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Contributors

Jennifer B., Ana N., Erica B., Jessica R., Alesia F., Farley O., Alice O., Chanthra C.

Editors
Alesia F.

Motion Medicine

BarneyandBarney-Vital

Summer is here and there are plenty of healthy reasons to swim. Here is a list sure to motivate you:

Low impact: There's no ground impact when you swim, and so you protect the joints from stress and strain.

Swimming can be a life-long exercise: Because there's no impact with swimming, it can be continued for a lifetime.

Builds cardiorespiratory fitness: In one study of sedentary middle-aged men and women who did swim training for 12 weeks, maximal oxygen consumption improved 10% and stroke volume (the amount of blood pumped with each beat which indicates heart strength) improved as much as 18%.

Builds muscle mass: In a study of men who completed an eight-week swimming program, there was a 23.8% increase in the triceps muscle (the back of the arm).

An alternative when injured: When athletes are injured, particularly in the lower extremities, they are frequently told to swim to maintain their fitness level. Swimming helps them stay in shape, and it's even part of the rehabilitation. That's because the resistance of the water makes the muscles work hard without the strain or impact that is experienced on land.

Burns calories: Swimming burns anywhere from 500-650 per hour depending on how efficiently you swim. Very early research on swimming and calorie expenditure showed that swimming, regardless of the stroke, burned about 89% of the calories burned during running and 97% of the calories burned during cycling for the same time period. Just when you thought you were having fun, guess what? You are staying healthy too!*

Source: <http://barneyandbarney.com/assets/files/b-Vital-July-2016.pdf>

Policy of the Month:
Attendance and Punctuality
By Administration

It is the policy of Community Catalysts of California (CCC) to require employees to report for work punctually and to work all scheduled hours and any required overtime. Excessive tardiness and poor attendance disrupts workflow and client service and will not be tolerated.

☐ Supervisors should notify employees of their starting, ending, and break times. Employees are expected to be engaged in carrying out their duties during all scheduled work time and should be ready to begin working at their scheduled starting time. Supervisors should record all absences and, for Non-Exempt employees (those subject to the minimum wage and overtime requirements of the Fair Labor Standards Act), any tardiness or early departure exceeding ten minutes.

☐ Employees should notify their supervisor, as far in advance as possible whenever they are unable to report for work, know they will be late, or must leave early. The notice should include a reason for the absence and an indication of when the employee can be expected to report for work. If the supervisor is unavailable, notification should be made to the appropriate on-call staff or other supervisory staff in the office.

☐ Non-Exempt (hourly) employees will not receive compensation for time missed because of tardiness or early departure if the time missed exceeds 10 minutes after starting time or before quitting time. Failure to notify CCC properly of any absence may result in loss of compensation during the absence and may be grounds for disciplinary action, up to and including termination.

☐ Non-Exempt (hourly) employees who are delayed in reporting for work more than 30 minutes and who have not notified their supervisor of their expected tardiness may lose their right to work the balance of the work day. In addition, employees who report for work without proper equipment or in improper attire may not be permitted to work. Employees who report for work in a condition considered not fit for work, whether for illness or any other reason, will not be allowed to work.

☐ Employees generally are expected to report for work during inclement weather conditions and/or natural disasters such as fires, earthquakes, and floods if CCC does not declare an emergency closing. Non-Exempt (hourly) employees who are unable to report because of weather conditions and/or natural disasters will be granted an authorized unpaid absence. Non-Exempt (hourly) employees who are late because of weather conditions and/or natural disasters will be given a chance to make up their missed time if work schedules and conditions permit.

☐ Non-Exempt (hourly) employees will not be required or permitted to work any period of time before or after scheduled starting or quitting times for the purpose of making up time lost because of tardiness, unauthorized absence, authorized absence, or any other reason if the result will be that the employee works over 8 hours in a day or more than forty hours during the workweek.

☐ Employees must report to their supervisor after being late or absent, give an explanation of the circumstances surrounding their tardiness or absence. The supervisor should record the information in the employee's file. When appropriate, the supervisor should counsel the employee on the importance of good attendance and warn that excessive tardiness or absences will lead to discipline, up to and including termination.

☐ Employees must obtain permission from their supervisor in order to leave CCC premises or other work sites during working hours. In addition, employees who are frequently away from the premises for business reasons should inform their supervisors of their whereabouts during working hours.

