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

California Construction Outlook as Developers Pause Projects



Source: [Construction Dive](#)

The Overview:

- More than a third of California developers have **delayed or canceled commercial real estate projects** due to rising costs and tariff uncertainty, according to a summer 2025 Allen Matkins and UCLA report.
- Industrial and multifamily projects posted the **strongest outlooks**, though office and retail face uneven growth and tighter financing conditions, according to the report.

Industrial demand is still outpacing supply in both Northern and Southern California, led by ecommerce. Developers are even considering office-to-industrial conversions. Vacancy

[Read more](#)



Top California/West Contractors of 2025

Source: [Engineering News-Record \(ENR\)](#)

Swinerton and **McCarthy** retained the top two positions on the list, respectively, each reporting strong revenue growth year over year.

Hensel Phelps advanced from fourth to third, while **Turner Construction** remained steady in fifth.

ENR's annual Top Contractors list ranks both public and private general contractors by construction contracting-specific revenue. While many familiar names remained near the top, two firms - **Kiewit** and **Skanska** - appeared among the leaders for the first time. The 2025 rankings reflect **ENR West**, a broader region that includes California and other western states, which likely contributed to the rise of Kiewit and Skanska, whose portfolios extend beyond California.

[Read more](#)

Your 5-Point Defense Plan to PAGA: The Lawsuit that Just Won't Go Away

If your company was accused of the claims below, would you be able to prove these allegations were false, audit-ready, and defensible?

- Failure to pay minimum and overtime wages
- Non-compliance with meal/rest break requirements
- Failure to reimburse business expenses
- Failure to pay sick or all owed wages on time
- Inaccurate or incomplete wage statements (omitting hourly rates, total hours, or pay-period dates per Labor Code § 226(a))



Even after 2024 reforms, weekly PAGA filings still top 100+.

What Changed

- Reforms effective June 19, 2024 (SB 92 & AB 2288) stipulate that a PAGA (Private Attorneys General Act) plaintiff must have *personally experienced* each alleged violation, and the statute of limitations has been capped at one year.
- Employers can now cure numerous violations—like meal/rest breaks, wage and expense issues, even wage-statement defects—within statutory windows to reduce or eliminate penalties.
- Courts now have a codified “manageability” tool, enabling them to limit trial scope or evidence—and even dismiss claims pretrial, in some settings.
- Penalty structures got more employer-friendly: proactive compliance (before notice) can reduce penalties to 15%, and corrective action within 60 days can cap exposure at 30%

Your 5-Point Defense Plan

1. **Audit Now** – Use your legal counsel, HR, or CABIA (California Business & Industrial

Alliance) to review wage & hour compliance and PAGA exposure.

2. **Fix Documentation** – Wage statements must meet Labor Code § 226: hours, rates, gross/net pay, pay-period dates, employer info.
3. **Train Your Team** – Ensure supervisors and payroll staff apply compliant practices daily.
4. **Be Cure-Ready** – Cure windows are short but can cut penalties to 15–30%. Act fast.
5. **Leverage Allies** – CABIA’s mission is defending employers against PAGA. Get them in your corner. MCAC is a [CABIA](#) member. We can connect you with their expert team.

❑ Did You Know?

- A wage statement error alone can trigger a lawsuit—even if every employee was paid in full.
- Missing just one required detail (hours worked, pay rate, pay-period dates, etc.) under Labor Code § 226 can lead to statutory penalties plus PAGA civil penalties.
- Courts consider the “injury” to be the difficulty in verifying pay—not the underpayment itself.

Lesson: Audit your pay stubs as carefully as you audit your payroll.



Hats Off to Our Sponsors

MCAC 170th State Meeting October 3-4, 2025

Nashville, TN

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MASON CONTRACTORS ASSOCIATION OF CALIFORNIA MCAC 170TH STATE MEETING OCTOBER 3, 2025

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MASON CONTRACTORS ASSOCIATION OF CALIFORNIA MCAC 170TH STATE MEETING OCTOBER 3, 2025

TMS 402/602-22 Update

Starting January 1, 2026, California 2025 Building Code becomes effective, based on the 2024 IBC, which references the new masonry rules under TMS 402/602-22.

Here's what it means for you:

New standards for designing & building with masonry with emphasis on seismic behavior and masonry design and including a rewrite of the veneer provisions.

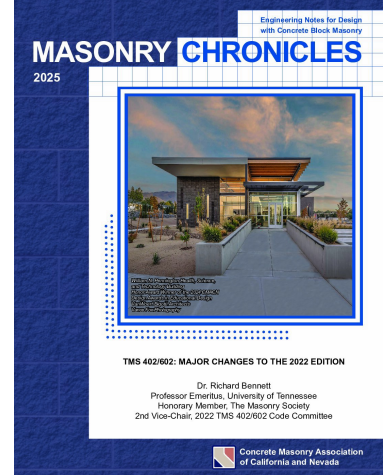
Our friends at the Concrete Masonry Association of California and Nevada (CMACN) will play critical roles in making the transition smooth.

- They'll provide training to DSA (Division of the State Architect) offices and content for SEAOC (Structural Engineers Association of California) seminars.
- They'll provide updates and tools on their website [CMACN.org](https://www.cmacn.org)

Stay informed:

- Check out [Masonry Chronicles - 2025](#) by Dr. Richard Bennett, which details the major changes to the 2022 TMS edition.
- [Register for the MCAC x Westlake Webinar](#) on Veneer Code Compliance | November 4, 2025

Note: Projects permitted before 1/1/26 remain subject to the previous, 2022, code.



