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Cal/OSHA Board Announces  
Intent to Remove COVID  
Exclusion Pay



Definition of Family  
Expanded to Designated  
Person Effective January 1,  
2023



2022-2023  
MEMBERSHIP DIRECTORY



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Masonry Contractor: B&B Masonry, Inc.  
Ken Tejeda, MCAC President 2022/23

## Advertise in the 2023/24 MCAC Membership Directory

MCAC is now accepting orders for the next edition of its printed and [digital](#) Membership Directory. Cover spots go quickly!

Reserve your space ASAP by sending in the [reservation form](#), or simply email [elouise@mca-ca.org](mailto:elouise@mca-ca.org). No payment due now. We will bill you closer to publication.

Completed orders with artwork and payment are  
**due by March 6, 2023.**

<https://www.mca-ca.org/directory-ad-space/>

Some directory analytics for you:

- The MCAC Directory is consistently in the **Top 5 most visited pages** of the MCAC website.
- Member listings with the **most views** are Haxton Masonry, Masonry Solutions, Cornerstone Masonry Services, Ramirez Masonry and DL Masonry.

Want to enhance your online profile? MCAC's web developer, [E. Curtis Designs](#), is available to help, and we are happy to connect you. Just email MCAC Executive Director, [Julie Trost](#) and she will put you in touch with the firm's owner, Edmund Price.

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## Cal/OSHA Board Announces Intent to Remove COVID Exclusion Pay



At its November 17, 2022, meeting the Cal/OSHA Board announced their intention to **remove exclusion pay from the 'permanent' COVID regulation which is expected to go into effect January 2023.**

The Board will vote on the regulation at its December meeting. If adopted, this 'permanent' (aka *non-emergency*) version of the regulation will sunset after two years.

The current *emergency* COVID regulation requires exclusion pay until the end of this year.

MCAC will bring you the final outcome after the Board's December 15 vote.

[Flash Report: DOSH: No Non-Emergency COVID Exclusion Pay 11/17/2022](#) - Cal/OSHA Reporter

[Cal/OSHA Exclusion Pay FAQ's](#)



## Definition of Family Expanded to “Designated Person” Under California Family Rights Act (CFRA) Effective January 1, 2023

Source [Cook Brown LLP](#)

On September 29, 2022, Governor Gavin Newsom signed [Assembly Bill 1041](#) into law expanding the definition of "family member" to include a “designated person” under the California Family Rights Act (CFRA) and California’s Healthy Workplaces Healthy Families Act (HWHFA) effective January 1, 2023.

CFRA applies to employers with five or more employees. Under CFRA, eligible employees may take up to a total of 12 weeks of paid or unpaid job-protected leave during a 12-month period to care for a family member such as a child, parent (including parent-in-law), spouse, registered domestic partner, grandchild, grandparent, or sibling. Under AB 1041, the list of persons whom an eligible employee may take CFRA leave to care for is amended to include a “designated person.”

Under AB 1041, a “designated person” is defined as any individual related by blood or whose association with the employee is the equivalent of a family relationship. The legislation does not further define “the equivalent of a family relationship.” The “designated person” may be identified at the time the employee requests the leave. The designation does not have to be in advance. An employer is authorized to limit an employee to one designated person per 12-month period. If an employer does not adopt a limitation, there is no limit to the number of individuals whom an employee may designate.

Read full article with suggested next steps for employers to comply [here](#).

