New Year, with new employment laws implemented for California business owners. The 2017 Labor Law Update workshop was held on January 24th, 2017 facilitated by Traci Holt, PHR, and Executive Director for Alliance for Workforce Development, Inc. (AFWD).

The purpose of this valuable workshop is to assist local businesses in familiarizing and understanding what laws apply to their businesses and how to comply with the laws and guidelines. Mrs. Holt shared her HR expertise and knowledge on current labor laws with local businesses to assist them with their business and HR needs.

Subjects discussed include:

- Minimum Wage
- Required notice and posting changes
- Agricultural overtime
- Paid family leave benefit changes
Prop. 64 - Adult Use of Marijuana Act and the implication in the workplace
Updates to heat illness law

There were 38 employers who received and reviewed handout reference materials, an overview of the new laws, as well as a refresher on the standard Federal and State employment laws.

Business owners and managers need to have comprehensive knowledge of laws and labor requirements to ensure both are in compliance with the Federal and State laws. Comments from the attendees were positive with Sandy Eaton from Surprise Valley Electrification Corporation stating, “This was my first time attending and I will definitely be returning next year. The information presented was very useful for employers.” Wendy Rohrbacker, PHR from Pacific Crest Credit Union said, “The meeting was great and very informative. We appreciate you providing the information in a convenient location so we do not have to travel.”

Businesses had the opportunity to order the 2017 Labor Law poster and required notices. For more information on business and human resource services please visit our website www.afwd.org
Chimney Rock Travel Center Grand Opening

The Grand Opening of the Chimney Rock Travel Center in Alturas marks an exciting time for the Pit River Tribe.

The Travel Center gas station and market are just the first phase in a much larger tribal project. General Manager, Phillip Brown shared the exciting project vision for the future in which the tribe plans to build a Casino and RV Park over the next two to three years. A large and supportive crowd from the community turned out for the ribbon cutting ceremony. The ceremony included a moving honor song of blessing presented by a singing group from the tribe before the ribbon cutting.

The Chimney Rock gas station is designed for large semi-trucks to easily maneuver through its wide lanes to fuel up. It also offers the lowest gas prices in the Alturas area and is located on Highway 299/395. The colorful and brightly lit market is open from 7am to 10pm and offers many flavors of hot coffee, soft drinks, beer and snacks. There is also a smoke shop on the premises, propane gas refills and free Wi-Fi access to meet the needs of both locals and those travelling through the area.

The Modoc Business and Career Network was pleased to assist with employment recruitment for the Travel Center which brought six new positions to Modoc County. The Modoc office looks forward to partnering with the Chimney Rock Travel Center in the future as their vision becomes reality. Congratulations to the Pit River Tribe on their beautiful Travel Center!
Meeting the Challenge

Jason is a U.S. Army veteran who obtained a Criminal Justice degree in 2012. After completing his degree, Jason worked for a number of years primarily as a construction worker before he was able to find employment in law enforcement. He was hired by the City of Tulelake in June 2015 as a police officer in a small police department with one other officer. His primary assignment was traffic duty on 6.7 miles of roadway in a .4 square mile region of Tulelake. Jason’s career path goal was to establish a long-term career in law enforcement which would provide a sufficient wage for both him and his family and allow for career mobility and advancement.

In October of 2016, Jason applied for a Deputy Correctional Officer/Bailiff position with the Modoc County Sheriff’s Department. This position offered everything that Jason was seeking; the potential for career advancement in law enforcement, a higher wage and a generous benefit and retirement package. Jason was referred to the Modoc Business and Career Network to determine if an On-the-Job Training (OJT) partnership with the Sheriff’s Office would be appropriate. Jason met with a Career Center Advisor (CCA), completed interviews and assessments and was enrolled into the Workforce Innovation and Opportunity Act (WIOA) Adult program. Interviews and assessments indicated that the Correctional Officer/Bailiff position would be compatible with Jason’s interests and abilities. An OJT was determined to be a fitting tool to enable Jason to learn the specific functions of this challenging dual position given that he had no prior experience as a Correctional Officer/Bailiff and limited supervisory skills. A list of job skills goals was compiled to gauge Jason’s progress over the length of the OJT.

