


2021

Happy New Year from  SCGMA

Upcoming Holiday Reminder

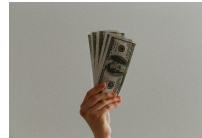
Reminder: per the CBA, the following are recognized holidays:

New Year's Eve Day
New Year's Day

Sexual Harassment Prevention Training: Employee Compensation

California law says employers must pay their employees for the time spent training. If that training occurs during an employee's personal time after a full day of work, then overtime pay would be required.

Alternatively, employers could schedule employees to take their training during paid work hours (not break periods or lunch hour) and avoid the extra cost associated with an employee using their personal time to take the required training.



[Click here to learn more about sexual harassment prevention training employee costs and to access frequently asked questions.](#)

Three Days Left for Sexual Harassment Prevention Training!

You have only three days to comply with the 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, companies with **five or more employees** (previously 50 or more employees) must provide this training. If not, you may be subject to penalties, fines, risk of lawsuits, and agency charges for not complying with SB 778.

SCGMA provides free, online SHPT to our members. This preparation 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 after that.

[Contact Deveney Pula if you are interested in receiving this free benefit.](#)

[Click here to visit SCGMA's sexual harassment prevention training webpage.](#)

COVID-19 Employer Reporting Requirements

COVID-19 reporting requirements are now simplified!

The California Chamber of Commerce created a table explaining employer obligations for when an employee tests positive for COVID-19. Employers can now easily know what to do under the laws dealing with this requirement.

[Click here to access the COVID-19 employer reporting requirements.](#)

Click Here for All SCGMA COVID-19 Updates and Resources

2021 Employer Requirements

2021 introduces new employer requirements and developments. All employers are required to follow regulations related to COVID-19 and workplace safety.

[Click here to read a summary of the 2021 requirements.](#)

2021 Minimum Wage Increase

Under California law, the state's minimum wage will **increase on January 1, 2021:**

- **\$14 per hour for employers with 26 employees or more**
- **\$13 per hour for employers with 25 employees or less**



Please note that some cities and counties have a local minimum wage that is higher than the rest of the state.

[Click here for more information and details on how the minimum wage increase may impact construction employers.](#)

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.