

## Governor Newsom Announces New California Stay-At-Home Order



Last week, Governor Newsom announced the "Regional Stay-at-Home Order" implementation if the Intensive Care Unit (ICU) capacity drops below 15 percent in a given region. Regions will have 48 hours to execute the order when activated. Once implemented, residents will need to stay at home as much as possible and minimize mixing to reduce exposure.

**The order does not alter the existing construction relevant definitions of an "Essential**

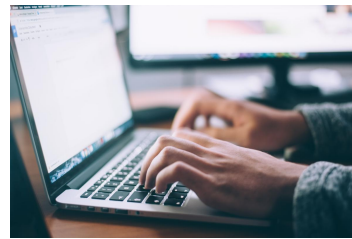
**Workforce."** Construction firms are still authorized to operate during a stay-at-home order. Our industry is covered under "Sector Index 13" of the essential workforce definitions.

[To read a full explanation of the new order, including your county's status and updated modifications, please click here.](#)

[For more information on California's COVID-19 state restrictions, please click here.](#)

## California Emergency Regulation Plan Templates

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:



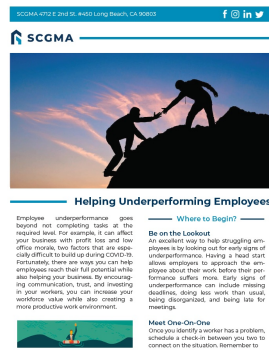
- Identification and Evaluation of COVID-19 Hazards
- Investigations
- Training
- Physical Distancing, Face Coverings, and Engineering and Administrative Controls
- Reporting and Recording-Keeping
- Return to Work Criteria
- Multiple COVID-19 Infections and Major COVID-19 Outbreaks

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

[To access the COVID-19 Prevention Plan, please click here.](#)

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

## Why You Should Invest In Your Employees

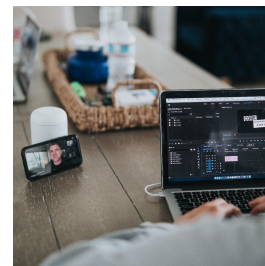


SCGMA's new article, *Helping Underperforming Employees*, discusses employee underperformance and how helping workers reach their full potential can benefit your business. One of these methods includes investing in your workers, which increases your workforce value and creates a more productive work environment.

[To read more of SCGMA's new article: Helping Underperforming Employees, please click here.](#)

## Time Is Running Out for Sexual Harassment Prevention Training!

**You have only 24 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, 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.

Fortunately, SCGMA is here to help with 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.

[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.