



*Serving bowling centers in Southern California for more than 75 years!*

BCSC JANUARY 2016 DIGITAL NEWSLETTER  
VOLUME 21, ISSUE 1

**Ring in the New Year with your President  
Gary Forman**





# Calendar of Events

January 6—December 30, 2017  
Bowling University (Free to  
BCSC Member Centers)

January 22-24, 2017  
BPAA Bowling Summit Charleston, South Carolina

February 8  
Bootcamp—Leadership and Time Management  
10:30a-4:30p (Registration a must)  
Legisilative Party  
5:00p-9:30p (Help always welcome)  
Both events at Country Club Lanes Sacramento

March 30, 2017  
Bootcamp—Outside Sales  
10:00a-4:00p Keystone lanes

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# GET YOUR COACHES TRAINED!

USA Bowling Coaching is looking for Centers who want to host a free youth coaching seminar in 2017!



Submit a request form by clicking the link below and then wait to see if you are selected to receive a FREE 3-hour youth coaching seminar for any 25 volunteer coaches in your community!

All seminar attendees are given the opportunity to earn their USBC Coaching Level I certification at no cost! (must be RVP approved and complete online course)

Any requests that are not selected will be provided the opportunity to purchase their own coaching seminar at a discounted rate.

## SEMINAR REQUEST FORM

Hurry! All requests must be submitted to USA Bowling Coaching by December 30th.

USA Bowling Coaching is a grassroots instruction program that teaches volunteers in bowling centers the basic skills needed to teach the sport of bowling to youths.



A JOINT VENTURE  
OF BPAA & USBC  
ALONG WITH OUR  
FOUNDING PARTNERS





President's Perspective

*Bowling Centers of Southern California*



Happy New Year!

As I take the helm of BCSC for a second time, I would like to thank you for the trust you have placed in me and I look forward to serving you all in 2017.

2017 has brought a lot of change – a new Executive Director, a new office, new office staff, new phone number, new fax, new email. Please take a moment to be sure you have our correct office and mailing address in your records, including your bookkeeping/accounting systems, so checks don't get held up and delayed by having to be forwarded!

Also new for 2017 are a host of labor laws – some which affect us, some which don't. In addition to the myriad set of new rules and regulations bestowed upon us by California, I am now informed that we are required to maintain and post the annual OSHA log (OSHA-300) listing all workplace injuries each February, listing the illness and injuries for the previous year (the form must still be posted even if no injuries occurred). Apparently OSHA decided to reclassify the standard industry codes and bowling centers lost their exemption.



## President's Perspective Cont.,

Some of the highlights of the new regulations follow (this is NOT legal advice, please check with your labor counsel or with our labor consultant partner, Eric Martin of ACG Consulting Services):

Minimum Wage – in MOST areas of the state, minimum wage for employers with 26 or more employees increases to \$10.50 per hour.

Los Angeles City and Los Angeles County have different schedules, as do a few other cities in California.

Earned Income Credit – employers must notify employees eligible to receive the Federal EIC a notice of availability of California's EIC.

Fair Pay Act previously enacted now is amended to prohibit employers from paying any employee wage rates that are less than rates paid to employees of another race or ethnicity for substantially similar work (last year's law prohibited discriminatory pay between sexes). Also, an employee's prior pay rate at a former employer cannot be used as a reliable defense to justify paying an employee less than another employee performing the same level of work.

City of Los Angeles has enacted legislation "banning the box" – meaning that an employer cannot inquire about a potential employee's prior criminal history or conduct a background check until after a conditional offer of employment is made to the prospective employee conditioned only on the result of a check.

Paid Family Leave – As of January 2018 the percentage amount of family leave benefits payable to an employee.

Domestic Violence, Sexual Assault and Stalking Protections: Employers with 25 or more employees will be required to provide employees written notice about the rights of victims of domestic violence, sexual assault and stalking to take protected time off for medical treatment or legal proceedings.

