

A Snapshot of MCAC Headlines | 11.27.2024 | Issue 43



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Top Stories In This Briefing



MCAC Nor Cal Road Show:
A Day of Connection and
Innovation in Sacramento

Governor Newsom signs PAGA
reform

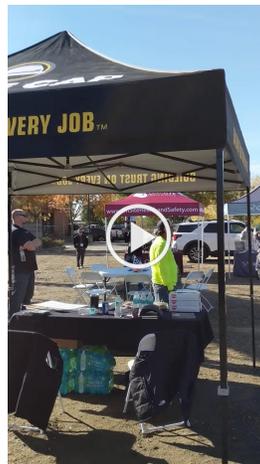


CALIFORNIA REPUBLIC

PAGA Reform Caps
Penalties



Introducing George – AI for the
Masonry Industry



MCAC Road Show Reel | Nov 12, 2024 | Sacramento, CA

🔊 Tip: Turn up the volume.

More photos: <https://www.linkedin.com/feed/update/urn:li:activity:7264709458646171648/>

The Mason Contractors Association of California (MCAC) extends its sincere thanks to everyone who contributed to the success of the Nor Cal Road Show held on November 12, 2024 at PTS Masonry in Sacramento!

Contractors, suppliers, industry associations, and masonry enthusiasts from California and across the country came together for a day of networking, learning, and collaboration.

A special shoutout to:

- **Our Presenters:** [Construction Robotics](#) & [EZ Scaffold](#), [MAVS by Omega](#), and [Quick Headers](#) for delivering insightful sessions that highlighted innovation in our industry.
- **Our Sponsors:** [The Northern California Mason Contractors Association](#) and [California Masonry Council](#) (our amazing co-host), for their steadfast support of the masonry community.
- **Our Exhibitors:** [BrandSafway](#), [Creative Mines](#), [On-Site Health & Safety](#), [PJ's Rebar](#), [Saint Moore Insurance Agency](#), [SPEC MIX](#), [Westlake Royal Stone Solutions](#), and [White Cap](#). Your presence made this event engaging and informative.
- **PTS Masonry:** Huge thanks to [Joshua Estrella](#) (PTS Owner and MCAC Treasurer) and the [PTS](#) team for allowing us to take over your yard and ensuring everything ran smoothly!

The strength and innovation of the masonry industry took center stage and we built connections that will carry into the future.

Thank you to everyone who attended for taking the time to join us, engage, and contribute to the discussions. Your presence and participation are what make these events truly special.

We're already looking ahead to more Road Shows in 2025. Stay tuned—this is just the beginning!



MCAC Office Will be Closed November 27 & 28 for the Thanksgiving Holiday



PAGA Reform Caps Penalties



Governor Newsom signs PAGA reform

On July 1, 2024, Governor Gavin Newsom [signed significant reforms to the Private Attorneys General Act \(PAGA\) into law](#), a welcome compromise reached between business and labor groups. These reforms, embodied in [AB 2288](#) and [SB 92](#), aim to curb frivolous lawsuits while ensuring employees still have effective means to resolve labor disputes.

Key Changes to PAGA:

- **Penalty Caps for Proactive Compliance:** Employers taking "all reasonable steps" to comply with labor laws, such as conducting payroll audits and training supervisors, may see reduced penalties even after receiving a PAGA notice.
 - "All reasonable steps" includes, but is not limited to:
 - Conducting periodic payroll audits and taking action in response to the results of the audit;
 - Disseminating lawful written policies;
 - *Training supervisors on applicable Labor Code and wage order compliance; or
 - Taking appropriate corrective action with regard to supervisors.
- **Right-to-Cure Provisions:** Expanded opportunities for employers to resolve alleged violations before litigation, especially for smaller businesses.
- **Changes to Standing Requirements:** Employees must now demonstrate they were personally affected by alleged violations within the one-year

statute of limitations, limiting overly broad lawsuits.

- **Manageability Improvements:** Courts have greater discretion to streamline cases, making trials more efficient.

*MCAC is in talks with the California Business and Industrial Alliance (CABIA) to make training videos available to MCAC members. MCAC is a member of CABIA, the leading critic of California's broken labor laws and one of the top advocates for meaningful reform across the state. CABIA played a pivotal role in negotiating these reforms and has created supervisory personnel training videos to aid employers with meeting the "all reasonable steps" threshold.

In the meantime, the best way to limit your company's PAGA liability is to ensure full compliance with Labor Code -- no easy task given the number and complexity of these rules. Use the PAGA Prevention Checklist below to guide your compliance review, and stay tuned as we continue to bring updates and tools on this issue.

[PAGA Prevention Checklist](#)

Introducing George – AI for the Masonry Industry

George just might be the assistant you never knew you needed. The best part? George specializes in

masonry. I got an introduction to George on a November 1 webinar as part of a free "Get to Know

George" education series the Mason Contractors Association of America (MCAA) has made available to unveil George, an industry-first AI platform designed to revolutionize how masonry professionals manage their businesses.



Named after MCAA's first executive director, George Miller, this web-based system serves as a comprehensive resource for project management, document organization, educational tools, and technical support tailored specifically to the masonry industry. Need to offer safety training in Spanish? Analyze a 400-page contract for pitfalls? Calculate labor costs on a change order? Determine job costs from material delays? George can do that.

George is now in open beta, available for free to MCAC / MCAA members. As George continues to evolve, MCAA is developing its pricing model, meaning this is an opportune time to become an early adopter without additional fees. Getting in early allows members to influence the system's development while gaining valuable experience with cutting-edge tools.

The next Getting to Know George webinar is December 9, 2024 @ 7am Pacific Time / 9am Central Time. [Register here](#).

I admit, I signed up for the November 1 webinar a skeptic but left looking forward to seeing what George can do next.

"Gratitude unlocks the fullness of life." ~ Melody Beattie

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