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SFV Chapter Project to Bring Landscape Improvements to L.A. Police Academy Sept. 12-13

- Volunteers and material donations requested
- See Story Page 3 and President's Message Page 4



SFV CHAPTER LANDSCAPE PROJECT SITE

The historic LAPD Police Academy will undergo landscape improvements September 12-13 thanks to ongoing efforts by the William H. Parker Los Angeles Police Foundation, Los Angeles Police Revolver & Athletic Club and SFV CLCA.

Near Dodger Stadium, the site has been serving the needs of law enforcement, the Olympics Committee, and the greater Los Angeles community since the early 1930s.

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STATE AND LOCAL EVENTS

- Sept. 3 Board Meeting, 10 a.m. Zoom
- 12-13 LAPD Police Academy Chapter Project.
Call Jan Veis at (818) 772-7233 or President
Luis Casas (818) 618-7703 to volunteer or to
donate materials.
- 14 Extended deadline to enter State Trophy Awards.
Entrants submit a 5-minute video per project for
judges to review.
- 18 Channel Islands Chapter and friends Annual Fishing
Trip, Channel Islands Sportfishing, Oxnard.
- Oct. 1 Board Meeting, 10 a.m. Zoom
- Nov. CLCA Convention in Hawaii postponed to 2021.

**San Fernando Valley Chapter
CLCA Joins LAPRAC and William
H. Parker Los Angeles Police
Foundation to Provide Landscape
Improvements for LAPD Police
Academy**

The world-famous LAPD Police Academy will undergo landscape improvements September 12-13 thanks to ongoing efforts by the William H. Parker Los Angeles Police Foundation, Los Angeles Police Revolver & Athletic Club (LAPRAC), and the San Fernando Valley chapter of the California Landscape Contractors Association (SFV CLCA).

These landscape improvements are part of an effort to beautify and revitalize the LAPD Police Academy landmark in Elysian Park, which is one of three training facilities in Los Angeles. The project covers several thousand square feet of the LAPD Police Academy's grounds and parkways, including areas along Academy Drive leading to the grounds. Improvements include grading, trimming the towering California palm trees and coral trees, installing an automated irrigation system, and planting native drought-tolerant plant species to the area.

The Parker Foundation, LAPRAC, and SFV CLCA have coordinated with local experts and business volunteers to enhance the aesthetics of the grounds with the intention of creating a more welcoming environment for the academy's recruits and visitors. The team of volunteer experts include Urban Landscape Architect Jane Adrian, Certified Arborist Luis Casas of Legacy Tree Care, and George Pondella of Rossmoyne, Inc. and Stamina Wellness. Additionally, local landscape contractors and nurseries are involved in providing elements needed for the project. For more information, to volunteer or to donate materials, contact Luis Casas (818) 618-7703, or Jan Veis at (818) 772-7233.

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LUIS CASAS
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LAPD Police Academy Landscape Project Sept. 12-13

• SFV Chapter Looking for Volunteers and Supplier Donations

The San Fernando Valley Chapter of CLCA is proud to announce a Beautification Project at the Los Angeles Police Department Academy at the 21-acre Elysian Park complex. We will be working with the City of Los Angeles along with the LAPD and the Parker Foundation to beautify the entry way to the facility on September 12 and 13.

Many of the new recruits will begin their law enforcement careers here. This historic landmark has been a training location since the early 1900s. Each recruit is dedicating their lives to making Los Angeles a safer, more livable, and more prosperous place to live and work.

The profession of American law enforcement is facing a crisis of confidence between the protectors and the protected. We hope these new recruits will find the strength and confidence to learn the skills required to overcome these challenges and succeed. It is important that they feel supported to encourage trust and confidence with all those they serve.

The Beautification Project will be led by the San Fernando Valley Chapter and Past Chapter President George Pondella. The landscape improvement project includes the pruning of trees, clean-up of the area, installation of irrigation, and planting drought tolerant plant material.

CLCA's core goal is to support its members as they create beautiful, enduring landscapes that improve the quality of life. CLCA is recognized by the public as the best qualified professional organization in the landscape industry. We are proud to offer our support for the young men and women dedicating their lives to help serve and protect the City of Los Angeles. – Luis

Police Academy Project Materials & Labor Needed

- **Tree Care: Boom Trucks and operators.
- **Grading: Skid Steers, Back Hoes and operators.
- **Irrigation: Trenches and operators; brownline, backflow preventers, inline valves, rotor heads, pvc, check valves, solar controllers, etc.
- **Plant Material: *Agave desmetiana*, *Agave medio-picta alba*, *Aloe marlothii*, *Dietes vegeta*, *Lantana*, and more!

