



Proudly Serving the Southern California Masonry Industry Since 1947.

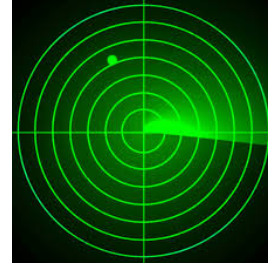
## Top Stories In This Briefing



Taking Time Off to Vote



MCAC - MITA - BAC 4  
Join Forces to Get  
California Apprentices to  
2025 National Skills  
Contest



New Laws for California  
Contractors and Employers



### Taking Time Off to Vote: A Refresher on the Do's and Don't's

Employers and employees, listen up. There are rules for everyone.

Here's the lowdown, straight from [California Election Code section 14000](#):

1. If a voter does not have sufficient time outside of working hours to vote at a statewide election, the voter may take up to two hours off to vote **without loss of pay (see #2 below)**.
2. Only **up to two hours of paid time off** is available for voting purposes. Employees can use as much time as they need to vote BUT only two hours during the work shift is compensated.
3. Time off for voting needs to happen at the beginning or end of the work shift.
4. Employees must give at least two working days' notice that they want time off for voting.

## Employer Posting Requirements

California Election Code section 14001 requires California employers to post voting leave requirements in a conspicuous place for employees to view at least 10 days before every statewide election.

## Employees Serving as Election Officials

Under California Election Code section 12312, employees may serve as election officials on Election Day without being disciplined because of absence. Employers are not required to pay employees for the time they are absent from work to serve as election officials.

As November 5 election day rapidly approaches, following these guidelines allows us all to engage in the election process responsibly and within the rules.

[Time Off to Vote Graphic](#) - Source: California Secretary of State

## Upcoming Industry Events



**November 7, 2024**  
**Peninsula Building Materials**  
**Fall Happy Hour**  
PBM Mountain View  
Masonry Showroom  
Mountain View, CA



**November 12, 2024**  
**MCAC Nor Cal Road Show**  
PTS Masonry  
Sacramento, CA  
11am - 2pm  
Lunch Provided  
FREE to Contractors & Staff  
[RSVP by 11/5/2024](#)



**~ SAVE THE DATE ~**  
**April 18, 2025**  
**MCAC 4th Legacy Golf Tournament**  
Eagle Glen Golf Club  
Corona, CA

## MCAC - MITA - BAC 4 Join Forces to Get California Apprentices to 2025 National Skills Contest in Las Vegas



On October 12, 2024 sixteen apprentices competed in the California regional Masonry Skills Challenge at the Bricklayers & Allied Craftworkers Local 4 (BAC 4) in La Verne, CA to earn a spot to compete at the national level. The sold out [2025 national MCAA Masonry Skills Challenge](#) will be held at the World of Concrete in Las Vegas January 22, 2025 where masonry apprentices in first, second and third

year skill levels will compete against winning apprentices from regional U.S. and foreign competitions. Contestants must build their project without ever having seen the drawings and can't consult their instructor, employer or anyone else during the competition. They'll have three hours to complete their projects with the given materials. Awards are presented to the top three apprentices in each skill level.

#### California's 1st Place Apprentices Qualified to Compete at National :

Year 1: Jonathan Dubief, Masonry Concepts, Inc.

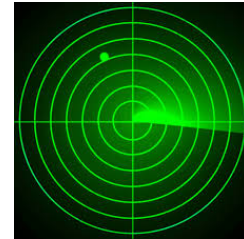
Year 2: Carlos Cueva, Frank S. Smith Masonry, Inc.

Year 3: Eliel Gutierrez, Largo Concrete

MCAC is sponsoring the 2025 national Masonry Skills Challenge contest registration fees. Thank you MITA and the BAC 4 for hosting this opportunity to make sure California's apprentices represent on the national stage. We know you will make us proud! Congratulations all!

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## New Laws for California Contractors and Employers: MCAC 2024 Issues on the Radar UPDATE



**California's legislative session wrapped August 31, 2024.** The Governor's deadline for action on bills was September 30. Here is a recap of some key issues on MCAC's watch list and their fate this legislative session. Stay tuned for the full report in our *Issues on the Radar: End of Session Update* coming soon.

**AB 1976 - Occupational safety and health standards: first aid materials: opioid antagonists. **SIGNED** by Governor. MCAC Position: Oppose Unless Amended.** Also known as the "Naloxone bill", AB 1976 requires Cal/OSHA to draft a regulation by December 1, 2028 requiring first aid kits in the workplace to contain the nasal spray naloxone hydrochloride.

**AB 2135 - Public works contracts: wage and penalty assessment. **DEAD** - Held in Committee. MCAC Position: Oppose.** Would have extended the time the Labor Commissioner has to issue a civil wage and penalty assessment against a contractor or subcontractor by six months.

**AB 2677 – Sureties: Liability: attorney's fees – **VETOED** by Governor. MCAC Position: Support.** Would have removed liability for attorney's fees from bond sureties. The purpose of this bill was to ensure affordable contractor bonds remain available while maintaining consumer protections. Implications to contractors without this measure are significant and include:

- Contractors will be liable to reimburse the surety for the attorney's fees (since contractors indemnify sureties for charges against bonds).
- Access to bonds will likely be more difficult.
- Sureties may restrict the number of bonds they issue.
- Underwriting standards will likely tighten.
- Sureties may leave the California market.
- Bond prices will likely increase as sureties look to offset exposure to unlimited attorney's fees payouts.
- Since all contractors, at minimum, are required to possess a \$25,000 license

bond, this could result in many contractors not being able to afford or qualify.

MCAC was part of a coalition supporting AB 2677, and the coalition is looking into round 2 of this fight.

Read [summary](#) of veto impact - Source: Contractors Licensing Center (CLC)

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Bills are effective January 1, 2025 unless otherwise indicated.

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### WORDS TO LIVE BY

*"The secret of business is to know something that nobody else knows." ~ Aristotle Onassis*

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