invite their input—because your team members are closer to the day-to-day and they’ll have a better sense of who can manage what.

Keep in mind that your other employees are stepping up, and you want to acknowledge their dedication and hard work. From hosting a pizza party to giving spot bonuses, creating small rewards will signal that you value your staff’s commitment to your business.

Step 4: Establish Employee Check-Ins

You want to be present without being intrusive. Establish with your employee, as part of the temporary coverage plan, specific check-ins down to the day and time. This will ensure that your employee is prepared to give you pertinent updates on what’s going on, and you can determine how any shifts from the game plan will impact your business. You may find that you have to adjust your strategy and make decisions about your team, depending upon the well-being of your employee in crisis.

Step 5: Have a Back-Up Plan...Just in Case

Naturally, you have the best intentions for your employees and you want to make sure that there’s as little disruption as possible. However, you have to be realistic about the situation, and creating a Plan B will create further business stability. That could be anything from reallocating resources internally to securing a long-term replacement or hiring additional team members.

One of the most important investments you can make in your small business is to have your team members document what they do,

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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.