



MASON CONTRACTORS ASSOCIATION
OF CALIFORNIA

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Dave Jones
(916) 764-9400

**Innovative Concrete
Design, Inc.**
661 Kings Row
San Jose, CA 90019
Craig Frandsen
(408) 288-9200

March 30, 2019

ISSUE 13

Sexual Harassment Training Now Required for Employers with Five or More Employees

Effective January 1, 2019, [SB 1343](#) mandates that **California employers with 5 or more employees** must provide 1 hour of sexual harassment and abusive conduct prevention training to non-supervisory employees and 2 hours of such training to all supervisors **before January 1, 2020**. Training is required once every two years and within six months of hire or promotion.

[Read more](#)

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Does More CMU Have a Place in California Residential Construction?

Florida has launched a campaign to expand the use of block in residential construction. **Is the Florida campaign one we can model in California?** The Florida [Block Strong](#) campaign provides [floor plans](#) and takes consumers through the why's and how of CMU construction for their most valuable investment -- their home. While the benefits of block construction are clear (fire, storms, termites, mold, and rot to name a few), the question is whether it's a viable option in our state. Our California block producers association, the Concrete Masonry Association of CA and NV (CMACN) wants to know what you, California mason



contractors, think about exploring a campaign like Block Strong in California. The thought is that California could partner with the Florida designer to incorporate details from the CA Residential Building Code and promote residential construction in our state.

Please take our 2-question survey and let us know what you think. [Survey Link Here](#)

MCAC 163rd State Meeting March 4-6, 2019 Kauai, HI

If a picture is worth 1,000 words, then judge for yourself what went down at the MCAC 163rd State Meeting in Kauai, HI the first week of March. Smiles accompanied by moments of terror and exhilaration were in abundance through the week!



Check out the event photos and video on the **new [MCAC Facebook](#) page**  Can you spot "mad man Dan (Ricketts)" behind the wheel? Who is sporting a rain poncho and trash bag backpack (this might be a trick question)? Who is the new MCAC Jenga champion? We will be using the Facebook page strictly as a way to share MCAC event photos and comments...for now. Stay tuned.



The week also opened our eyes to the **Private Attorneys General Act (PAGA)**. Enacted in 2003, PAGA allows aggrieved employees to sue their employers to collect penalties on behalf of themselves, other employees, and the State Labor and Workforce Development Agency (LWDA) for any violation of the California Labor Code encompassing things like meal and rest breaks and wage statements. 75% of the recovered penalties go to the State and 25% go to the employees. The Society for Human Resource Management (SHRM) summarized PAGA's initial purpose in their [March 26, 2019 article](#) by saying, "*PAGA was intended to deputize citizens as private attorneys general to enforce the labor code in light of the state government's limited resources.*" Since then PAGA has evolved and claims are growing for California employers.



Chris Moore of Saint Moore Insurance guided us through PAGA's implications and some recommended remedies for California employers. He also enlightened us to the very startling and unique fact that employees **do not** have to experience harm for a PAGA claim to be valid. For example, if the last four digits of an employee's social security number are omitted from a wage statement, there is no *harm* to that employee (no lost wages, no missed break time, etc), BUT it is a labor code violation and, therefore, subject to PAGA. There are no damages in a PAGA claim, just penalties.

One MCAC member has spent over a year dealing with what started as a PAGA claim and evolved into an ongoing class action lawsuit. It is an ordeal no employer wants to endure. We will cover more on PAGA and what employers can do to mitigate their exposure in a separate article. In the meantime, [Chris Moore's full presentation](#) from the March 5, 2019 meeting is available [here](#) and on the MCAC website [Home Page](#) under Industry News.

MCAC UPCOMING INDUSTRY EVENTS

April 3, 2019 - MCA San Diego Meeting, Thompson Building Materials, Lemon Grove, CA. Click here for more information [FLYER](#)

April 11, 2019 - Peninsula Building Materials Product Showcase, Mountain View, CA. Click here for more information [FLYER](#)

April 11, 2019 - Design, Draft & Delights Spring Event, Thompson Building Materials, Orange, CA. Click here for more information [FLYER](#)

April 23, 2019 - MCAA Silica Train-the-Trainer Webinar. Click [here](#) for more information or to register.

May 8, 2019 - IMI Tile Stone Terrazzo Expo, Livermore, CA. Click here for more information [FLYER](#)

SAVE THE DATE
164th MCAC State Meeting
2020/21 Board of Directors Election
September 20, 2019 | Huntington Beach, CA



The Annual Concrete Masonry Design Awards and Dinner
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Sincerely,

Julie Trost

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