



COVID-19 Supplemental Paid Sick Leave Relief Grant Program Launched

After much anticipation, The California Small Business and Nonprofit COVID-19 Relief Grant Program (to pay for COVID -19 Supplemental Paid Sick Leave) is now taking applications. The program was funded by the State of California in the Budget Act of 2022 (AB-178) and authorized through Assembly Bill 152 in September 2022.

The website for the program has been officially launched and is now taking applications. Please visit www.caspsl.com to learn more about the program and to apply.

Eligible contractors are encouraged to get their grant applications in immediately, as we strongly believe the program will be oversubscribed.

[Click Here for More Information](#)



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Action Alert: Union Construction Industry Urged to Oppose Proposed Lead Standards

Cal/OSHA Proposed Lead Standards Pose Significant Burden to Contractors & Construction Workers

Background:

Cal/OSHA Standards Board has [proposed changes](#) to the "California Code of Regulations, Title 8, Section 1532.1" related to Lead. The Division of Occupational Safety and Health has framed the proposal as necessary to be in compliance with Federal OSHA regulations. However, the proposed regulatory changes include several provisions that go far beyond current Federal requirements. Cal/OSHA's proposed changes would reduce the lead Action Level (AL) from 30 to 2 micrograms per cubic meter of air and the Permissible Exposure Limit (PEL) from 50 to 10 micrograms per cubic meter of air. These extremely low thresholds raise fundamental questions about necessity, attainability, and practicality. They also present serious financial harm to the construction industry and trigger intrusive actions on workers.

The Negative Impacts and Unintended Consequences of Proposed Lead Standards Revisions:

The proposed revisions to the Lead in Construction Standard, Construction Safety Orders, 8CCR 1532.1 will present **significant costs to contractors for compliance and invasive medical and privacy requirements for workers without any evidence of being necessary to protect worker safety.** [Click here for additional details on the impact to industry.](#)

TAKE ACTION: Union construction industry urged to oppose the current version of the proposed lead standards regulations by placing the letter below on their letterhead and mailing it to the Cal/OSHA Standards Board.

Mail your letter today:

PLACE ON YOUR LETTERHEAD

DATE

The Honorable David Thomas, Chair
Cal/OSHA Standards Board
2520 Venture Oaks Way, Suite 350
Sacramento, CA 95833

Re: Opposition to Proposed General Industry and Construction Lead Standards

Dear Chair Thomas,

On behalf of **Insert Your Company/Organization**, I am writing in opposition to the Cal/OSHA Standards Board proposed changes to the California Code of Regulations related to lead in construction.

The negative Impacts and unintended consequences the proposed revisions to the Lead in Construction Standard (Construction Safety Orders, 8CCR 1532.1) will present significant costs to contractors for compliance and invasive medical and privacy infringing

requirements for workers, without any evidence of being necessary to protect worker safety.

The proposed lead regulations would lead to dramatic cost increases for contractors of all sizes. The frequent blood lead level (BLL) testing, the requirement to provide portable “decontamination showers” on job sites (which employees who are “presumed” to be doing lead work above the PEL will be required to use after completion of work), and the record-keeping mandates, in addition to other requirements, will significantly drive-up construction costs. Many contractors will incur costs in the hundreds of thousands of dollars or more to comply. Larger companies could incur costs in the millions. Small contractors, including DBE, DVBE, and women-owned businesses, will be most negatively impacted, with many being put out of business by the untenable cost increases.

In addition, the proposed Permissible Exposure Limit (PEL) and Action Levels (AL) are so low that nearly all types of construction work will trigger compliance. This new regulation will impact hundreds of thousands of construction workers, across all building and construction trades, requiring workers to be BLL tested frequently. Even infrequent tasks will require medical surveillance (employee physical exams) and for employees to undergo pre-exposure BLL testing before the project begins. The frequent BLL testing of construction workers and the required reporting and data record keeping of private health information to the California Department of Public Health is extremely intrusive to workers lives and privacy.

Further, the proposed changes are unnecessary. The Division of Occupational Safety and Health (DOSH) has not shown that the current lead health and safety standards are failing to protect workers and that there is a serious and immediate issue within the industry that warrants such a drastic, costly and invasive change to the current standards.

