

FEBRUARY 2002

www.ncpasd.org

It's Presidents Day!

*Our program will honor
3 North County CEOs
for their support of
Human Resources*

*Last Chance to place
an add in the
NCPA 2002
Membership Directory
Deadline for Camera
Ready Art & Payment
is Feb. 7th
Details inside*

FEBRUARY MEETING

\$20 Member / \$25 Non-Member

Wednesday February 13th
Windmill Restaurant, Carlsbad

11:30 a.m. - 1:00 p.m.
RSVP: (760) 599-8445 (No later than Friday before)

Celebrate President's Month as we hear from three CEO/Presidents about their Company's HR activities and their support of the Human Resource Professionals they count on to add value to employees, clients, and shareholders!

Our Honorees for Presidents of small, medium and large companies who took Human Resources to a new level in 2001 are:

Derek L. Lippey, CEO of Crystal Catering
Curtis D. Hamilton, CEO of TRI-AD
Lee Cross, President & CEO of dj Ortho

Derek L. Lippey, CEO of Crystal Catering

Derek's philosophy is to give his staff all the credit for his company's successes, and to take any "blame" when things go wrong, as sometimes they do! There is a very creative atmosphere in the office, and freedom to think outside the box.

Derek's HR philosophy is very cutting edge, because he sometimes puts positions into play before they are needed, preparing for future growth and expansion of his company. "When I first came on board just last year as Director of Marketing, Crystal Catering was one single entity," reports Rosanne Bentley, HR Manager. "We have since organized into several divisions of specialized catering and food service providers; Crystal Catering, Weddings by Crystal Catering, Crystal's InFlight Caterers, FoodServ Management, and Grillworks. With about a dozen full time employees, we are still small enough to work as a closely knit team; due to fluctuations in event sizes, we can sometimes have up to 50 extra staff."

Curtis D. Hamilton, CEO of TRI-AD

According to Valerie Gieseke, HR Director at TRI-AD, "Curt is one of the most extraordinary people I have ever met. He is kind, caring, and genuinely committed to the health of his associates. As the owner of a service firm with a 28-year history, Curt is deeply committed to developing long-term, loyal relationships with our clients, and understands that this happens by selecting and retaining a group of talented, dedicated associates. He is just as committed to his associates as he is to our clients."

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Upcoming Speakers and Topics:

March 13 -- Learn how to use 360 Feedback as a tool for training, development and performance reviews with John Caspole.

President's Pen

by John Vermeren



We are happy to announce our **permanent NCPA RESERVATIONS PHONE LINE: (760) 599-8445. This line will be for lunch, seminar and special event reservations only.**

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Keep in mind that if you are looking for a specific Board of Directors Member, their personal phone numbers are still listed in every newsletter and will be in this year's 2002 NCPA Membership Directory.

It's Membership Directory time again. **Have you paid your dues and verified the information on your statement so you'll be listed correctly?**

The deadline for payment in order to appear in the 2002 Directory is Feb. 15th.

Can I ask you to go one step further and check with your Accounts Payable Department and make sure they have NCPA's new permanent mailing address listed in their AP software? The correct address is:

**5620 Paseo del Norte,
#127-307.**

Some companies are still sending payments to an address that is 5 years out of date. Thanks.

Don't miss the Feb 13th NCPA Meeting. It will be your last chance to verify your directory information.

It's shaping up to a great year. Stay tuned for the NEW and IMPROVED Job Bank, more seminars (4) in the coming year as well as Annual Business Expo and Summer Social.

Last Chance to place an add in the:

NCPA 2002 MEMBERSHIP DIRECTORY

Full Page Advertisements are \$300 and a half-page is \$200. Covers are \$500 to \$700.

Deadline for Camera Ready Art and Payment is Feb. 7th.

Contact me ASAP if you or your company is interested in advertising.
(760) 722-2644

Continued from Front Page ...

His definition of integrity is one he learned I think from a college philosophy professor. I'm paraphrasing a little, but it is something along the lines of the consistent way one behaves when your behavior is subject neither to detection or enforcement. This is a man who certainly walks the talk – his internal "moral compass" is consistently admirable.

