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2023 MCAC  
MISSION  
PARTNERS



SEPTEMBER 29, 2023 ISSUE 29

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**Membership in MCAC = Membership in MCAA**  
**State + National = More membership Value!**

## Coming Soon! Vote for the 2024/25 MCAC Board of Directors



The nominating committee has a slate of very qualified candidates to fill the 2024/25 MCAC Board of Directors. For the first time in MCAC history, \*eligible members will have the opportunity to vote for MCAC leadership electronically from the comfort of their offices as opposed to in-person at a State Meeting.

**Keep an eye out for your email ballot mid-October.**

Voting will close November 1. The newly elected board will take office January 1, 2024 and be formally installed at the MCAC 169th State Meeting in Las Vegas January 23, 2024.

\*Eligible Members - Contractor Members in good standing shall be voting members limited to **one (1) vote per company or business.**

# Company's Right To Arbitrate

A recent California court of appeal decision is a stark reminder of the need for employers and their counsel to “pay attention” and promptly pay arbitration fees or risk waiving the hard earned right to arbitrate.

Unsuspecting employers reacting to arbitration fee sticker shock may be inclined to “slow walk” the upfront payment obligations. However, an unknown law makes even an unintentional delay in the payment of fees subject to waiver of the right to arbitrate, which could derail a well-executed legal strategy to avoid a jury trial.

[READ MORE](#)



## Cal/OSHA Enforcement Trends for 2023: Bigger Citations, Late Appeals Cases, and Investigation Tips

In this [podcast](#), Ogletree Deakins shareholders Kevin Bland (Orange County) and Karen Tynan (Sacramento) provide an update on enforcement trends at Cal/OSHA, including the rise in citations for failure to adhere to an Injury and Illness Prevention Program (IIPP). Karen and Kevin also give practical pointers for dealing with requests made during an investigation, from written requests to requests for demonstrations. They also discuss “late appeals” cases and the importance of responding to citations in a timely manner.

### Key points!

- **16:05** - Did you know that Cal/OSHA can request Accident Investigation Reports but that may not necessarily mean employers have to turn those reports over to Cal/OSHA? Tune in at 16:05 to learn more on this ruling.
- **18:45** - Great discussion on employee rights during a Cal/OSHA interview.
- **20:08** - Insightful tips about how to handle inspector requested equipment demonstrations.

Start at the beginning and you will hear how whoever handles your mail can play a major role in preserving your rights to appeal a Cal/OSHA citation...and more. Happy listening!

[LISTEN HERE](#)

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MCAC Launches 1st Regional Roadshow

## Discovering New Trends and Services in Masonry Modeling

Join us for an enlightening event focused on the latest advancements in Masonry Modeling. Our distinguished presenter, a pioneer and thought leader in the field, will share insights into cutting-edge trends and revolutionary services that are reshaping the world of masonry construction.

### Event Highlights:

- **Expert Insights:** Gain a comprehensive understanding of the emerging trends and innovative services that are shaping the future of masonry modeling.
- **Networking:** Engage with fellow mason contractors and staff, meet and mingle with industry suppliers, exchange ideas, and expand your professional network during our dedicated networking session and supplier exhibition.
- **Lunch:** Enjoy a complimentary lunch from the infamous Fat Sal's while discussing ideas and insights with like-minded industry professionals.

### CONTRACTOR REGISTRATION

# MCAC Roadshow

Friday, October 6, 2023  
12:00 pm to 2:00 pm

[Save Your Seat](#)

Lunch Provided



Your Event Co-Hosts

11374 Tuxford Street  
Sun Valley, CA 91352

## Meet the speaker



**Tom Cuneio**  
OWNER OF CAD BLOX



### NEW TRENDS AND SERVICES FOR MODELING MASONRY

This presentation will highlight new trends and services for modeling masonry. The role of masonry in full BIM coordination is growing and is increasingly required as part of the mason's bid package.

We will discuss...

- BIM Execution Plans,
- What to look for when bidding, and
- Opportunities to sit at the table where decisions that impact your work are being made.
- Plus, you can help shape the latest technology currently under development during this interactive session.