I-9 Forms – It becomes an "unfair immigration-related practice" to request more or different documents than required under federal law to verify work authorization; refuse to honor documents that on their face reasonably appear to be genuine; refuse to honor documents or work authorization based on the specific status or term that accompanies the authorization to work; or attempt to reinvestigate or re-verify an incumbent's work authorization using an unfair immigration-related practice.

These are just some of the rules and regulations that affect us. Again, should you have any questions, please do not hesitate to reach out to Eric Martin of American Consulting Group via telephone at (949) 452-1840 or via email at [emartin@american-consulting.com](mailto:emartin@american-consulting.com).

I wish you all a Happy, Healthy, and Prosperous 2017!!!



# BCSC

## MEMBER EDUCATIONAL OPPORTUNITIES

Bowling University - February 5 - December 31, 2017

5 Easy Steps to get you started:

1. Go to [www.BowlingUniversity.net/welcome](http://www.BowlingUniversity.net/welcome)
2. Look at the Curriculum
3. Pick your choice of subjects. (Dictated by what you hope to accomplish by Staff)
4. Sign your Staff up before February 5th for the next session by giving the information requested. (Miss that deadline? Sign up on February 6th for a March start.)
5. Give information of who the reporting goes to. (The owner or manager who is to get the graded course information.)

### Bowling Bootcamp - Outside Sales

March 30, 2017, Keystone Lanes 10:00am - 4:00pm

\$49.95 value per person for only \$19.95

Lunch Included

### Labor Laws

New Laws start throughout the year

Look to your President's Perspective for a Synopsis

Other questions? Please reference American Consulting Group

## BCSC GOLD LEVEL PARTNERS



### **American Consulting Group Eric Martin**

27758 Santa Margarita, Ste.  
#312  
Mission Viejo, CA 92691  
949-452-1840 Office  
949-206-0972 Fax



### **Classic Products Corp. Bob Andrews**

Account Representative  
800-444-0123 (Toll Free)  
559-314-5502 (Cell)  
randrews@classicprod



ZOT Pinsetter Parts

### **PJ Rosendahl**

General Manager  
ZOT Pinsetter Parts  
Cell: 303.919.8189  
[pjrosendahl@zotcolorsplash.com](mailto:pjrosendahl@zotcolorsplash.com)



### **Dippin' Dots**

**John & Cheryl Hiller**  
26893 Bouquet Cyn Rd Ste C-119  
Santa Clarita, CA 91350  
661-510-8348 • 661-857-3274

## BCSC GOLD LEVEL PARTNERS



**Gilbert, Kelly, Crowley & Jennett LLP**

Los Angeles • San Francisco  
San Diego • Sacramento  
Direct: 213.615.7039  
Sonia Esteves |  
SME@gilbertkelly.com  
[www.gilbertkelly.com](http://www.gilbertkelly.com)



**Golfstream Inc.  
Darren Dummit**

1926 East 7th Street  
Los Angeles, CA 90021  
310- 936-3363  
darren@playgolfstream.com  
<http://www.playgolfstream.com>



**Herzog Insurance Agency  
Bob Herzog**

235 Main Street  
Pleasanton, CA 94566  
800-300-1303  
Bob.Herzog@herzogins.com



**Kids Bowl Free  
Bruce Davis**

239-389-9583  
brucetalks@aol.com  
[www.KidsBowlFree.com](http://www.KidsBowlFree.com)



## BCSC GOLD LEVEL PARTNERS



**New Center Consulting, Inc.**  
**Glenn Hartshorn**  
 3258 Aquinas  
 Rochester Hills, MI 48309  
 248-375-2751  
[Glenn@newcenterconsulting.com](mailto:Glenn@newcenterconsulting.com)



**Blake Harrison, MBA**  
 Key Account Manager | Rec &  
 Retail  
 Pepsi Beverages Company  
 Cell: 858-264-7488  
 Email:  
[blake.harrison@pepsico.com](mailto:blake.harrison@pepsico.com)



**QubicaAMF**  
**Joe Roussin**  
 190 S. Summertree Road  
 Anaheim Hills, CA 92807  
 714-974-9436  
[jroussin@qubicaamf.us](mailto:jroussin@qubicaamf.us)  
[www.qubicaamf.com](http://www.qubicaamf.com)



