



Proudly Serving the Southern California Masonry Industry Since 1947.

Top Stories In This Briefing



MCAC Collaborates with The Contractor Consultants for Recruitment Training



UPDATE: Arbitration Agreements Can Be Required as a Condition of Employment



In Memoriam
Kenny Thompson of
Thompson Building Materials
1938 - 2023



MCAC Collaborates with The Contractor Consultants for Recruitment Training

Meet Matt DiBara. A fourth generation mason. Owner of DiBara Masonry. CEO of The Contractor Consultants. Presenter/Trainer/Podcaster working with the likes of Indeed, ZipRecruiter and Angi. And a MCAC member with a passion for helping contractors find and keep top talent in their businesses.

Matt introduced us to some of his actionable recruitment and retention strategies in a January 23 webinar that left us interested in what he had to say. *If you're intrigued by the concepts of "geo-fencing" and "The Mighty Rubber Chicken",*

then you're interested too!

- First, everyone that registered for the January 23 webinar stayed for the *entire duration*. *We've all participated in enough webinars to know that is a rarity.*
- Second, the chat comments throughout the presentation were things like "very informative", "how do I learn more", "this was great." *I'm paraphrasing but you get the gist.*
- Finally, attendees wanted more.

So Matt has generously agreed to provide more. He is offering **MCAC contractor members a 1-hour fee-free consultation with The Contractor Consultants team** to help you leverage recruiting gaps in the industry to get prospective employees to notice your business and then help seal the deal.

Take advantage of your 1-hour consultation, by emailing MCAC Executive Director Julie Trost at julie@mca-ca.org.

More on Matt and The Contractor Consultants:

Masonry Magazine - <https://www.masonrymagazine.com/blog/2023/01/03/gen-nxt-matt-dibara/>

CEO Weekly - <https://ceoweekly.com/ceo-of-contractor-consultants-builds-a-business-with-more-than-concrete/>

UPDATE: Circuit Court Rules Arbitration Agreements Can Be Required as a Condition of Employment

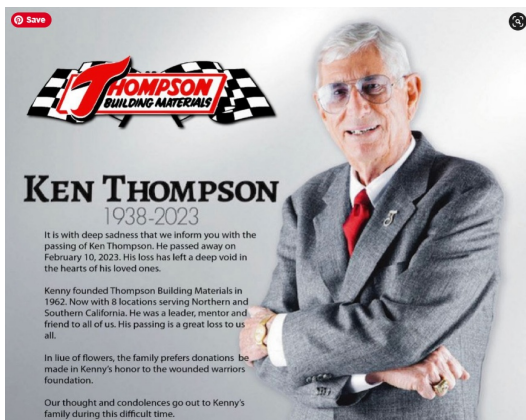


Good news for employers in the on-again off-again issue of employment arbitration agreements! A major reversal by the Ninth Circuit Court of Appeals now says the California law (AB 51 - passed in 2019) banning "forced arbitration" clauses is preempted by federal law and therefore unenforceable.

While this is a win, this is likely not the end of the AB 51 saga. However, it is another significant ruling focused on the importance of arbitration in the workplace. California employers should still seek counsel when implementing arbitration agreements in the workplace due to the complexity and changing landscape related to enforcement of these agreements.

See [Courthouse News Service article](#) and [Cook Brown Feb 16, 2023 update](#) for more of the history and ongoing debate on this issue.

Image source: https://www.freepik.com/free-vector/scales-justice-legal-hammer_34221978.htm Image by brgfx on Freepik



In Memoriam - Ken Thompson 1938 - 2023

It is with great sadness that we say goodbye to Thompson Building Materials founder, Kenny Thompson who passed away February 10, 2023. Kenny founded Thompson Building Materials in 1962 and leaves a legacy that includes a thriving construction materials business encompassing 8 locations that serve Northern and Southern California as well as a boxing promotion company that developed young talent and kept fighters in Southern California active for 23 years. His interests were many. His commitment to his community ran deep. His loss is vast and will be felt by all the many lives he touched.

In lieu of flowers, the family prefers that donations be made in Kenny's honor to the Wounded

Warriors Foundation.

MCAC extends our heartfelt sympathy to Kenny's family, friends, and those carrying on his legacy at Thompson Building Materials.

Mason Contractors Association of California, Inc. | www.mca-ca.org

