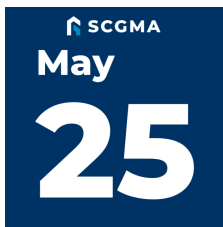


Memorial Day Holiday

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

Upcoming Events Reminder



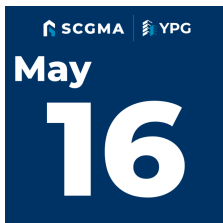
Open Session

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

YPG Upcoming Events



YPG Event

Estimating Course - Medium Sized Project

In this intermediate course, Dan Romine, an expert in the glazing management field, will provide a step by step guide on estimating a medium sized project. In a workshop environment, Dan will discuss the use of a templated processes to streamline the steps required for a responsive bid, while collecting valuable cost information on future projects. This course will provide an deeper understanding of the overall estimating process.

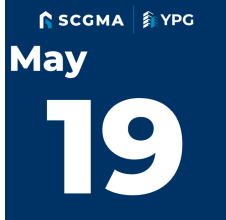
Time: 8:00am - 11:00am PST | **Location:** Courtyard by Marriott Los Angeles Hacienda Heights; 1905 S Azusa Ave, Hacienda Heights, CA 91745
[Click here for more information.](#)

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



WinBidPro GDS Estimating Software Tutorial

Join us to learn about GDS Estimating Software, a simple and



May
19

affordable storefront estimating software for commercial glazing. This webinar will cover the new v16 program that is due for an official release in April.

Time: 11:00am – 12:00pm PST | **Location:** Online
[Click here for more information.](#)

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



YPG Q2 Tour Kawneer Tour



June
30

Time: 10:00am – 1:00pm PST | **Location:** 7200 W Doe Ave, Visalia, CA 93291

*SCGMA will be providing transportation to and from Kawneer for a limited number of attendees. **More Details TBD.***

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



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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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Reminder: Glaziers MLA Wage Rate Schedule Increases Effective June 1, 2023

Per the 2023 - 2026 Glaziers Master Labor Agreement, the wage rate increases for glaziers takes effect **June 1, 2023**.

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

To view the MOU with a summary of language changes and increases, [click here.](#)

[Click Here for the final MLA and Wage Rate Sheets](#)



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