

COVID-19 Prevention Non-Emergency Regulations in Effect and Exclusion Pay is Gone for Good

On December 15, 2022, OSHA voted to adopt non-emergency COVID-19 prevention regulations. These regulations took effect on February 3, 2023 and will remain in effect for two years after the effective date, except for the recordkeeping subsections that will remain in effect for three years. Additionally, The COVID-19 prevention regulations do not require employers to pay employees while they are excluded from work.

[Click Here to Learn More](#)

Appellate Court Limits Use of Time Rounding Policies

The California Court of Appeals recently in *Camp v. Home Depot USA, Inc.* called into question the propriety of using a facially neutral rounding system when an employee's time can be accurately tracked to the minute.

In light of the Camp decision and pending a decision from the California Supreme Court, it is recommended that employers should:

- Review their rounding practices to insure they are facially and statistically neutral as applied.
- Limit the use of rounding to situations where it is impossible or difficult to as-certain the actual time worked by the employee.
- Until the California Supreme Court weighs in on the validity of time-rounding standards, employers who use time-rounding practices in conjunction with electronic timekeeping systems, should discontinue use of time-rounding practices.

[Click Here for More Information](#)

Presidents' Day Holiday

Per the MLA, Presidents' Day will be observed on **Monday, February 20, 2023**.

All holidays occurring during the course of any ten (10) hour/four (4) day work week will be counted as days (s) worked for the purpose of defining overtime-rates of pay.

[Click Here to View the 2023 MLA Holiday Schedule](#)

Upcoming Events Reminder



Open Session

Join us to learn more about Association happenings - trust fund updates, industry updates, man hour updates, and more.

Time: 7:00am – 7:30am PST | **Location:** Via Zoom
[Click here for more information.](#)

RSVP required. To RSVP, please email Rowanne Khafagy at rkhafagy@scgma.com



Southern California Glass Management Association | 4712 E 2nd St. #450, Long Beach, CA 90803

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Model COVID-19 Prevention Procedures (CPP)

The new COVID-19 prevention permanent regulations went into effect on February 3, 2023 and will remain in effect until February 3, 2025. These regulations include a recordkeeping requirement that will be in effect until February 3, 2026. In California, all employers are required to establish, implement, and maintain an effective, written Injury and Illness Prevention (IIPP) program that meets the requirements of California Code of Regulations (CCR), Title 8, section 3203. COVID-19 prevention procedures must be addressed either in the written IIPP or maintained in a separate document.

Cal/OSHA has developed this model COVID-19 CPP to assist employers that choose to address their written COVID-19 hazard control procedures in a document separate from their IIPP. Employers are not required to use this CPP. Instead, they may create their own or use another CPP template.

[Click Here to Download the Model COVID-19 CPP](#)

Upcoming Events Reminder



Open Session

Join us to learn more our recent negotiations with DC 36 regarding our newly ratified master labor agreement. Regular updates regarding trust funds, Association and industry happenings, will also be provided.

Time: 8:15am – 9:00am PST | **Location:** Via Zoom

[Click here for more information.](#)

RSVP required. To RSVP, please email Rowanne Khafagy at rkhafagy@scgma.com



Economic Webinar Show Me the Money (Supply)

Join us for our Economic Webinar Event – Show Me The Money (Supply) presented by Dr. Anirban Basu, Chairman & CEO of Sage Policy Group, Inc.,. Dr. Basu will discuss the major factors shaping economic outcomes in the construction industry and provide a forecast for the year to come, highlighting the major risks that contractors will likely encounter.

Time: 11:00am – 12:00pm PST | **Location:** Via Zoom

[Click here for more information.](#)

RSVP required. To RSVP, please email Rowanne Khafagy at rkhafagy@scgma.com

Other Upcoming Events

BEC Conference 2023

SCGMA is hosting a dinner for members that are attending the 2023 BEC Conference held on March 5 - March 7 at Caesars palace in Las Vegas.

Date: Tuesday, March 7 | **Time:** 6:00pm

Dinner Location: Del Frisco's Double Eagle Steakhouse

[Click here for more information.](#)

RSVP Required. To RSVP, please email Rowanne Khafagy at rkhafagy@scgma.com.



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OSH Appeals Board Decision in Heat Illness Prevention Case Adds Clarity to Provision of Water Requirements

The Department of Industrial Relations' Occupational Safety and Health Appeals Board (OSHAB) has issued a precedential decision regarding the provision of water at outdoor worksites, affirming that it must be as close as practicable to the areas where employees are working to encourage frequent consumption. The case clarified that the term "as close as practicable" in terms of providing water to prevent heat illness means that the water must be as close as reasonably can be accomplished in order to encourage frequent water consumption.

[Click Here to Learn More](#)

Other Events

2023 National Glazing Infrastructure & Workforce Development Forum

Join to learn how IUPAT Training and its workforce is making the difference in building a 21st century infrastructure. This Forum was created to educate attendees on, and showcase, green technologies, as well as creating partnerships around opportunities brought by Bipartisan Infrastructure Law, Inflation Reduction Act, the CHIPS Act and other Federal/State Programs.

Date: Wednesday, March, 29 | **Time:** 8:00am – 2:00pm EST | **Location:** 7230 Parkway Drive, Hanover, MD 21076

[Click here for more information.](#)

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