



Chamber Digest

JANUARY 2012

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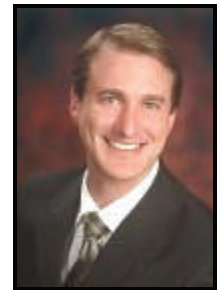
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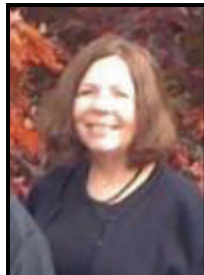
Don Olson



Mike Sullivan



Linda Ging



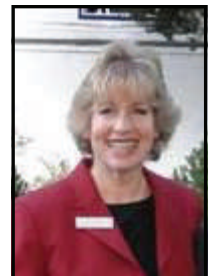
Kathryn Murray



Chris Howard



Pat Bailey



Debi White

2012 Chamber Board of Directors

Absenteeism and Attendance



Attendance issues are among the most common problems facing employers in today's workplace. Legitimate illnesses still account for the majority of employee absences but some studies have shown that less than one-third of absences from the workplace are related to poor health. Most employers offer their workers vacation, sick leave, paid time off or other kinds of paid or unpaid leave. The biggest question facing employers is when an absence is justified and when it should result in disciplinary action.

There are several federal laws that apply to employee attendance and absenteeism. The primary four are the Family and Medical Leave Act, the Americans with Disabilities Act, the Uniformed Services Employment and Reemployment Rights Act and Title VII of the Civil Rights Act of 1964. In addition to these, most states also have specific laws that apply to workers compensation and cover on-the-job illnesses and injuries. These laws apply to employees who must take time off from work due to their on-the-job injuries.

Employees called for jury duty also represent a large source of absenteeism. Federal law also protects these absences and the law protects employees from losing their jobs while called to jury duty. Title VII of the Civil Rights Act also protects employees who have a religious practice that requires time-off accommodations. It is unlawful to discharge an individual because of his or her religious beliefs and employers have an obligation to make reasonable accommodations for their employees' religious observances, short of incurring an undue hardship.

Employers should be careful how they deal with absenteeism by exempt employees. Don't dock an exempt employee's paycheck for missing less than one full day of work because it could destroy his or her exemption and entitle him or her to time-and-a-half for all overtime they have worked in the past or work in the future.

One of the most frustrating parts of administering absence policies for employers is the incredible amount of abuse that takes place. A key to curbing abuse is to have an absence policy that clearly sets forth which absences are allowed, and what behavior will subject the employee to discipline. Absenteeism problems can range from employees not calling in or not showing up for their shifts, taking sick leave when well, and exhausting their available leave every month, to requesting extra time off and establishing patterns of abuse. For these non-protected absences employers can, and should, discipline their employees.

A company's policy should be clearly written and disseminated to all employees. In addition, the employer should make sure to train all supervisors and managers to ensure that the policy is being fairly applied. It's a good idea to check attendance issues in every department to make sure that company rules are being fairly imposed.

Teamwork HR, Inc. is a Professional Employer Organization that provides HR services to help small businesses with Human Resources, Workers' Compensation, Benefits Administration, and Payroll. By outsourcing these non-revenue generating functions, you can free up your time to grow your business!



707-442-4448

Let Teamwork HR take care of your employees so you can take care of your business!

VISITORS CENTER STATS

November 2010

Number of Office Visitors.....499
Total Information Packets Mailed in November 2010.....301
Visitors = 300 Relocation = 1

Frontier Grand Opening and Ribbon Cutting!



CHAMBER MEMBER SPOTLIGHT

Harbor View Grotto Restaurant & Lounge

Owner: Suzanne Dyer

Submitted by Sharyn Loughry

This month's spotlight business has been located in the Crescent City Harbor for over 50 years. One of the first things which catches your eye upon ascending the carpeted stairs is an original Gloria Ziemer oil painting of the original building, which survived the '64 tsunami.



Harbor View Grotto was started in 1961 by fisherman Charles "Chub" Howe and has been in the family ever since. With a handshake, Chub leased land from the Harbor and proceeded to build a landmark, two-story green building which housed the restaurant and lounge until being demolished in 1995. At that time they moved to the current building on Starfish Way.

Being a coastal town, Crescent City has several seafood restaurants. So what distinguishes Harbor View Grotto from its competitors? The view. The restaurant boasts three walls of windows to the north, west and south. Depending on the time of year, you may see whales spouting off the beach, fog creeping along the base of the hills, or sunlit hills with a backdrop of gray clouds. It is a wonderful place to watch storms blowing in and the waves tossing. To the north, you can look across the harbor to the bay and the city. And the sunsets are a sight to behold! Who knows? Given the right conditions, you may even have an excellent view of a rainbow.

Suzanne's philosophy is to treat every customer as if welcoming them into her own home. Her goal is to have customers enjoy their meal and be happy with their experience. Like many local businesses, she faces the challenge of a balancing act between increasing costs and keeping her prices affordable. But the reward for all her hard work is hearing people comment positively on their food and service and say "That was the best ... I ever had!" or "Thank you!" or "We always come here when we're in town."

But don't put them in a box. Harbor View Grotto is more than just a "fish 'n' chips joint". They also serve prime rib every day and will prepare your fish many different ways upon request. Owner Suzanne Dyer takes pride in using the original recipes, including the old family clam chowder recipe which is still made from scratch. Their dressings, sauces, prawns and onion rings are also made from scratch every day. Are you vegetarian? Do you have dietary restrictions? Since they prepare their food from scratch, they can easily tell you the ingredients and advise you on the dishes which will meet your requirements.