Curt's stated goal as the leader of TRI-AD is to provide an environment where talented people can learn, grow, and contribute to a common set of goals. When we were very small, his door was always open - anyone from the VP's to the data entry clerks was welcome in his office. This hasn't changed as the years have gone by.

Curt recognizes the contribution the HR Manager position can make to the organization, and quickly put our HR manager in charge of brushing up our performance management plan, working on compensation issues, and other projects that will help us continue to succeed as a service firm. He understands that employees can only be effective if they understand the bigger picture in which they operate.

Time and again, I have heard Curt urge all of us at the firm to take a look at what we are doing, and to ask ourselves how we can do it better. His feedback is always gentle and constructive, even when it is not positive.

Les Cross, President & CEO of dj Ortho

Les sees HR as his communication link to Employees and asks for feedback relative to the business. He is committed to continual improvement for the employees. The company holds numerous on-site training classes and has a generous company tuition reimbursement program for continuing education and career growth.

Recently the company held its initial public offering. Ann Oxley tells us, "Les wanted all the employees to participate in the IPO and he set up a "Morning Celebration" for all the employees providing everyone with breakfast and T-shirts. He wants employees at all levels to be partners in the success of the business and as such, the Board of Directors recently approved stock options for every employee".

Dj Ortho sponsors fun activities for it's own employees and encourages involvement in community activities such as Vista Volunteer Day, Christmas time collections of toys and food and donations of company materials, MS Walk sponsorship, etc. The company donated six pack lunch box coolers to the local Ivy Ranch for use by the dayworkers and prepared stockings filled with toys, crayons and candy for the local Vista Head Start program. In addition, through the company's efforts, employees donated their time to paint and clean up local community sites.

On Friday, after September 11th, Les encouraged everyone to wear "red, white and blue" and we gathered at the flagpole and held a moment of silence. It was quite inspirational to see 700+ employees gathered in one spot having a "moment of silence" for the World Trade Center and Pentagon victims.

Recently, dj Orthopedics was recognized as a finalist as one the "Best Work Places in San Diego." They really believe their motto says it all: "Top priorities: our customers, people and fun."

Legislative Update

By Louis A. Storrow, Esq.



NEW LAW PROTECTS JANITORIAL JOBS *Impacts All Who Contract For Janitorial Services*

As of January 1, 2002, anyone who contracts for janitorial or building maintenance services in California, whether as a landlord or tenant, has new obligations under a new law enacted by the Legislature and signed by the Governor.

The bill, SB 20, added sections 1060 to 1065 to the California Labor Code, and it effectively protects the jobs of janitorial workers for 60 days after their employer's contract is canceled!

The new law obligates **anyone** who enters into a contract to obtain building maintenance services (referred to in the law as the "awarding authority") to do several things:

1. When you want to switch building services contractors, your "initial bid package" has to tell the new contractor that they have an obligation to hire the employees of the old contractor (those who have been employed 15 hours a week or more for at least 4 months) and keep them for 60 days under the new contract (Labor Code § 1061(3)(b)(1));
2. You have to tell the old company the name and address of the new company. (§ 1061(a)(1)).
3. If you don't know who will be taking over the new contract, the old company will give you its list of employees, and you will then have to pass it along to the new company.

Of course there are exceptions:

1. "Employees" means service employees working at least 15 hours a week for at least 4 months prior to the end of the existing contract. Managerial, supervisory and "confidential" employees (secretarial and administrative generally) are not covered.
2. If there is no new contract within 30 days after the expiration of the old contract, the law doesn't apply – but if it looks like you've delayed signing the new contract to get around the law, then the law will apply;
3. If you decide to hire your own janitorial or maintenance employees instead of engaging a new contractor, you have no obligation to the old contractor's employees.