Participants of varied expertise welcome! We need irrigation technicians, equipment operators, supervisors, and teams of crew members!

This is a great opportunity for CLCA SFV members to promote our industry and professionalism! Visit the chapter website for a link to sign up to volunteer or donate items. There is no limit to what you can sign up for!

Reach out to Jan Veis at (818) 772-7233 or sfvclca@gmail.com for more information on how to donate/volunteer. Contact Luis Casas at (818) 618-7703 for more project information.

Channel Islands Chapter and Friends Annual Deep Sea Fishing Trip is Full

• Thanks to Our Generous Sponsors and 30 Lucky Anglers

The 6th Annual Channel Islands Chapter and Friends Deep Sea Fishing Trip set for Friday, Sept. 18, from 6 a.m. to 4 p.m. out of Channel Islands Sportfishing in Oxnard, **has reached its limit of 30 reservations.** At \$125 per person, the trip sold out in three days. This year these 30 lucky anglers will be going out for a full day of fishing on the Speed Twin, a 65' spacious twin hull, very stable boat.

Thank You to Our Generous Sponsors: Cadre Landscape, El Dorado Communications, Husqvarna, Landscape Contractors Insurance Services, O'Connor Sales, Rain Bird, SiteOne Landscape Supply, Southland Sod, and SPJ Lighting. FISH ON!

SFV Nominations Committee Open to 2021 Chapter Board Office Seekers

• Ballots to be Mailed Mid-September

The SFV Nominations Committee, under the leadership of Past State and Chapter President Mickey Strauss, is still considering potential Chapter Officers for the 2021 CLCA year. The committee will develop a slate of candidates it will send out to Chapter members in mid-September as part of the elections process.

There are vacancies on the current Board.

SFV members who wish to run for a Chapter office should contact Mickey Strauss at (818) 402-4500 or mickey@msmlandscape.net.

Public Harassment On The Job? Employer Responsibilities & Liabilities

From an article by Christine Menapace in Turf Online, Submitted by Mickey Strauss

A crew member of Mariposa Landscapes, Inc. (a CLCA member) working in Rancho Mirage, CA made international news last month simply trying to do his job. Why? Because he captured on video an unidentified woman approaching him and repeatedly asking to see his “papers.” Newsweek, NBC Palm Springs, TMZ, the Daily Mail in the UK, and many more have all posted the video and chronicled the incident due to its inflammatory nature.

According to NBC Palm Springs, Juan Andrade has worked for the landscaping company for 10 years. The woman who questioned him at the Parkview Villas had reportedly approached him three months prior when she told him to “go back to his country.” This time, she was unmasked and the video records Andrade asking her to step back for social distancing and the contentious discussion continues as she eventually walks away. “When she was harassing me, I started to feel mad because I was just doing my work,” Andrade told NBC.

While the City Attorney deemed it an “isolated incident,” an investigation by Parkview Villas, an affordable housing complex for those 55+ owned by the city, could lead to the woman’s eviction under the Housing Authority’s zero tolerance policy for harassment, reported NBC. Andrade told NBC he hopes his story can be a catalyst for change.

Slightly less well known, but still news-making was another incident in July when a former New Hampshire conservative talk radio host at WSMN, Dianna Ploss, filmed herself yelling at a landscape crew in Nashua because she heard the foreman speaking Spanish to employees. After repeatedly telling them to speak English, she asked “Is anybody here legal?” The radio station has since released a statement that Ploss is no longer affiliated with them and that WSMN “will not tolerate discrimination, racism, or hatred.”

While these incidents may be old news by next week, they’re indicative of an increasing divide in the U.S. over race and immigration issues. And with more than 500,000 Hispanic-Americans working in landscaping across the U.S., it’s one that some in the industry may find themselves confronting in a very public way.

What is an employer’s responsibility in ensuring a harassment-free work environment from third parties? If a situation escalates,

do employers face liability? Regardless of the issue, are employees equipped to handle angry clients, neighbors, or members of the public who approach them?