Most people just think of Harbor View Grotto as a restaurant, but they also have a lounge in back. And just like the restaurant, the lounge has windows. There is a wall of windows behind the bar which looks out upon South Beach and the hills beyond. From the opposite wall, you can look across the harbor to the bay and the city.

So come down, enjoy their hospitality, food cooked from scratch and check out the view from their windows. You'll be glad you did.

150 Starfish Way, Crescent City, CA 95531

(707) 464-3815



Harbor View Grotto

January Calendar of Events

HAPPY NEW YEAR

January 3

City Council Meeting

The Crescent City City Council will meet tonight at the Flynn Center Board Chambers at 6:00pm.

Harbor Commission Meeting

The Harbor Commission will meet tonight at the Harbor District Office, 101 Citizens Dock Road, at 6:30pm.

January 7

Alpha Yaya Diallo – African Guitarist/Singer/Songwriter

The 2nd performance of DNACA's 29th season, Diallo has an international reputation for excellent musicianship and exciting live shows. He is appearing with a bassist, percussionist, drummer and dancer at Crescent Elk Auditorium, 994 G Street, Crescent City, at 7:30pm. Season tickets are available or individual tickets can be purchased for \$18.00, general, \$15.00 for seniors or \$12.00 for students. For more information, call 707-464-1336

January 10

Del Norte County Board of Supervisors Meeting

Supervisors will meet at 10:00am today at the Board Chambers in the Flynn Center in Crescent City.



January 12 - Chamber MIXER!

Sutter Coast Community Clinic, 780 E. Washington Blvd., Suite 202, is hosting tonight's mixer and open house at 5:30pm.

January 13 & 16

County Offices will be closed January 13 (County Furlough Day) and January 16 (Martin Luther King Jr. Day).

January 17

City Council Meeting

The Crescent City City Council will meet tonight at the Flynn Center Board Chambers at 6:00pm.

Harbor Commission Meeting

The Harbor Commission will meet tonight at the Harbor District Office, 101 Citizens Dock Road, at 6:30pm.

Intersection

This trio has a repertoire from all parts of the music world. It is the second offering of the 2011-2012 Del Norte-Curry Community Concert Association Concert Series. Admission is by membership or single ticket. Call 465-6572 for more information.



January 19 - Chamber MIXER!

DNACA (Del Norte Association for Cultural Awareness) is hosting tonight's Art Show mixer and reception at the Del Norte County Courthouse at 5:30pm.



January 21

Chamber Annual Dinner

The Annual Dinner of the Crescent City-Del Norte County Chamber of Commerce will be at 5:00pm at the Cultural Center. For more information, call the Chamber at 464-3174.

January 24

Del Norte County Board of Supervisors Meeting

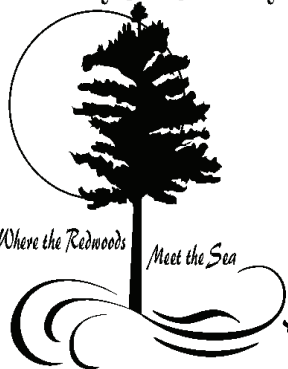
Supervisors will meet at 10:00am today at the Board Chambers in the Flynn Center in Crescent City.

Crescent City/Del Norte County Chamber of Commerce 2012 Annual Dinner

You are cordially invited to an evening of fine dining at the Crescent City Cultural Center

Crescent City-Del Norte County

Saturday, January 21, 2012



5:00 Cocktails : 6:00 Dinner

\$35.00 per person

(advance reservations are suggested)

\$40.00 per person at the door (if space is available)

Chamber of Commerce

1001 Front St. Crescent City, CA 95531

R.S.V.P. by January 16, 2012

Menu

Mixed greens on a bed of fresh sliced tomatoes with prawns and topped with a lemon caper vinaigrette.

Roasted Prime Rib served with twice baked potato stuffed with Rumiano Cheese's sharp white cheddar, fresh chives, sour cream and pancetta.

Lemon Chicken Breast marinated in lemon, garlic, thyme and olive oil and then roasted and topped with beurre blanc sauce served with rice pilaf.

Four Cheese Vegetable Lasagna with béchamel sauce made with mozzarella, ricotta, asiago and parmesan cheese and mushrooms, caramelized onions, fresh spinach and zucchini.

All dinners are served with fresh seasonal vegetables and assorted LaBrea Bakeries dinner rolls and Red Velvet Bundt for dessert.

~ Catering provided by Northwoods Restaurant ~

January Mixers

Sutter Coast Community Clinic Mixer and Open House
Thursday, January 12 @ 5:30pm
780 E. Washington Blvd.
Crescent City, CA. 95531

Your Salon Mixer!



**Crescent City-Del Norte County
Chamber of Commerce**

1001 Front Street
Crescent City, CA. 95531
707.464.3174

www.delnorte.org

Email: chamber@delnorte.org

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*Chamber Annual Dinner!
Saturday, January 21, 2012
(See page 6 for menu)*



Chamber Ambassadors (red vests) Mary Messal, Mitzi Travis and Mimi Stephens along with Heather Holt from Bicoastal Media at the Frontier Grand Opening & Ribbon Cutting.

Welcome New Members!

Humboldt Medical Specialists

2725 Myrtle Ave., Suite B

Eureka, CA. 95501

707-269-0644

www.HumboldtMedicalSpecialists.com



The Chamber Digest is printed at Del Norte Office Supply, located at 240 I Street in downtown Crescent City. Del Norte Office Supply is your one-stop shop for all your office supply and gift needs. Contact their helpful staff at 707.464.5680 or visit them on the web at www.delnorteoicesupply.com