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2022 MCAC  
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September 30, 2022 ISSUE 25

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## California Employers Must Disclose Pay Ranges Effective 1/1/2023

On Tuesday, September 27 California Gov. Gavin Newsom signed the state's pay transparency law ([SB 1162](#)).

The new law will require nearly 200,000 California companies with 15 or more employees to disclose pay starting January 1 next year.

What the bill requires (partial list of key provisions):

- disclose pay scale in job postings,
- provide pay scale to current employees upon request,
- employers with 100 or more employees must report the median and mean hourly rate for each combination of race, ethnicity, and sex within each job category to the state by May 2023,
- maintain a record of each employee's job title and wage history during employment and for three years thereafter and
  - creates a rebuttable presumption in favor of an employee's claim if an employer fails to keep records in violation of these provisions.

A pivotal definition in the bill provides employers with some flexibility stipulating that *"Pay scale" means the salary or hourly wage range that the employer reasonably expects to pay for the position.*

According to Governor Newsom's [press statement](#), the bill's goal is "...to strengthen California's commitment to advancing gender equity and protecting the rights of women." This bill is one in a series of laws enacted over the past couple of years promoting diversity, equity and inclusion (DEI) in California.

#### RESOURCES:

JDSupra - [SB 1162 Approved: Prepare for Greater Pay Transparency Requirements](#) - 9/28/22

Bloomberg Law - [California Employers to Disclose Pay Ranges With Newsom Signing](#) - 9/27/22

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## National Fastest Trowel Contest Registration Opens October 3, 2022



Courtesy of [Masonry Messenger](#)

Registration for contestants and judges will open on October 3rd, 2022 and run until November 4th, 2022 for the 2023 MASONRY MADNESS® Day Competitions. This year, the space for competitors is limited. Given the interest we have seen on our social media channels, particularly for the Fastest Trowel On The Block, we imagine that the spots will be taken at a record pace.

We are looking forward to hosting our 2023 MCAA's Fastest Trowel On The Block and Masonry Apprentice Skills Challenge on **Wednesday, January 18th, 2023 during the World of Concrete** in Las Vegas. It should be another year of thrilling competition for the masonry industry.

Previous Fastest Trowel winners [here](#).

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## Equipment for Sale by Retired MCAC Member

Retired MCAC Member Bledsoe Masonry of Riverside, CA is selling scaffold and equipment. Available items include:

- Ladder and walk-through frames various sizes
- Frame racks, planks and guard rails
- Mud tubs and stands
- Concrete pumps
- Saws
- Trash hoppers
- And more

See price list [here](#). Contact Mike Bledsoe at (909) 208-3614.

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It's a Wrap! MCAC 167th State Meeting is in the Books  
September 16-17, 2022 | Monterey, CA



**Noah Belt** of **ExakTime** educated us on payroll and time tracking tools within ExakTime software that construction employers, like MCAC members **PJ's Rebar** and **GBC Construction**, can use to manage field operations including:

- > GeoTracking employees to ensure they are on the job site
- > Facial recognition
- > Integration with Quickbooks and over 70 other partners.



**Brad Brennan** of **Raken** expanded our technology solutions with the comprehensive Raken app which provides:

- > Daily Reports
- > Photo Management (job site photos to document progress, mishaps, etc.)
- > Time Cards
- > Toolbox Talks
- > Production Tracking
- > Checklists
- > And more

Thank you **Bob Mazza** of R Mazza Masonry and 2020/21 MCAC Secretary for introducing us to Raken.



Left to Right: John Chrysler, Masonry Institute of America (MIA), Jasmine Hernandez, A Taste of Monterey and Allie Jackson, Creative Mines  
 Congratulations **John Chrysler** and **Allie Jackson** for tying for 1st place at the *Taste of Monterey Wine and Food Pairing Contest*! They both had a 100% perfect score which was a first-ever achievement according to our contest coordinator.

Also, congratulations to **Ray Wetmore** of Pacific Bay Masonry and **Ben Cobian** of PJ's Rebar for taking 1st and 2nd place, respectively, on the golf course!

Our keynote presentation by **Phil Vermeulen** of **Contractors Licensing Center** revealed the way the definition of "Duly Licensed" is repeatedly used to leave contractors without a pay day and how to combat this tactic, the simple thing you can do now to ensure your contractors license remains active and in force as you transition your business for succession, the license bond increase from \$15K to \$25K effective 1/1/23 and a rundown on a handful of the 900 bills that made it to the Governor's desk this legislative session. Thank you Phil for sharing your insight!