Prevention

Jennifer Shaw, founder of Shaw Law Group and an employment law expert in anti-discrimination and harassment policies and procedures in Sacramento, CA, spoke to *Turf* about the legal implications of third party harassment. She says most employers, the public, and education efforts understandably focus on workplace harassment within the company, but an employer can still be liable for harassment from an outsider. “In many states, like California, there is a separate cause of action against employers that fail to prevent harassment by third parties, such as clients, customers, and vendors,” she comments.

While the law recognizes that employers cannot prevent all acts of harassment by a third party, a negligence standard applies to an employer’s potential liability. In other words, an employer may be held liable to the extent it knew – or should have known – of the third party’s conduct and then failed to take immediate and appropriate action to stop it.

As a result, an employer’s first focus should be on prevention of harassment. This means having written policies, as well as training, that anticipates and addresses potential third party harassment risks.



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CLCA 2020 Trophy Awards: Now With Video Judging



Entry Form Now Available >>

"The show must go on!" CLCA President Regan Barry announced in response to COVID-19 safety precautions prohibiting the usual state-wide in-person Trophy Awards judging.

This year, CLCA is asking Trophy Awards entrants to submit a five-minute video of their project.

The Trophy Awards judges considered using just photos to judge, but were concerned that still shots could not adequately display the stellar aspects of many projects. They instead conducted a series of tests to see if video was a viable alternative.

"Video really brings a project to life and allows the judges to see and honor excellence in landscaping," notes Gordon Larson, a driving force of the Trophy Awards program. "It makes the competition about who is the best landscape contractor, not who is the best photographer."

Video Is Easy!

"It was pretty easy to submit a video. I shipped out my iPhone and walked the property. No problems!"
- Participant in the judges' video tests

Deadlines Extended

Recognizing that change is never easy, CLCA's Trophy Awards committee is extending the deadline to submit entries.

- The August 31 entry deadline is now September 14.
- Submit your entry by August 31 to save \$100 per entry.

Enter Early & Win!

Wondering if you should enter today?

The Trophy Awards Team says **"Heck, yeah!"** Early entries help us identify and resolve potential problems in this never-done-before video program. We'd really appreciate your early entries.

Added Bonus: Prizes for First 20 Entrants!

20 prizes! The first 20 video entries will each receive a bonus prize!

Prizes include:

- **Landscape Data Manuals** (\$49.95 on Amazon)
- Free registrations for a CLCA Fall webinar (normally \$25)
- Autographed picture of CLCA President Regan Barry's backyard (priceless)

Final prize: One prize per company.

Change Is Never Easy

CLCA recognizes that change is never easy. This is the first time that the association has requested video submissions, and there are sure to be questions and concerns that we hope we will be able to address with grace and panache. We look forward to working with you as we celebrate excellence in California landscaping, and thank you (in advance) for your entry and your support.

P.S. Interested in boosting your company's brand by supporting excellence in landscape contracting? CLCA Events Manager **Michéyl Barnett** would like to talk to you about Trophy Award sponsorship opportunities. Give her a call at (916) 830-2790.

Entry Form, Video Submission Guidelines & More @ cica.org/2020trophyawards



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How Do We Get Off Track? *From an article by Jim Paluch, JP Horizons*

Sometimes at home and at work we can be moving along the fast track and not even realize warning signs of derailment popping up along the way. We can also be so focused on getting from one point to another that we miss the beautiful landscape flying past without even looking out the window. No one ever plans to get off track, to lose their way, or be part of a “train wreck.” It seems that most “casualties” in business and personal relationships come from neglecting simple rules of common sense by letting careless habits rule rather than careful actions. As you consider a few possibilities on how we might get off track, remember a simple saying that seems to put the business of investing in relationships into perspective... “If I am CARELESS today, I may CARE LESS tomorrow.”

Lack of Clear Expectations – Does a child really know what a “clean room” or a “good report card” or their “best effort” really is? Does your spouse clearly understand the little things that make your life more enjoyable or the silly habits that make you want to scream? Does a new employee have a definite picture of what success looks like in the first week, month, and year with the company? Are you stopping to measure along the way to help everyone identify the wins that show if they are in alignment to your goals? Everyone wins when expectations are clear.

Presence of Assumption – Nothing is more dangerous to a business or personal relationship than the presence of assumption. We can assume we know what the other person is thinking or feeling, and they can do the same without either of us being right. We can assume the other person knows exactly what we are expecting because we are clear ourselves. Beware of assumption, and never let it play a role in your relationships.