Laser scanning (LIDAR) is also a great tool to solve difficult problems when working with existing structures or coordinating with other

# California's Minimum Salary Threshold for Overtime Exemption Increases January 1, 2024

California's minimum wage will increase from \$15.50 per hour in 2023 to \$16 per hour effective January 1, 2024. While a minimum wage increase may not be big news for most in the construction sector, it is noteworthy for its impact to salaried employees' exemption threshold.

- **As of January 1, 2024, employees in California must earn an annual salary of no less than \$66,560 to meet one part of the overtime exemption requirement.**

(An employee must earn no less than two times the state's minimum wage for full-time work to meet this initial requirement of the exemption test.)

Employers be advised:

- Some cities and counties in California have a local minimum wage that is higher than the state rate.
- Employers must post the Minimum Wage Order and the Wage Order applicable to their workplace at a worksite area accessible to employees. Free poster download [here](#).
- Employers must ensure that the wage rate is displayed on the employee's pay stub.

[DIR \(Dept. of Industrial Relations\) News Release](#)

## Advanced Clean Fleets Regulation Webinar October 18, 2023 9am - 12pm



The California Air Resources Board (CARB) staff invite you to participate in the first of several public online training webinars on the new Advanced Clean Fleets (ACF) regulation.

This free online training is open to the public and will provide an overview of the ACF regulation, cover who is affected, and outline the upcoming compliance requirements.

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### About Advanced Clean Fleets (ACF)

The ACF regulation applies to fleets performing drayage operations, those owned by State, local, and federal government agencies, and high priority fleets. High priority fleets are entities that own, operate, or direct at least one vehicle in California, and that have either \$50 million or more in gross annual revenues, or that own, operate, or have common ownership or control of a total of 50 or more vehicles (excluding light-duty package delivery vehicles). **The regulation affects medium- and heavy-duty on-road vehicles with a gross vehicle weight rating greater than 8,500 pounds, off-road yard tractors, and light-duty mail and package delivery vehicles.**

**REGISTER**

# INDUSTRY EVENTS

**January 17-19, 2023** World of Concrete/MCAA Annual Meeting – Las Vegas, NV

**January 23, 2023** **MCAC Webinar: How to Find & Retain Top Talent in Construction**

**February 7-10, 2023** UC Davis Wildfire Resilient Structures (WiReS) Conference – Town & Country Resort - San Diego, CA

**March 6-8, 2023** **MCAC 168th State Meeting/60th Anniversary** – Hawaii (Big Island)

**April 13-14, 2023** Concrete Masonry Assn of CA and NV (CMACN) Annual Meeting - San Diego, CA

**April 22, 2023** Veneer Masters Competition - Nor Cal - OMEGA Plant - Sacramento, CA

**April 28, 2023** **MCAC 2<sup>nd</sup> Annual Legacy Golf Tournament** – Eagle Glen Golf Club – Corona, CA

**June 19, 2023** MCA San Diego Golf Tournament - The Golf Club of CA - Fallbrook, CA

**September 17-21, 2023** MCAA Midyear Meeting - Hershey, PA

**September 21-23, 2023** Concrete Masonry Assn of CA and NV (CMACN) Annual Meeting - San Diego, CA

**September 25, 2023** Masonry Industry Training Association (MITA) Golf Tournament - Victoria Club - Riverside, CA

**October 6, 2023** MCAC 1st Regional Roadshow - Angelus Block - Sun Valley, CA

**October 20, 2023** Spec Mix Bricklayer 500 Regional - Thompson Building Materials - Sacramento, CA

**October 21, 2023** Fastest Trowel / Skills Challenge - RCP Block & Brick - Murrieta, CA

## SAVE THE DATE!

**January 23, 2024** **MCAC 169th State Meeting / 2024-25 Board of Directors Installation**

Las Vegas, NV

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## MCAC FEATURES MEMBER BENEFIT PROGRAMS FOR YOU!



### MCAC Members Saved \$7,081 on 2023/24 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 \$7,081.25 on their 2023/24 dues.**

Contact Amy Mulder  
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(909) 800-6010 Cell

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