☐ Unauthorized or excessive absences or tardiness will result in disciplinary action, up to and including termination. An absence is considered to be unauthorized if the employee has not followed proper notification procedures or the absence has not been properly approved. Generally, absences in excess of those allowed in LEAVES OF ABSENCE, policies, and tardiness or early departure (i.e., beyond ten minutes of starting or quitting time) more than three times in a three-month period are grounds for discipline.

☐ Employees who are absent from work for three consecutive days without giving proper notice to CCC will be considered as having voluntarily quit. At that time, CCC will formally note the termination and advise the employee of the action by certified mail to the employee's last known address.



**Client
Anniversaries**

- 25 Years**
Nick A. | San Marcos

- 24 Years**
Russell T. | San Marcos

- 23 Years**
Carol F. | San Marcos

- 21 Years**
Eduardo B. | Imperial Valley
Mary M. | Imperial Valley
Charles T. | Imperial Valley
James C. | San Marcos

- 19 Years**
David H. | Manteca
Pheuy P. | Fresno

- 18 Years**
Mollie W. | Imperial Valley

- 17 Years**
Raymond R. | Imperial Valley

- 14 Years**
Jami S. | San Marcos

- 13 Years**
Nathan H. | San Marcos
Joe L. | San Marcos

- 12 Years**
Lowella M. | Fresno

- 11 Years**
Miguel S. | Imperial Valley
Samer M. | Salinas

- 10 Years**
Talayah E. | San Marcos
Jose A. | San Marcos

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VCS

By Chanthra Choeum

What's Going On?

A few VCS employees: Angie, Linda, Janell, and Deserea; attended Stand Down 2016. Stand Down is an intervention designed to provide our homeless veterans with showers, barbers, medical, dental, and optical services. Aside from immediate need services, there is also a homeless court, VA benefits, and counseling.

Work Anniversaries:
One year for Cal, Steve, and Laurie.
Congratulations teammates!

Birthdays:
Stephanie and our newest addition,
Britney!

Welcome additions to the VCS Team:
Lily, Angie, Erika, Janell, Linda and
Brittney!



(Above) Angie, Linda, Janell, and Deserea at Stand DOWN 2016.

Corporate

By Alesia Forte

What's Going On?

The Corporate office celebrated our little shining star Jacque Kvapil, Employee of the Quarter. We celebrated Jacque's accomplishment at the Lazy Dog Restaurant. There was a ton of yummy appetizers, meals, drinks, and even desserts!

Pebbles awarded Jacque with all the goodies that come with being Employee of the Quarter. We even managed to walk away from our desserts to take a group photo.

Congrats, Jacque!



(Above) Employee of the Quarter Jacque Kvapil!



(Above) Corporate staff photo

**Client
Anniversaries**

Continued from p2

9 Years
Christopher V. | San Marcos
Juanita G. | Merced

8 Years
Deborah B. | Imperial Valley
Yesenia C. | Salinas
Deborah M. | Imperial Valley

7 Years
Jennifer L. | Merced
Victoria E. | Imperial Valley

6 Years
James C. | Santa Clara

5 Years
Gregory B. | Visalia
Joshua B. | Imperial Valley

4 Years
Ronnie F. | San Marcos
Joseph F. | San Marcos
Edward A. | Manteca

3 Years
Jaqueline L. | Imperial Valley
Mayra Z. | San Marcos
Colin M. | Santa Clara
Derek D. | Visalia
Amanda F. | Santa Clara

2 Years
Michael F. | Visalia
Sam F. | San Marcos

1 Years
Randy R. | Salinas
Ramon V. | Imperial Valley
Michelle S. | Santa Clara
Filiberto V. | Imperial Valley
Marcy W. | Imperial Valley
Maggie N. | Santa Clara
Jenny C. | Santa Clara
Angela C. | Santa Clara

Southern California

San Marcos
By San Marcos Staff

What's Going On?

San Marcos is HOT, and I don't mean just the 100+ temperature weather. Recently promoted from Employment Coordinator to Employment Specialist, Marti Diegan is on a roll with three job placements in the last 45 days. Our San Marcos IL team is wrapping up three new assessments, and the Tailor Day Program has taken on two new clients in the last month. It looks like there are more to come.

Supported Employment Program:

On to the next episode of The Lives & Times of the SE Team: there have been some changes in staffing this month and for those who remain and continue to push forward. Thank you for your hard work and dedication to the clients and the program. You are appreciated.♦

Imperial Valley
By Ana Norris

What's Going On?

We have been really busy at the Imperial Valley, but this weather just makes it a bit challenging. It's a good thing this doesn't stop us from growing! Supportive Living would like to welcome two new staff members: Brandy Valdez & Cynthia Quintero! It's like they say, no news is good news. See you all next month!