Lack of Communication – What can be said about communication that you don’t already know? We just need to do it. It is that simple and yet good communication is one of the greatest disciplines to master. Talk about your expectations, disappointments, successes and failures. Celebrate wins, laugh at mistakes, and make plans for the future. Share specific ways that both parties can communicate better and then care enough to put them into practice.

Presence of Misunderstanding – Nine times out of ten a conflict could be avoided if people would communicate about their concerns or frustrations as they occur. Misunderstanding is the byproduct of poor communication and nothing else. Take time to talk and the presence of a small misunderstanding can be managed while it is still just that.

Lack of Consideration – When people are busy and stressed about meeting their own responsibilities, it can become easy for all of us to focus on ourselves. In building relationships, remember that everyone has personal and professional challenges that can be

affecting their performance and interaction with others. If you are considerate first of the other person’s needs, they will be more likely to be considerate of yours.



JIM PALUCH
JP Horizons

It seems that most “casualties” in business and personal relationships come from neglecting simple rules of common sense by letting careless habits rule rather than careful actions.

Presence of Personal Agendas

– No one person is an island. We all have the responsibility to blend our needs and priorities with those of the people we live and work with. A personal agenda says, “I am most important here and you can fit in accordingly.” A thoughtful relationship allows each person to adapt and adjust their “agenda” to complement that of another person so both can reach their goals in harmony.

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Heat Warning! Proactively Protect Workers To Avoid Cal/OSHA Citation

As temperatures soar, Cal/OSHA safety inspectors will be blanketing California to ensure that job sites are complying with "high heat" procedures to protect outdoor workers.



Review the information and regulation links in the text below to be sure you are up to date on compliance requirements.

In addition to the basic steps outlined by California's heat regulation for employers with outdoor workers, Cal/OSHA warns that heat above 95 degrees Fahrenheit requires additional precautions.

Among other measures, it is crucial that workers are actively monitored for early signs of heat illness. This helps ensure sick employees receive treatment immediately and that the symptoms do not develop into serious illness or death.

"During heat waves and whenever temperatures reach or exceed 95 degrees, employers must take additional steps to monitor workers for signs and symptoms of heat illness," Cal/OSHA warns. "Water, rest and shade can protect workers from the heat."

California's heat regulation requires employers to protect outdoor workers by taking these basic steps:

- Train all employees and supervisors about heat illness prevention.
- Provide enough fresh water so that each employee can drink at least 1 quart, or four 8-ounce glasses, of water per hour, and encourage them to do so.
- Provide access to shade and encourage employees to take a cool-down rest in the shade for at least 5 minutes. They should not wait until they feel sick to cool down.
- Ensure that emergency medical services can and will be summoned when an employee feels sick or exhibits signs of heat illness, such as nausea, exhaustion or mental confusion.
- Develop and implement written procedures for complying with the Cal/OSHA Heat Illness Prevention Standard.
- Online information on the heat illness prevention requirements and training materials can be obtained at Cal/OSHA's [Heat Illness web page](#). A [Heat Illness Prevention e-tool](#) is also available on Cal/OSHA's website.

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Seeds of Life

During a personal quiet time during a beautiful morning, I found time to ponder and meditate. I began thinking that there is something within each one of us that attracted us to the landscape industry and allied trades – something that I’ll refer to as “a calling of the heart.”

It was with much thoughtfulness that you made that decision... making sure you made the right choice. I like to consider that decision a seed that is planted in the “soil” of our mind...in the garden of our life. Decisions, decisions. To grow a crop, you must first clean an area of any debris and rocks, fertilize and condition the soil to receive the seeds you wish to grow. Your expectation of each row of seeds is that it will follow its nature – along with good maintenance and care.

Mother Nature takes care of the process of production. Our expectation is in the harvest. How this happens is the wonder.

In each of our lives we make choices and plant “idea seeds” into the soil of our conscious mind. Each one of us determines what kind of results we are going to have by the preparation and care given to our garden of life.

As it is with your design idea for a client – first the conceptual design possibilities; then the ideas planted in the “mind’s soil.”

Following prep and care, any hardscape and the balance of plant pallets used. Expectations and beauty achieved. Lastly, an award winner.

