



The Joshua Tree



January 20, 2026

2026 EMPLOYMENT LAW CHANGES

Members of the Rotary Club of Victorville recently welcomed **Mike Thrapp**, Director of ICR Staffing Services, for an in-depth discussion on major employment law changes scheduled to take effect in 2026. The presentation offered local business owners, managers, and community leaders valuable insight into how upcoming state and federal regulations may impact hiring, compensation, workplace policies, and overall employer compliance in the year ahead.



adjustments to minimum wage levels and salary thresholds that affect exempt and non-exempt employees. He explained that these updates are more than simple payroll changes; they require employers to carefully review job classifications, overtime eligibility, and compensation structures to ensure compliance. Thrapp noted that misclassification remains one of the most common and costly mistakes for employers and encouraged businesses to conduct proactive audits rather than wait for enforcement actions.

ICR Staffing Services, a long-standing workforce solutions provider serving the High Desert and surrounding regions, is known for helping employers navigate complex employment regulations while supporting job seekers in a rapidly changing labor market. Drawing on their day-to-day experience working with companies of all sizes, Thrapp emphasized the importance of preparation and education as new laws come into force.

He followed with an overview of evolving employment contract regulations and worker protection measures. He highlighted new restrictions affecting certain repayment agreements and emphasized expanded expectations around pay transparency and equitable compensation practices. According to Mike, these changes are designed to promote fairness and clarity in the workplace but will require employers to revisit job postings, offer letters, and internal pay policies. He stressed that clear documentation and consistent practices will be critical for avoiding disputes and maintaining employee trust.

Thrapp opened the presentation by discussing wage and classification changes expected in 2026, including

Another key focus of the presentation was enhanced notice and record-keeping requirements. Thrapp explained that employers will be expected to provide clearer, more frequent communication to employees regarding their workplace rights, as well as maintain more detailed records related to wages, training, and

This Week's Functionaries

Invocation: Brad Letner

Flag Salute: Jim Murray

4-Way Test: Steve Murray

Fine Master: --

Continued on page 3

MURRAY'S MINUTE



Thank you to Mike Thrapp from ICR Staffing for taking out of his busy schedule to speak with the Club

on the new California Employment Laws.

Due to a very spirited discussion in the question and answer portion, we ran out of time!



Our 50/50 jar is doing great! Tickets are \$5 each or five for \$20. We will draw the winning ticket on June 30th! Half of the money will go to one lucky person, while the other half will go into our account to give Brad Letner the financial advantage to begin his presidency. Get your tickets now! See the flyer on page 3.

Darron Poulsen still has available squares on the \$1 and \$5 opportunity for this year's Super Bowl Party! Let's fill them up! Please sign up for the party and invite potential members, friends, neighbors to this free party. We do need a headcount so we know the amount of hamburgers, hot dogs, water and soda to purchase. Bring an appetizer or dessert for others to enjoy! Please remember this is a BYOB event.

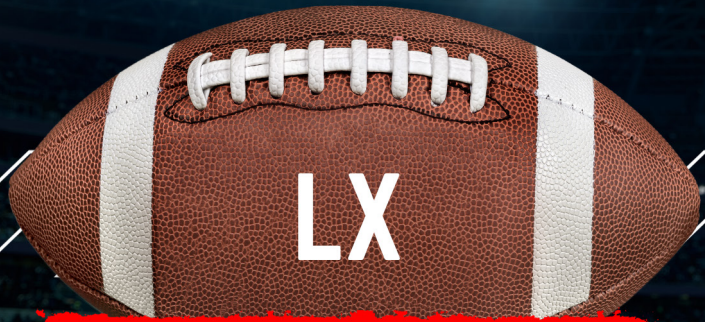
Steve

SIGN UP TODAY!



JOIN US FOR

SUPER BOWL Party



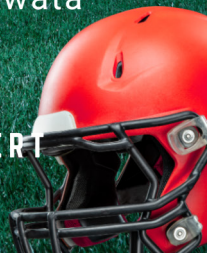
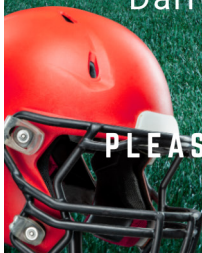
Let's eat, cheer, and get ready for the big game together!

February 8 | at 2:30pm

Darron & Donna Poulsen 18841 Nowata Rd, Apple Valley, CA 92308

rsvp 760-953-1236

PLEASE BRING APPETIZER OR DESSERT
BYOB



UNITE FOR GOOD

Big Blue Poker Chip

Bob Basen had the chance to draw the Blue Chip but picked green and saved the chance for another. We'll continue next week with 6 chips and \$400 for the lucky Rotarian who can draw the Blue Chip.