## California COVID Sick Leave Extended Through December 31, 2022

On September 29, Governor Gavin Newsom signed **Assembly Bill 152** extending California Supplemental Paid Sick Leave (SPSL) through December 31, 2022 for employers with 26 or more employees. The SPSL originally set to expire September 30, 2022 will now continue COVID-19 supplemental paid sick leave for covered employees who are unable to work due to certain COVID-19 reasons and entitle a covered employee to 40 hours of COVID-19 supplemental paid sick leave through year's end.

AB 152 does not provide an additional bank of time to those employees who may have already exhausted their allotted SPSL for the year and it provides some relief in the form

of state grants to eligible employers with 26 - 49 employees that meet a specified list of criteria.

The 2022 SPSL applies to instances where the employee may have contracted COVID-19 outside of work and is **in addition to** any CA paid sick leave or Cal/OSHA ETS exclusion pay (Reminder: Cal/OSHA exclusion pay is also in effect through December 31, 2022).

All employers, public or private, with 26 or more employees are covered, including those with collective bargaining agreements. As an urgency measure, AB 152 takes effect immediately.

## RESOURCES:

California Globe - [Newsom Signs AB 152 COVID-19 Relief: Supplemental Paid Sick Leave - 9/30/22](#)

JD Supra - [Look Who's Back? California COVID-19 Supplemental Paid Sick Leave Extended Until Year End with Potential Grants - 9/30/22](#)

Dept. of Industrial Relations Supplemental Paid Sick Leave [FAQ's](#)

[MCAC Alert!](#) - New 2022 COVID Paid Sick Leave Notice Now Available - 2/17/22

[MCAC Alert!](#) - California COVID Supplemental Paid Sick Leave is Back - 2/11/22

## INDUSTRY EVENTS

[October 1, 2022](#) - The Veneer Masters Competition - OMEGA facility - Corona, CA. Register [here](#).

[October 15, 2022](#) - Masonry Industry Training Association (MITA) Apprentice Skills Challenge - Rancheros Club - Riverside, CA. More info [here](#).

[October 21, 2022](#) - Spec Mix Bricklayer 500 Regional - Thompson's Building Materials - Sacramento, CA. More info [here](#).

[January 17-19, 2023](#) World of Concrete/MCAA Annual Meeting – Las Vegas, NV

[February 7-10, 2023 WIRES Conference](#) – Town & Country Resort - San Diego, CA

[March 6-8, 2023](#) MCAC 168<sup>th</sup> State Meeting/60th Anniversary – [Westin Hapuna Beach Resort](#) – Hawaii (Big Island)

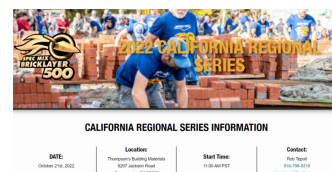
[TENTATIVE! April 28, 2023](#) MCAC 2<sup>nd</sup> Annual Legacy Golf Tournament – Eagle Glen Golf Club – Corona, CA



**Veneer Masters  
October 1, 2022**



**MITA Apprentice Skills  
Challenge  
October 15, 2022**



**Spec Mix Bricklayer 500  
Regional  
October 21, 2022**



# MCAC FEATURES MEMBER BENEFIT PROGRAMS FOR YOU!



## MCAC Members Saved \$6,025 on 2022/23 Dues by Participating in Insurance Program

Saint Moore Insurance Agency pays a portion of MCAC member dues for companies participating in the MCAC group insurance program. So, if your renewal is around the corner, the team at Saint Moore Insurance Agency (SMIA) is ready to help. See

if Saint Moore Insurance Agency can get you the coverage you need AND \*save you some money. Saint Moore is MCAC's Preferred insurance Provider and brings decades of experience to meeting the needs of mason contractors. [Hear what other MCAC members have to say about Saint Moore,](#)

\*Saint Moore Insurance Agency provides discounted premiums and pays a portion of MCAC member program participant dues. **MCAC members saved a collective \$6,025.00 on their 2022/23 dues.**

Contact Amy Mulder  
[amy@stmooreinsurance.com](mailto:amy@stmooreinsurance.com)  
(909) 800-6010 Cell

Contact Matt Brown  
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Sincerely,  
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