



All,

We want to say thank you. It has been a strange year for many of us, but you've helped us make the best of it. We've managed to learn a lot and look forward to another year of growth with you all.

Wishing everyone a joyous holiday season and a prosperous New Year!

Upcoming Holidays

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

- Day before Christmas
- Christmas Day
- New Year's Eve Day
- New Year's Day



PLA Bid Opportunity

The Weingart Tower in Los Angeles, CA, is an upcoming public works PLA project you may want to consider bidding on.

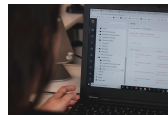
[Please click here to see the document from DC 36 regarding this project.](#)



Missing Status Letters?

If you're having trouble receiving status letters or any other important documents from our third-party administrator, PSWA, please let us know. We'd love to help.

[Please reply to this email if you are missing status letters.](#)



2021 Employer Requirements

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

[Please 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.

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



[Click Here for All SCGMA COVID-19 Updates and Resources](#)

Time is Running Out!

You have only 11 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.

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.

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

[Please click here to read more about SB 778 and its requirements.](#)