Jason began his OJT in October of 2016 and was faced with additional challenges during his first week of training when a co-worker was killed in the line of duty. Jason was able to be a support to his co-workers, but remain focused on learning his training. Jason successfully accomplished all of the predetermined skill goals and completed his OJT on March 4, 2017. Congratulations, Jason!
MeLei Nickens began employment with the Surprise Valley Healthcare District (SVHCD) in March of 2016 as a Certified Nursing Assistant (CNA) after relocating to Modoc County. She had previously worked as a Barn Manager at a horse facility and as a Pre-School Teacher before moving to Alturas. SVHCD was pleased with her work and in the fall of 2016 sought to promote her to Activities Director for their skilled nursing facility.

MeLei was excited for the opportunity to move up the career ladder and began training to learn the duties for the Activities Director position. But, she would also need to complete an Activity Leader Education Training and Certification course in order to remain in the position and to be eligible for an increase in pay. SVHCD did not have funding for the out-of-town training available and referred MeLei to the Adult Education Block Grant (ABDG) partners for assistance.

The ABDG program offers funding for certificate programs which provide employees with the training/certification needed for upward movement on a “career ladder”. MeLei was interviewed by both a Cal Works representative and a Career Center Advisor from the Modoc Business and Career Network before being enrolled into the ABDG program. MeLei successfully completed the Activity Leader Educational Training in February and received certification. She expressed gratitude for the support from the ABDG program which allowed her to attain the necessary certification to become an Activities Director.

MeLei exclaimed, “I love my job so much and am happy to be able to continue working with the residents!” Way to go, MeLei!
Northern Rural Training and Employment Consortium (NoRTEC),
Serving Youth with Disabilities Training

On February 1st 2017, Erika Mariscal has the opportunity to attend a Disabilities Training that was provided by NoRTEC in Chico, CA. NoRTEC is a consortium of eleven Northern California Counties who address the needs of job seekers and businesses in each region. AFWD as well as Smart Business Resource Center, STEP, Job Training Center and Del Norte Workforce Center attended this training.

After a brief group introduction the training began by focusing everyone’s attention to the importance of being a support system for these youth to succeed. Finding out who are the adults or friends who believe and encourage them to achieve their goals is very important to help them set a plan.

Each disability creates new challenges, but helping them find out what barriers they need to overcome to obtain employment or a training is crucial to their success. When a youth knows his or her disability they usually know how to advocate for them self. They know what helps them overcome any barriers and how to go about their day. They are able to convince an employer to hire them and they know what accommodations are needed to help them get through the day.

For the youth that do not have an adult or friend to help encourage them, they might come to us for assistance. We at that point become their advocates. A list of websites were provided during the training to better assist this youth population. Websites such as AskJan.org are a leading source of free guidance on workplace accommodations and disability employment issues. They are working toward finding practical solutions that benefit both employer and employee. It helps people with disabilities enhance their employability skills and shows employers how to focus on talent and value people with disabilities add to the workplace. It provides an A-Z list of disabilities and accommodations to help people with disabilities in work and educational settings.

This training could not have come at a better time. Learning how to better assist youth with disabilities will not only benefit the youth but also the employers. Creating a plan will help them become self-confident and will help them succeed. "Thank you NoRTEC for providing trainings that not only help your staff become more efficient, but also educate you’re your team to become a great source into new programs. And to help us better serve our clients and become a stepping stone in their success.”
Where are they now?

Santiago Mendoza
Santiago was enrolled in the Youth Program on September 24, 2016. At that time, he was homeless and unemployed, and did not have a driver’s license, transportation or a high school diploma. In November 2015 he started working for Carsten Motors as a Customer Service Representative through the On-the-Job Training Program. He obtained his driver’s license at the end of 2015 and moved into a two-bedroom home. Since then he has been promoted to an Auto Technician and recently purchased his dream car, a brand new 2017 Chevy Malibu. Santiago’s next goal is to obtain his GED. He stated, “The youth program taught me to work hard and to not give up. Having someone show you that they care makes a big difference. Thanks Erika for your hard work and for believing that I could do anything”.

