



## CPR Policy Insert for Company Safety Manual

We've drafted a CPR safety policy insert as a resource to establish procedures and a response action plan for responding to a cardiac arrest and other medical emergencies. This policy outlines OSHA's requirements regarding first aid and CPR preparedness in the workplace, and instructions on giving CPR.

***If you need a copy of this safety policy, please respond to this email.***

*As a reminder, a copy of the Cost Escalation Clause and Employee Timekeeping Policy can also be provided upon request.*



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## Tentative Agreement Reached on Glazing Master Agreement

A tentative DC 36 SCGMA Glaziers Master Agreement has been reached. The Union ratification vote on the proposed agreement is scheduled for **Saturday, January 28th**. More information regarding the ratification vote is forthcoming.

If the tentative agreement is *rejected*, our bargaining committee will continue to negotiate with DC 36.

If the tentative agreement is *approved*, SCGMA will host a webconference for our members to review the details of our negotiations and answer any questions.

Additionally, a positive vote means that we will achieve our longstanding goal of meeting the February DIR posting date to ensure a leveled playing field for our signatory contractors on single asterisk public works projects. *This also means that our agreement is effective February 1, 2023.*

An MOU with the economics and specific language changes will be provided when available. In the meantime, we want to provide you with a summary of our tentative agreement.

### Tentative Agreement February 1, 2023 - May 31, 2026

#### Economics:

Effective June 1, 2023 - Total Hourly Increase: \$3.85

- Wages - \$2.50
- H&W - \$0.45
- IUPAT Pension - \$0.70
- LMCI International - \$0.03
- LMCC Admin - \$0.07
- IPF - \$0.10

Effective June 1, 2024 - Total Hourly Increase: \$3.28

- Wages - \$2.50
- H&W - \$0.45
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- Apprenticeship - \$0.05
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- LMCC STAR - \$0.05
- IPF - \$0.02

**Three Year Total Hourly Increase: \$10.40**

**Language changes below will take effect on February 1, 2023.**

## Language Changes:

### **New Language - BIPV**

#### **Article 1 Union Recognition, Jurisdiction and Coverage**

Added building integrated photovoltaic systems to our scope of work.

### **New Language - PAGA Waiver**

#### **Article 5 Grievance and Arbitration Procedure**

Added a PAGA Waiver to protect contractors against class action lawsuits.

### **Payments for Hours Worked**

#### **Article 17 Payments to Trust Funds**

Removed "or is paid for" so that contributions to trust funds are based only on hours worked.

### **Funeral Leave Pay**

#### **Article 19 - Funeral Leave**

Funeral pay shall be provided for 2 days.

### **Payments for Hours Worked**

#### **Article 20 Union Membership**

Changed "compensated for" to "worked" so that DC 36 administrative dues are to be paid only for hours worked.

### **Prevailing Wage Jobs**

#### **Article 22 - Classification, Wages and Vacation Pay**

Removed "Any reductions will be for wages only, all fringes will be paid at the rate specified in this agreement." to ensure signatory contractors are paying the same posted prevailing wage rates as the nonunion competitors.

### **Foreman Pay**

#### **Article 22 - Classification, Wages and Vacation Pay**

An additional \$1.50 increase for a Foreman in charge of 5-10 employees if he/she obtains a Leadership Certification through our Apprenticeship upgrade training. Courses for this certification will be determined by labor and management.

### **Certified Welders Pay**

#### **Article 22 - Classification, Wages and Vacation Pay**

Certified Welders who obtain an AWS Certification shall be paid \$2.50 per hour over scale.

Certified Welders who obtain a LA City Certification shall be paid \$4.00 per hour over scale.

### **New Language, NCCCO Certification**

#### **Article 22 - Classification, Wages and Vacation Pay**

Glaziers who obtain a NCCCO Certification shall be paid \$2.00 per hour over scale for those shifts where the required equipment is being actively used.

### **Make Up Day**

#### **Article 24 Hours and Overtime, Section 6(e)**

Deleted in its entirety.

### **Subsistence Pay**

#### **Article 27 Out of Town Expense**

When traveling and required to stay overnight, employees shall receive \$85.00 minimum per day to cover meals and incidentals.

### **Hazard Pay**

#### **Article 28 Work Conditions, Hazard Pay and Tools**

Employees working on a boomlift shall receive \$2.00 per hour over current rate of pay for the entire shift for hazardous pay from the third floor up.

Employees on the outside of a building working from a swing stage or any suspended contrivance shall be paid \$2.50 per hour over the current rate of pay for the entire shift.



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## Production and Allied Workers - IUPAT Admin Dues

Effective January 1, 2023, the IUPAT is requiring that all members pay the IUPAT Admin Dues. This includes the members working for contractors under the *Production Worker and Allied Workers Agreements*.

Please [click here](#) to view the revised wage schedules that includes the IUPAT Admin Dues of \$0.10 which is to be deducted from the members wages for all hours worked.

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## 2023 Potential Events Survey

2022 was full of events and we are excited to announce more events coming up this year! If there are any specific events you would like to see, please let us know by completing this 2 minute survey:

[Click Here to Complete the Survey](#)

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## Updated Lists of Young Professionals

We want to ensure that our SCGMA YPG distribution lists are as accurate as possible so that we can keep the appropriate members informed on upcoming events and resources. *If you've had any changes to your employee roster as it relates to young professionals, please let us know.*



As a reminder, we've defined an SCGMA YPG eligible member as an employee of an SCGMA affiliated company that is *less than 40 years old* **or** *has less than 6 years of glazing construction industry experience*. To see more info regarding our SCGMA YPG, [please click here](#).





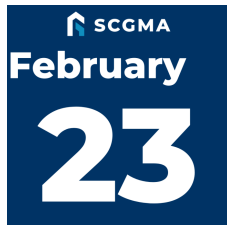
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## Business Tax Filings & Payment Deadlines Extension

The IRS announced that California individuals and businesses in any county covered by a federal emergency declaration due to conditions resulting from the current severe storms, will have until **May 15, 2023** to file various federal individual and business tax returns and make tax payments. (FEMA Declaration 3691-EM)

[Click Here to Learn More](#)

## Upcoming Events



### 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](mailto: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](mailto:rkhafagy@scgma.com)*

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## Glazing Master Agreement 2023-2026 Approved

The DC 36 Glaziers Master Agreement was officially ratified by the glaziers on Saturday, January 28, with 117 "Yes" votes to 83 "No" votes.

To ensure that we are meeting the February DIR posting date, **this Agreement will take effect tomorrow, February 1, 2023.**

[View the MOU Here](#)

### Questions?

If you have any questions or you'd like to learn more about this last round of negotiations in general, please RSVP to our upcoming [Open Session](#).

**Date:** Thursday, February 23

**Time:** 7am

**Location:** via Zoom

To RSVP, please email Rowanne Khafagy at [rkhafagy@scgma.com](mailto:rkhafagy@scgma.com).



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