Rotary Guests

This week our only Stand-in was **Stefanie Montoya** for **Bryan Gillespie**.

ICR Staffing

Continued from page one

personnel matters. For many businesses, particularly small and mid-sized employers without dedicated HR departments, these requirements may necessitate updates to handbooks, onboarding procedures, and internal systems.

Throughout the discussion, he emphasized that compliance should not be viewed as a burden but as an opportunity to strengthen workplace culture. By staying informed and aligning policies with current laws, employers can reduce legal risk, improve employee engagement, and position themselves as responsible community partners. He encouraged Club members to seek professional guidance early and to view workforce compliance as an ongoing process rather than a once-a-year task.

The presentation concluded with a lively question-and-answer session, during which Rotary members asked about implementation timelines, enforcement priorities, and best practices for adapting to the changing legal landscape. Thrapp offered practical guidance and reinforced ICR Staffing Services' role as a resource for local employers navigating these changes.



Raffle



This week, **Steve Murray** donated an migraine eye mask that will be used by **Rob Kilpatrick** and a candle that will be burned by **Jon Hove**. **Angel Espino** took home a bag of new VVTA swag from **Chris Ackerman**, and Mr. Hove donated a couple of neon colored Hi-Grade Materials 70th anniversary neon caps that will be worn by **Bill Scott** and President Steve!



All proceeds to benefit the projects of The Rotary Club of Victorville



Winner will be announced on June 30, 2026





VICTORVILLE ROTARY CLUB OFFICERS

Board of Directors

President 2025-2026	Steve Murray
President 2026 - 2027	Brad Letner
Immediate Past President/Club Service	Bryan Gillespie
Executive Secretary/Grants	Steve and Pam Murray
Treasurer	Darron Poulsen
Youth Services/Ethics Essay	Please Volunteer
Foundation.....	Darron Poulsen
Club Service & Membership	Bryan Gillespie
International Service.....	Ben Tafoya
Youth Service	Ryan McEachron
Community Service	Arsalee Morales
Vocational Service	Angel Espino

Members-at-Large: Bob Basen, Ron Boyd, Steve Murray, Ron Boyd, Rob Kilpatrick

Positions & Committee Chairs

BOD/PP Secretary.....	Pam Murray
Scholarships.....	Please Volunteer
Special Billing	Esther Mears (TBD)
Public Service Awards.....	Please Volunteer
Teacher Mini-Grants	Angel Espino
Special Projects.....	Rob Kilpatrick
Dan Stover Music Contest.....	Angel Espino
Joshua Tree Editor	Chris Ackerman
Read B4K	Brad Letner
Grants.....	Please Volunteer
Food Baskets.....	Ben Tafoya
Interact (Junior Rotary).....	Please Volunteer
Programs	Mike Page
Fundraising	Stefanie Montoya
S.T.A.R. Students	Angel Espino
Club Learning Facilitator.....	Please Volunteer

The Victorville Rotary Club meets every Tuesday for fellowship
at 11:30 a.m. and meeting at 12:00 noon at the Bear Valley
Country Club, 13229 Spring Valley Parkway, Victorville

Make-up Days and Locations

MONDAY:	San Bernardino East, Imperial Palace, noon
TUESDAY:	Rancho Cucamonga Sunrise, 7:15 a.m. Empire Lakes Golf Course Rancho Cucamonga, 12:00 p.m., Etiwanda Gardens
WEDNESDAY:	San Bernardino Crossroads, Hilton, noon, Barstow, DiNapoli's Firehouse, 1358 E Main St, Barstow, CA
THURSDAY:	Apple Valley, Rusty Bull, 13685 John Glenn Rd, Apple Valley, Noon. Ontario, 12:15 p.m., Doubletree Hotel San Bernardino, Denny's at I-15, 7 a.m. Redlands, Masonic Temple, noon
FRIDAY:	San Bernardino North, Elks Lodge, 12:05 p.m.

Calendar Dates

- Feb 10** **Board of Directors Meeting**
5:30pm Board Meeting
ISU ARMAC Insurance Agency
17177 Yuma St., Victorville, CA 92395
- May 2** **Rotary Golf Tournament**
Apple Valley Golf Course
\$100 per Player • \$400 per Foursome

Upcoming Programs

- Jan 27:** **Dan Stover Music Competition**
(Espino)
- Feb 3:** **OPEN**
- Feb 10:** **OPEN**
- Feb 17:** Bruce Ebmeyer, Ebmeyer Charter
Services **TOPIC "TBA"** (Page)
- Feb 24:** **OPEN**

The Polio Pig
Collected this week: \$5.00
Collected to Date: \$21,750.68
Total equals: 104,480 Doses!
One dollar equals 2 Doses of Vaccine!
\$500 pays for a Polio Clinic!

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