We each express our individual talents and abilities with outstanding results. You may not think about it this way, but every single idea you actually put into the “soil” of your mind has a result – like a seed planted – of what that thinking is all about. It all depends on the prep construction before the desire – good or undesirable. In our vocations that isn’t too complex to understand. At least, it’s my opinion while I recognize my pondering this morning.

Think on this as Love Does, Always. – *Dave*

“If you want to make enemies, try to change something.”
– Woodrow Wilson

“Character is that which reveals moral purpose, exposing the class of things man chooses or avoids.” – Aristotle

(And...) “A friend is a person who knows all about you – and still likes you.” – G. Hubbard



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The Dangers of Job Site Cellphone Use *Submitted by CLCA Insurance Solutions License 0172721*

According to a recent study, the average person checks their cellphone 100 times a day. While there is a time and a place for cellphones, using it at the job site can be extremely dangerous.

If you're distracted for just a second while operating a power tool, working on a roof or driving a forklift, you can injure yourself or a coworker. You can also face civil or criminal liability for damages you cause by operating a motorized vehicle while using a cellphone.

It isn't only operators of machinery who need to be mindful of the dangers of cellphone use on the job site. Simply looking down at your cellphone and not paying attention to your surroundings could put your life in danger.

Cellphone Safety Tips When On-Site

The Occupational Safety and Health Administration (OSHA) prohibits cellphone use by operators of cranes and similar equipment. Most organizations prohibit any kind of cellphone use on the job site – not just for crane operators. It is your responsibility to know how your company's rules apply to you and follow them accordingly.

If you struggle with the temptation to check your phone while working on a job site, consider the following safety tips:



- Get in the habit of sending and receiving text messages before or after your shift, or during one of your breaks.
- Remind family and friends that you may not be able to respond to their messages right away. Provide them with your workplace contact information in case of emergencies.
- Turn off push notifications so you're not distracted by any apps.
- Don't carry your cellphone on you if the temptation to check it is too much. Instead, leave it in a safe place where it won't distract you from your job.
- Follow your workplace policy for cellphone use at work and on the job site. Be aware of any cellphone-free zones.

Beside creating enormous safety risks, employees who are texting at work are not doing what they are getting paid to do. For this reason, these workers may be subject to disciplinary action.

If you have questions about your company's workplace cellphone policy, or if you notice inappropriate cellphone use on the job site, don't hesitate to discuss it with your supervisor or HR.

Can Procrastination Actually Be Good for Your Productivity?

From an article by Jayson DeMers of EmailAnalytics, in allBusiness

Everybody procrastinates from time to time, and most of us are always trying to find ways to procrastinate less. Procrastination is, for the most part, an inherently unproductive action. The basic idea is to avoid or delay a task, usually an unpleasant one, which hurts you in two main ways: You compromise your ability to complete the task, and you waste time.

Active procrastination vs. passive procrastination

In passive, or traditional procrastination, you'll avoid or delay a task in favor of something unproductive; you may twiddle your thumbs, browse social media, or have a conversation with someone you know. But in active procrastination, you'll avoid or delay a task by working on a different task.

In this way, you'll simply be rearranging your schedule, never reducing what you can get done in a given day or a given week. If you're filling the void with productive work, you can consider your procrastination to be at least "productivity neutral."

Delaying a task for productivity value

It's also possible to delay a task, not because you're lazy or because you're wasting time, but because you'll be able to complete the task more efficiently if you delay it. Reasons include working better at a different time of day, waiting for more information, or waiting for more members of your team.

Procrastination and prioritization

Procrastination can also help you reveal what your real priorities are. For this, you'll need a bit of introspection. You're procrastinating something actively – ask yourself why. Is it because this is something outside your normal area of expertise? If so, is there a way to delegate it in favor of something within your skill set? Is it because you don't think it's very important? If so, is there a way to avoid it entirely?

Additionally, procrastination can help you identify tasks that didn't really need to be done.

Procrastination as an emotional delay

Because emotional decisions and emotional replies can work against us, procrastination can also be a tool for our benefit if it's used for emotional management. Go ahead and delay that angry email or that reckless decision; it can only be good for you in the long run.

The bottom line

Procrastination can be a productivity killer, but it doesn't have to be – and it's certainly not a bad thing in all situations. The more aware you are of your habits, the more you can turn procrastination to your advantage. Use it wisely, and it can ultimately make you more productive.

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