California Doubles Down on Construction Apprenticeships with \$46 Million in New Investments

In two major announcements, California reaffirmed its commitment to workforce development in the construction industry—investing a total of \$46 million to grow apprenticeship opportunities and foster a more inclusive trades workforce.

On July 30, the Department of Industrial Relations (DIR) and its Division of Apprenticeship Standards (DAS) announced **\$20 million in new California Apprenticeship Council (CAC) Training Funds** to support apprenticeship programs in the building trades. The funding—nearly seven times greater than previous budgets—will allow programs to enhance training, invest in equipment, develop curriculum, and increase recruitment. Programs with a track record of training apprentices on public works projects will be eligible to apply when applications open in September.

Just two days later, on August 1, the state announced an additional **\$26 million in Equal Representation in Construction Apprenticeship (ERiCA) grants** to expand access to women and disadvantaged communities. This second round of ERiCA funding supports 25 apprenticeship programs statewide. The grants will help offset childcare costs, fund targeted recruitment, and support mentoring and mental health resources aimed at improving worksite culture.

ERiCA grantees include programs like:

- **Cerritos College**, supporting field ironwork apprenticeships for women
- **Los Angeles/Orange Counties Building Trades Council**, receiving \$2.5 million to expand outreach and support
- **San Diego Electrical Training Trust**, training in green energy construction
- **Associated Builders and Contractors of Southern California**, aiming to double women's enrollment
- **Construction Trades Workforce Initiative**, whose graduates often start at \$75,000/year

Both efforts are part of **Governor Newsom's Master Plan for Career Education** and the state's broader goal of serving **500,000 apprentices by 2029**. With a projected \$180 billion in infrastructure investments over the next decade, these programs will be key to meeting demand while ensuring equity and opportunity in California's construction workforce.

California Contests October 2025



📍 NORCAL Event:
**SPEC MIX BRICKLAYER
500® Regional Series**
📅 Friday, October 10
🕒 10:00 AM
📍 Thompson Building Materials
9297 Jackson Rd | Sacramento

[Learn More - SMBL
500](#)



📍 SOCAL Event:
**Fastest Trowel on the Block -SoCal
Regional**
📅 Saturday, October 25
🕒 6:00 AM - 12:00 PM
📍 Angelus Block Company
249 Fortuna Way | Rialto
Registration Deadline: October 1

[Learn More - Fastest
Trowel](#)

FREE Live Webinar

CODE COMPLIANCE FOR MASONRY ADHERED VENEER SYSTEMS



Tuesday,
November 4, 2025



10 am – 11 am PST

Learn Code Changes, Installation Best Practices and How to Save Time & Money



Presented By
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INDUSTRY EVENTS

January 20-23, 2025 World of Concrete / MCAA Annual Meeting – Las Vegas, NV.

Bonus! MCAC/MCAA Contractor Members receive convention show floor passes for free. Use your MCAA MEMBER NUMBER to receive this member benefit upon registration.

February 18, 2025 Masonry Industry Training Association (MITA) Annual Meeting - Moreno Valley, CA

March 18, 2025 Construction Industry Suicide Prevention Awareness Day - ACR 23 Eff 2021

April 18, 2025 MCAC 4th Annual Legacy Golf Tournament – Eagle Glen Golf Club – Corona, CA.

May 9, 2025 California Masonry Summit & Expo - UCLA Luskin Conference Center - Los Angeles, CA

June 13, 2025 MCA San Diego Golf Tournament - The Golf Club of CA - Fallbrook, CA

July 14, 2025 [CheckOff Region 5 Town Hall](#) - Webinar

September 7-11, 2025 [MCAA Midyear Meeting/75th Anniversary](#) - Mackinac, MI

September 22, 2025 [Masonry Industry Training Association \(MITA\) Golf Tournament](#) - Riverside, CA

October 3-4, 2025 MCAC 170th State Meeting - The Omni - Nashville, TN.

October 25, 2025 [Fastest Trowel / Skills Challenge](#) - Angelus Block - NEW Rialto manufacturing plant - 249 Fortuna Way, Rialto, CA

November 5, 2025 MCAC-Westlake Masonry Veneer Code Compliance Webinar

MCAC FEATURES MEMBER BENEFIT PROGRAM FOR YOU!



🔗 A Tip to Save Big! MCAC Members Pocket \$8,743 in Dues Thanks to Saint Moore Insurance

What do smart mason contractors and great insurance coverage have in common? They both save you money.

MCAC members who participated in our group insurance program through Saint Moore Insurance Agency (SMIA) collectively saved \$8,743 on their 2025/26 dues. That's real money back in your pocket—just for choosing an insurance partner that understands the unique needs of our trade.

As MCAC's Preferred Insurance Provider, Saint Moore not only delivers coverage tailored for mason contractors, they also pay a portion of your MCAC dues when you enroll in the program, and they support MCAC with a percentage of the program proceeds.

Is your insurance renewal coming up? Now's the perfect time to contact the team at SMIA to see how much you could save—on premiums and dues. With decades of experience and a contractor-first mindset, Saint Moore has become a trusted ally to many MCAC members.

🔗 Don't take our word for it—[hear directly from members](#) who've made the switch and never looked back.

Savings vary by participant. Discounts are applied to premiums, and a portion of dues is paid by SMIA for qualifying participants.

Contact Amy Mulder
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(909) 800-6010 Cell

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(909) 793-2151 Office

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