**Western Bowling  
 Proprietors' Insurance**  
 1865 Herndon Ave Ste K  
 Clovis, Ca 93611  
 Main: 800-200-9998  
 Fax: 559-298-2110  
[www.WBPIprogram.com](http://www.WBPIprogram.com)

# BCSC PARTNERS



**HPSI Hospitality**  
 Spencer Gonzalez  
 1 Ada, Suite 150  
 Irvine, CA 92618  
 949-250-4774  
 spencerg@hpsionline.com



**Guardian Eagle Security Inc.**  
 Freddy Galal  
 4311 Wilshire Blvd Ste. 419  
 Los Angeles, CA 90010  
 888-990-0002  
 info@ges.net



**Western Pacific Bowling Supply**  
 Chuck Sager / Lee Haxton  
 1216 W. Grove Avenue  
 Orange, CA 92865  
 714-974-1733  
 Lee@wpbowling.com



**Valet-It Parking Services**  
 Abby Rasouli  
 15053 Ventura Blvd Ste 208  
 Sherman Oaks, CA 91403  
 855-825-3848  
 info@valet-it.com



**Enviro-Master Services**  
 Steve Vivanco  
 7054 Gerald Ave Ste A  
 Van Nuys CA, 91406  
 818-465-8085  
 laenviro-master@gmail.com



**Mischel & Company**  
 Ken Mischel  
 432 Bonito Ave  
 Imperial Beach CA 91932  
 619-423-2001  
 mischelco@msn.com



**Floria Financial Services**  
 Vayle Floria  
 1420 E. Chapman Ave  
 Orange, CA 92866  
 (714) 742-0820 (Cell)  
 (714) 704-9085  
 ext.110# (Office)  
 (714) 740-5021 (Fax)  
 vayle@floriafinancial.com  
 www.floriafinancial.com



**Murrey International, Inc.**  
 Bill Snoberger  
 14150 S. Figueroa St.  
 Los Angeles, CA 90061  
 310-532-6091  
 www.murreybowling.com  
 sales@murreybowling.com



**Family Amusement Corporation**  
 Stephen or Robert Peck  
 876 N. Vermont Ave.  
 Los Angeles, CA 90029  
 323-660-8180  
 info@familyamusement.com  
 www.familyamusement.com



**Professional Bowlers Association**  
 Janay Haggerty  
 2152 Ellesmere Loop  
 Roseville, CA 95747  
 206.654.6003 (w)  
 206.819.3347 (cell)  
 Janay.Haggerty@PBA.com



**Supplyworks**  
 Larry Zill  
 5635 Union Pacific Ave  
 Commerce, CA 90022  
 323-837-4141 Office  
 818-634-6268 Cell  
 Lzill@supplyworks.com  
 www.supplyworks.com

# Executive Director's Report



## Happy New Year!!!

The agenda has been set by your President and Board of Directors for the following year.

Highlights include:

- ♦ Youth Scholarship Tournaments
- ♦ Education throughout the year
- ♦ Proprietor Gatherings
- ♦ Proprietor Sharing
- ♦ Savings/ revenue Programs exclusive to BCSC members
- ♦ Easy to run Tournaments that put money in BCSC member pockets

I look forward to taking aim and executing the direction for year 2017

13896 Harbor Blvd. Ste. 5a Garden Grove, CA 92843  
O 657-231-6675 C 909-247-9734 F 714-333-4798  
E-mail: [ed@socalbowling.com](mailto:ed@socalbowling.com) [www.socalbowling.com](http://www.socalbowling.com)

## **Look What's New Beginning in 2017...**

**Bowling Centers of Southern California** purchased an **unlimited** year's subscription to courses offered by BPAA's Bowling University!

