

## Free Online Sexual Harassment Prevention Training



**You have only 44 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 offers 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](#).

## SCGMA End of Year Legislative Report

From a legislative standpoint, it was a difficult year on many levels. However, we did achieve success in many areas, such as providing notification of the skilled and trained workforce mandates, expanding prevailing wage applications, and advocating for COVID-19 related employer requirements. SCGMA also took a leading role in defeating or amending dozens of measures that would have been harmful to our contractors and the industry overall.



[Read more about SCGMA's successes for 2020 by clicking here.](#)

## Effect of State Blueprint on Construction Office Workers



After Governor Newsom's update on California's COVID-19 blueprint, many contractors have asked themselves: *if Counties move back to red or purple tiers, how does that impact the ability of construction office workers to continue working in the office?*

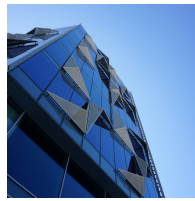
The Governor's office recommends that essential workers can work from office places, but are strongly advised to work remotely wherever possible. This means that office employees should work from home if their jobs can be done effectively and efficiently. However, if they need to work in the office to effectively support field construction operations, they may.

## Have Some Questions About FFCRA?

[Answer your questions or doubts regarding Families First Coronavirus Response Act \(FFCRA\) by reading this helpful summary.](#)



## Showcase Your Achievements!



Now's the chance to show off the projects your company is most proud of! If you have any projects with a *unique application, solution, or approach*, please let us know! We are looking to showcase small, medium, and large projects as a short case study.

**Please respond to this email for more information.**

## This Week - Littler's California Employer: A Path Forward to the Next Normal



Free webinars available! RSVP today to learn how to navigate the constantly shifting employment and labor law terrain. You'll be able to minimize risk, develop strategic solutions that enhance compliance, and implement sustainable measures for your workplace.

**Date: Thursday, November 19, 2020**  
**Time: 8 AM - 3:30 PM PST**  
**Location: Virtual Webinar**

Space is limited; session recordings will be available after the event.

To view the full agenda and session descriptions, [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.