Redwood Coast
Ukiah
By JoAnn Holliday

What's Going On?

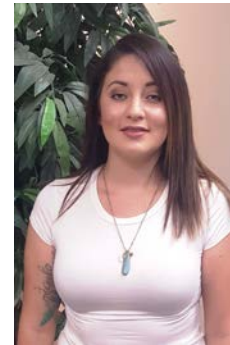
Temperatures have soared in Mendocino County, so we've had to find a variety of ways to cool off. KT, Harry, David S., and Darryl all went to Camp Harmon in the Santa Cruz Mountains. A couple of weeks later Richard, Fred, and Dave M. went there as well. They enjoyed it so much they're all budgeting for a return trip next summer. Harlan went to Sacramento to visit his brother and go to flea markets. While he was having fun with that, Bob was riding the rails on the Old Sacramento Steam Train.

Lloyd and Paul S. went to the coast and enjoyed a nice lunch out and a walk along the beach. Paul S., Dave M., Richard and Fred all went for a ride on the Skunk Train in Willits, and Mark and Randy went to a ballgame to see the SF Giants beat the Padres. They stopped at the Golden Gate Bridge on the way because, why not?

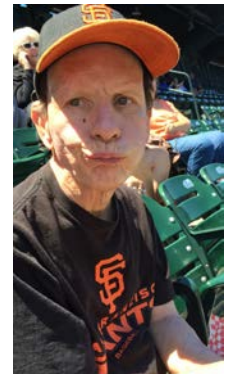
We have also been enjoying the concerts in the park, the farmers markets, and moonlight movie madness in the plaza. We'd like to wish the following staff a happy birthday: Darlene Ballard, Lizabeth Leach, Cindy Fransham, Katie Peterson, and JoAnn Holliday. Lastly, we'd like to wish a very happy birthday to consumers Richard, Diana and Rafael.♦

San Marcos Calendar

**Aug. 3rd – Client Fundraiser @
The Habit Burger Grill**



(Above) New I.V staff members Cynthia and Brandy





Employee Anniversaries

15 Years

Sharon Knivila | Ukiah 🦋

13 Years

Sandra Gayles | Santa Clara
Lori Krieger | Santa Clara

11 Years

Dana Ragan | Ukiah

9 Years

Ron Clayton | San Marcos 🦋

8 Years

Teddy Agbayani | Manteca 🦋
Stacy Meyer | San Marcos

6 Years

Sarah Cabrera | Imperial Valley

4 Years

Jacob Carter | Visalia

3 Years

Daynique Candler | Fresno
Carolina Madrigal | Imperial Valley 🦋
Tanya Morrison | Visalia

1 Year

Mark Callen | VCS
Jacqueline Castano | Manteca
Stephen Hernandez | VCS 🦋
Constanza Ibarra | Visalia
Laurie Mastromarino | VCS 🦋
Edgar Mejia | Visalia

South Bay

Salinas

By Farley Odad

What's Going On?

Where art thou July? You came in and passed us by.

With so many things to do and yet so little time our clients still made July fun. Here are a few things to enjoy: Some clients went outdoor camping, swimming in the Monterey shore, and then the Rodeo for more entertainment.

Clients were able to attend Tuesday's dollar movie deal for the summer, and luckily the Salinas Carnival is in town! Lucky for us, all these events were on different dates so many clients had the opportunity to enjoy it all. The weather is nice, and the sun is so bright bringing a little fresh air at night.

Now we look forward for next month's events. The Monterey County Fair and our summer barbecue CAC event awaits! 🦋



(Above) Performance at College of Adaptive Arts.

Santa Clara

By Erica Barber

What's Going On?

One of our clients had a dance performance this past month! Elayne attends College of Adaptive Arts. Her college put on a show called Greasy Hairspray, a cross between Grease and Hairspray. She did amazing! Two of our staff members, Jennifer and Lori, had the pleasure of watching her performance. It was a night to remember.

We would like to give a great big shout out to our new DSA, Alexandria! We are excited to have her. 🦋



(Above) Client Elayne performance at her art school.

Congratulations
to the Wellness
Winner of the
Month:

ALESIA FORTE!



By reminding employees to shop at **smile.amazon.com**, Community Catalysts of California could increase its AmazonSmile donations!

Our charity link is: <http://smile.amazon.com/ch/33-0008269>

HAPPY SHOPPING!!!