

## Important: New California Stay-At-Home Order

Any day now, Governor Newsom will announce a new stay-at-home order for California similar to what was issued in March. It is no longer a matter of if the order will be issued at this point, but when.

Our understanding is that the new state order may contain variances by county, triggered by intensive care unit occupancy rates. We continue to focus our efforts on ensuring the order does not alter the existing, construction relevant definitions of an ["Essential Workforce."](#) Broadly, our industry is covered under "Sector Index" number 13 of the [definitions](#). Under that section, construction firms are authorized to operate during a stay-at-home order. At this moment, we do not expect the Governor to make any changes to the construction industry definitions.

Nevertheless, the state order will not supersede local safety orders. Individual cities and counties possess the authority to adopt more stringent public safety standards that could impact construction activities in greater detail. We will update you as soon as something official is announced.



## COVID-19 Emergency Temporary Standard



On November 19, 2020, the Cal/OSHA Standards Board passed a new emergency temporary COVID-19 standard. The measure now goes to the Office of Administrative Law (OAL) for approval and will likely go into effect by the time you receive this message or soon after. As a temporary emergency regulation, it will remain effective for six months. This standard applies to most California employers not covered by Cal/OSHA's Aerosol Transmissible Diseases standard.

[Read a summary of Cal/OSHA's COVID-19 Emergency Temporary Standard by clicking here.](#)

## COVID-19 Prevention Plan for Employers

In response to Cal/OSHA's emergency temporary standards regarding COVID-19 prevention in the workplace, our legal counsel has developed a California COVID-19 Prevention Plan compliant with the new Cal/OSHA regulation and California's AB 685 notice requirement. The helpful prevention plan includes the following:

- Identification and Evaluation of COVID-19 Hazards
- Investigations
- Training
- Physical Distancing, Face Coverings, and Engineering and Administrative Controls
- Reporting and Recording-Keeping
- Return to Work Criteria
- Multiple COVID-19 Infections and Major COVID-19 Outbreaks



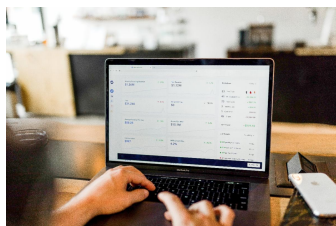
The California COVID-19 Prevention Plan also includes prepared templates and forms to comply with AB 685's Notice Requirements.

[Please click here to access the COVID-19 Prevention Plan.](#)

*Note: This document is intended to provide guidance. Please consult the appropriate parties to ensure that it works for your individual business.*

[View All COVID-19 Updates on the SCGMA Website](#)

## Free Online Sexual Harassment Prevention Training



**You have only 29 days to comply with mandatory Sexual Harassment Prevention Training (SHPT) for your employees and supervisors/owners. The deadline to complete training is on January 1, 2021.**

According to California legislation, you may be subject to penalties, fines, risk of lawsuits, and agency charges for not complying with SB 778. Failure to provide SHPT could cost you tens of thousands of dollars for non-compliance or

an employee complaint.

Fortunately, SCGMA is here to help with free, online SHPT to our members with 5 or more workers for their labor force and employees, meeting the SB 778 requirements. This includes 2-hour harassment training for supervisory employees and 1-hour training for non-supervisory employees. Training must be done by January 1, 2021 and every two years thereafter.

[If you are interested in receiving this free benefit, please contact Deveney Pula.](#)

[To read more about SB 778 and its requirements, please click here.](#)

The mission of the [Southern California Glass Management Association](#) is to engage in activities and programs of mutual, common interest and benefit to the members of the association, as well as employers of glaziers and glass workers and as glazing contractors.