In closing, because the proposed lead standard revisions will significantly negatively impact construction companies and their workers, I believe more analysis is needed, including demonstrating that the extreme reduction in PELs is necessary and backed by science.

For these reasons we are [opposed to the proposed revisions to the Lead in Construction Standard.](#)

Sincerely,

YOUR NAME & TITLE

[Click Here to Alert the Governor to your Opposition on our Grassroots Action Page](#)



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NLRB Restricts Discipline for Abusive Misconduct & Workplace Outbursts

On May 1, 2023, the National Labor Relations Board (NLRB) issued its decision in ***Lion Elastomers***, 372 NLRB No. 83 that makes it more difficult for employers to discipline workers who engage in profane outbursts and abusive workplace conduct in connection with “protected concerted activity” under Section 7 of the National Labor Relations Act.

The ***Elastomers*** decision over-ruled past precedent and reinstated 3 “setting-specific” tests previously used to determine whether an employee’s offensive conduct and/or profane outbursts had crossed the line from protected activity to abusive conduct and harassment – thereby losing NLRA protection. Under ***Elastomers***, employers must consider the context and various other factors before taking disciplinary action. The tests themselves vary widely based on the setting.

[Click Here to Learn More](#)

2023-2024 Updated Wage Rate Sheet Reminder

As of 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.

Memorial Day Holiday Reminder



Per the MLA, Memorial Day will be observed on **Monday, May 29, 2023.**

Upcoming Events

25
MAY

Open Session

Time: 8:00am – 8:30am PST | **Location:** Via Zoom

Join us to learn more about Association happenings – trust fund updates, industry updates, man hour updates, and more. [Click here for more information.](#)

RSVP required. To RSVP, please email Rowanne Khafagy

at rkhafagy@scgma.com

YPG Upcoming Events

19
MAY

WinBidPro GDS Estimating Software Tutorial

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

Join us to learn about GDS Estimating Software, a simple and affordable storefront estimating software for commercial glazing. This webinar will cover the new v16 program that is due for an official release in April. [Click here for more information.](#)

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



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DIR Contractor Registration Renewal

All contractors who bid and perform on public works projects in California need to complete or renew registrations with the Department of Industrial Relations (DIR) by June 30, 2023. As a reminder, contractors must meet the following requirements to register.

- Have workers' compensation coverage for any employees and only use subcontractors who are registered public works contractors;
- Have a license with the CSLB;
- Not have any delinquent unpaid wage or penalty assessments owed to any employee or enforcement agency; and
- Not be under federal or state debarment.

Contractors are able to register or renew for one, two or three fiscal years (July 1st - June 30th) for a fee of \$400, \$800 or \$1,200. [Click here](#) to go to the contractor registration webpage.

Fourth of July Holiday Reminder



Per the MLA, Fourth of July will be observed on **Tuesday, July 4, 2023.**

Upcoming Events

26
JUL

Construction Contracts 101 Webinar Series: Public Works Remedies

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

This 2 part webinar series on Construction Contracts will provide an overview on construction contracts and means to mitigate risks for contractors and subcontractors engaging in public and private works. Join our part 1 webinar on Public Works Remedies presented by Peter Ryan, Esq. at Flores Ryan LLP. **More Details TBD.**

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

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JUL

Construction Contracts 101 Webinar Series: Private Works Remedies

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

This 2 part webinar series on Construction Contracts will provide an overview on

construction contracts and means to mitigate risks for contractors and subcontractors engaging in public and private works. Join our part 2 webinar on Private Works Remedies. **More Details TBD.**

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

YPG Upcoming Events

7
JUL

YPG Q2 Event: Kawneer Tour

Time: 11:00am – 2:00pm PST | **Location:** 7200 W Doe Ave, Visalia, CA 93291

Join us on a tour to Kawneer's facility in Visalia. Kawneer will showcase a variety of their products from curtain walls to windows and doors to framing systems. You will see first hand their installation process including receiving materials, fabricating and finishing. [Click here for more information.](#)

SCGMA will be providing transportation to and from Kawneer for a limited number of attendees. **More details will be provided to RSVP's.**

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



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