Shyla Montgomery
Shyla joined the Youth Program on August 24, 2015. At that time, she was unemployed and homeless and did not have a car or a driver’s license. Additionally, she had dropped out of high school in her senior year. Shyla started working for The Niles Coffee Shop in late September, 2015. She was quickly crossed trained in several different departments and was promoted to a Cooking position with better pay. She has since moved into her own apartment, purchased a car and is now working hard to get her GED. Shyla has been offered a great job opportunity with the Pit River Tribe and couldn’t be happier. Shyla remarked, “I’ve come a long way, and I couldn’t have done it without Erika’s encouragement and support”.

Felicia Torres
Felicia was enrolled in the Youth Program in March 2015. At the time of enrollment, she did not have a High School Diploma and had only worked briefly for several local businesses. She was struggling with finding permanent employment. With assistance, Felicia studied hard and successfully passed the HiSET test to receive her High School Diploma. In April 2015 she began working full-time as a Ranch Hand locally. Recently an exciting opportunity opened up for Felicia and she relocated to Montana where she is working for a Big Sky Resort as a Customer Service Representative.
This summer she will begin working as the Assistant Manager of a local Ranch. Felicia stated, “I feel the youth program pushed me to be better, to work hard and be organized. I enjoyed being part of the program and would definitely recommend it”.

**Wendy Grish**

Wendy was enrolled in the Youth Program in May 2014. She began working at The Niles Theatre through a Youth Internship opportunity. After finishing her Internship, she was hired permanently. Wendy continues to work at the theatre and has also began working as an Instructional Aide for the Modoc after School Seals Program (S.E.A.L.S -- Student Enrichment Actively Leading to Success). Additionally, Wendy graduated and received her High School Diploma in June 2015 and recently purchased her first home! Wendy remarked, “The youth program helped me learn a lot and overcome being shy and nervous about working with new people”.

**Madison Beahan**

Madison was enrolled in the Youth Program in August, 2014. She had dropped out of high school in her junior year and had never held a job. She began attending New Day Academy to work towards obtaining her Diploma. She was able to reach this goal and receive her Diploma in June, 2015. Madison was hired by New Day Academy as an Office Aide and upon graduation, she was offered a pay increase and a full-time position as a Library Assistant at New Day Academy and she has been working there since. Madison stated, “Before this program I would have struggle and probably never would have tried as hard to be honest. This program is inspiring and wonderful beyond words. So are the individuals that make it that way. It wouldn’t be that way if it weren’t for them.”

**Dominique Martinez**

Dominique joined the Youth Program in April, 2014. She was attending high school and had never held a job. She was placed in a 90 day Work Experience Program with Antonio’s Cucina Italiana as a Dishwasher in 2014. Dominique was hired permanently as a Prep-Cook after the Work Experience ended. She graduated from High School in June, 2015. One year later, she enrolled in Certified Nursing Assistant (C.N.A) classes and was hired to work as a C.N.A. for Surprise Valley Hospital when the classes were completed. She has been working for Surprise Valley Hospital ever since. Dominique exclaimed, “I am glad to be doing something I love, helping people”.

“My world is brighter and more beautiful because of each and every one of you. Thank you for making the Youth Program a success.”

Erika Mariscal – Youth Career Center Advisor
AFWD America’s Job Center of California

Statistics
PY 2016 -2017

Modoc County
Total Visitors
1,734

Modoc County Business Services

Businesses Served 104
Services Provided 677
Positions Filled 185

AFWD
Total Clients
Enrolled: 843

February 2017
Unemployment Rates

Butte 6.8% Nevada 4.6%
Lassen 8.2% Plumas 13.1%
Modoc 9.6% Sierra 9.4%

Modoc County

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