And, yes, this means as many courses during each month's session for as many employees who want to take courses from the **Online Training and Management Certificate Program**

## **Member subscriptions have already begun!**

**Bowling University Online "Welcomes" you and your team to the online subscription program.**

**[www.BowlingUniversity.net/welcome](http://www.BowlingUniversity.net/welcome) is your one stop for all things related to the subscription service program!**

**Register directly online for the February session see important deadlines and view the course catalog all in one spot.**



**What do I need to do first?  
Which courses are right for me and/or my team?  
How do I get registered for the next session?**

**Don't stress!**

**We are here to help you get the most out of the Bowling University Online Training and Management Certification Program (OTMCP). Still have questions?**

**Gerald Morrow ([gerald@bpaa.com](mailto:gerald@bpaa.com)) will be your main contact; however, if he is unavailable, please contact Sheri Owens [sheri@bpaa.com](mailto:sheri@bpaa.com).**

## BOARD OF DIRECTORS



**GARY FORMAN**  
**President**  
 Fountain Bowl  
 17110 Brookhurst St.  
 Fountain Valley, CA 92708  
 P: 714-504-2695  
 gcf@fountainbowl.com



**STEVE DAVIS**  
 Zodo's - Bowling & Beyond  
 5925 Calle Real  
 Goleta, CA 93117  
 P: 805-967-0128  
 steved@zodos.com



**CRAIG GOODMAN**  
**Vice President**  
 Santa Clarita Lanes  
 21615 W. Soledad  
 Canyon Rd.  
 Santa Clarita, CA 91350  
 P: 661-254-0540  
 craig@santaclaritalanes.com



**TONY MENDOLA**  
 Harley's Simi Bowl  
 480 E Los Angeles Ave  
 Simi Valley, CA 93065  
 P: 805-526-4212  
 Tony@harleysbowl.com



**RON BRISENO**  
**Secretary/Treasurer**  
 Vista Entertainment Center  
 435 W. Vista Way  
 Vista, CA 92083  
 P: 760-941-1032  
 ron@vistaentertainment.com

**CHARLIE  
 KINSTLER**  
 Del Rio Lanes  
 7502 Florence Ave  
 Downey, CA 90240  
 P: 562-505-5435  
 cvkljk@aol.com



**TONY SANDS**  
**Immediate Past President**  
**Executive Committee**  
 Jewel City Bowl  
 135 S. Glendale Ave.  
 Glendale, CA 91205  
 P: 818-243-1188  
 tony@backalleybowlingl.com

**MICKEY COGAN**  
 Gable House Bowl  
 22501 Hawthorne Blvd.  
 Torrance CA 90505  
 P. 310-378-2265



**DINA FINK**  
 Buena Lanes  
 1788 S. Mesa Verde  
 Ventura, CA 93003  
 P: 805-677-7770 x304  
 Dina.Buenalanes@gmail.com



**Todd Makosvky**  
 Sandy Hill Lanes Bowling Center Manager  
 Marine Corps Community Services  
 MCAGCC Box 788150, Bldg 1584  
 Twentynine Palms, CA 92278-8150  
 Office: 760-830-6422  
 Cell: 760-485-0934



**SCOTT CHAUNCEY**  
 Director of Operations  
 Bowlmor-AMF / Brunswick  
 P: 909-240-4789  
 schauncey@bowlbrunswick.com

**BCSC Office**  
**Scott Poddig E.D.**  
 13896 Harbor Blvd. Ste. 5a  
 Garden Grove, CA 92843  
 O 657-231-6675  
 C 909-247-9734  
 F 714-333-4798  
 E-mail: ed@socalbowling.com  
 www.socalbowling.com

# Is this what your center looks like to an opportunistic claimant?

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[WBPIprogram.com](http://WBPIprogram.com)



**If your insurance company thinks stepping over the foul line is your fault, it's time to shop for new insurance.**

For more than 25 years, the WBPI has offered superior coverage and lower premiums by fighting opportunistic and frivolous claims. As licensed insurance brokers, we represent you first and foremost. That's why we're the preferred insurance broker for nearly 200 bowling centers across the country.



## Western Bowling Proprietors Insurance

Call or email Larry or Cameron Linder to get your confidential quote.

**1-800-200-9998**

[larry.linder@ljlinder.com](mailto:larry.linder@ljlinder.com) | [cameron.linder@ljlinder.com](mailto:cameron.linder@ljlinder.com)