The old service company and the new one (only those employing 25 or more people are covered), or a subcontractor (who enters into an arrangement with a "contractor") supplying the janitorial and maintenance workers, have their own obligations:

1. The old company has **3 days** after your notice to give a list of its service employees, their hire dates and job classifications, **to the new company**.
2. The new company has to offer the existing employees ongoing jobs for 60 days, in writing in their primary language. If the new company can get by with fewer employees, it need not hire everyone, but has to go by seniority.
3. The new offer **need not match** existing pay and benefits.
4. The new company must give the awarding authority – the landlord or tenant, that is – a list of all of its employees and subcontractors, indicating which ones were retained from the old contractor and those who were not, and the reasons why.
5. During the 60 days, those retained employees cannot be let go except for "cause" limited to performance or conduct issues.
6. At the end of the 60 days, the new company must give each retained employee a written performance evaluation. If performance is satisfactory, the new company must offer that employee "continued employment." Employees who stay on would immediately become "at-will" employees.

What this law DOES NOT do:

- Does not prevent you from canceling a contract for building services.
- Does not prevent you from waiting more than a month to enter into an agreement with a new building service provider, or even hire janitors yourself, in which case the law doesn't apply.

Enforcement

The law allows any aggrieved employee "or an agent of the employee" to file suit against the new contractor or subcontractor in superior court. There is no indication that the "awarding authority" – the landlord or tenant contracting for janitorial service – has any obligation to the employees whose rights are violated.

What A Way to Find a Job!

Victoria Young, Job Bank Coordinator

It's a new year and soon you'll be seeing a new JOB BANK!

I'm excited to have a fabulous team of committee members and we are looking forward to bringing you a new look and feel to the Career Development page of our website.

Not only will you be able to search for that perfect job opportunity for yourself, but your company will also be able to post human resources related positions to the website as an additional recruitment tool.

The 21st Century and technology are wonderful things – let us know if you have any ideas, and look out for our new product.

Reservations Preferred

Please note that there is a new number to use to make your reservation for the monthly luncheon, seminars, and special events.

The new number is (760) 599-8445.

Please leave a message telling us the date of the event, your name and company, how many people will be attending, and leave a phone number in case we have questions. An accurate advance count helps us be ready for you while keeping expenses down.

If you have questions about any other issues, please refer to the listing for the Board of Directors in each newsletter, and in the upcoming 2002 Membership Directory.

South County Personnel Association

Date: 2nd Thursday of the month
 Time: 11:30 am - 1:00 pm
 Place: San Diego Country Club
 88 L Street - Chula Vista CA
 Cost: \$15 Members/\$20 Non-members
 RSVP: 619-687-7412

ASTD - San Diego Chapter

www.astsandiego.com
 Date: 4th Wednesday of the month
 Time: 11:30 am - 1:00 pm
 Place: Handlery Hotel
 950 Hotel Circle North
 Cost: \$25/\$35 Pre-Registered
 \$30/\$40 After Deadline
 RSVP: 858-581-2783

East County Personnel Association

www.sdshrm.org
 Date: 3rd Thursday of the month
 Time: 11:30 am - 1:00 pm
 Place: The Brigantine Restaurant
 9350 Fuerte Drive, La Mesa, CA
 RSVP: 858-587-7568

Society for Human Resource Management

Date: 3rd Wednesday of the month
 Time: 11:30 am - Registration / 12:00 pm Lunch
 Cost: \$25/\$40 - Pre-Registered
 RSVP: 619-589-0111

MEMBERSHIP

YOU make the difference between mediocrity and excellence! Your past support of NCPA has helped to shape our broad program of benefits: Networking opportunities and educational luncheons; Certification classes and scholarships; Productive seminars & workshops for HR professionals; Annual membership directory and monthly legislative updates. Few organizations can offer so much value to their members, and only with your sustained participation can we hope to achieve even more. Help to maintain this focus on continually improving our organization by returning your membership renewal today. Also, considering your interest in your profession, why not share our organization with a friend and/or colleague? Bring them to an NCPA luncheon and receive a free lunch certificate!

Remember, YOUR PRESTIGE IMPROVES RIGHT ALONG WITH THAT OF NCPA.

For information on membership, please visit our website at www.ncpasd.org

Check out our web site! www.ncpasd.org

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