

**Correction!** The broken hyperlink in "8 Tech Tools to Find, Hire Construction Workers" in the previously released MCAC Newsletter 1Q 2024 has been fixed in this edition.

MARCH 31, 2024 ISSUE 31

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2024 MCAC  
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### In This Issue:

- > Contractor Alert: Cleanout Requirements for CBC and IBC
- > Welcome New MCAC Members: CMI Masonry, Duran Concrete, Tier 1 Masonry, Quickheaders and Westlake Stone Solutions
- > New MCAC 2024/25 Board Appointments Announced
- > 8 Tech Tools to Find, Hire Construction Workers
- > MCAC Inducts Newest Honorary Member
- > Access Your 2024 California Employer's Guide
- > Cal/OSHA Penalties Increase for 2024
- > Pay Data Reports Due 5/8/2024
- > Industry Events 2024
- > FEATURING MCAC Member Benefits! Insurance Program with Masonry Construction Expertise

**Membership in MCAC = Membership in MCAA  
State + National = More membership Value!**

## Contractor Alert: Cleanout Requirements

Thanks to our friends at the Masonry Institute of America (MIA) and the Concrete Masonry Association of California and Nevada (CMACN), we are pleased to provide two Contractor Alerts for Cleanout Requirements: One for the [California Building Code \(CBC\)](#) and the other for the [International Building Code \(IBC\)](#). Upload these at-a-glance reference tools from the links above to your resource library.

**CONTRACTOR'S ALERT – 2023.12**  
**2022 CBC Cleanout Requirements**

**2022 CALIFORNIA BUILDING CODE (CBC)**

The primary purpose of a cleanout is to provide a convenient way to access, clean and inspect the interior of a masonry structure.

2022 CBC Section 2104.1 specifies masonry construction to comply with TMS 602 which requires the following:

**TMS 602, Article 3.1 F Cleanouts** — Provide cleanouts in the bottom course of masonry for each grout pour when the grout pour height exceeds 5.9 ft (1.81 m).

OSHPD 1R, 2B & 5, 2022 CBC Section 2104.2.4.2 requires:

- Grout pours in excess of 4 feet (1219 mm) or 5 feet 4 inches (1651 mm) for 10-inch (254 mm) nominal or wider hollow unit masonry shall be subject to approval of the enforcement agency.
  - e. Cleanout openings shall be provided at the bottom of each pour of grout.

DSA and OSHPD, 2022 CBC Section 2104A.1.3.5.3 requires:

- Grout pours in excess of 4 feet (1219 mm) or 5 feet 4 inches (1651 mm) for 10-inch (254 mm) nominal or wider hollow unit masonry shall be subject to the following:
  - e. Cleanout openings shall be provided at the bottom of each pour of grout.

**Note:** A "Grout Pour" is defined as the total height of wall to be grouted prior to the erection of additional masonry. A "Grout Lift" is the height of grout placed in one continuous operation.

For exposed areas it may be beneficial to remove face shells for cleanout as it allows for cleaner look of the exposed wall. In closely spaced vertical rebar cases one option for access is to install inverted bond beam at first course, thus allowing complete access to the adjacent cells when cleanout opening exceeds rebar spacing.

When cleanouts are provided, grout space at bottom of wall may be covered with a layer of loose sand during construction to prevent mortar droppings from sticking to the foundations.

GROUT SPACE REQUIREMENTS				
Grout type	Maximum grout pour height, ft	Minimum clear width of grout space, in.	Minimum clear grout space dimension for grouting cells, in.	Cleanouts Required
Fill	4	3	1 1/2	No
Fill	12.07	2 1/2	2 x 3	No
Fill	24	2 1/2	2 1/2 x 3	No
Fill	24	2 1/2	3 x 3	No
Course	1	1 1/2	1 1/2 x 3	No
Course	12.07	2 1/2	2 1/2 x 3	No
Course	12.07	2 1/2	3 x 3	Yes
Course	24	2 1/2	3 x 6	Yes

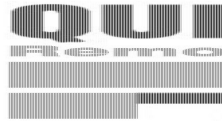
\*Minimum clear width of grout space and minimum clear grout space dimension are the net dimensions. If rebar is used to maintain spacing, grout space ends to center of maximum grout pour height based on the minimum clear space.

†Minimum grout pour height is 12 inches for all cells, except for cells 4 ft high or less.

‡CBC Chapter 21A, Section 2104A.1.3.5.3 requires 21" minimum clear width of grout for pours not exceeding 4 ft, and 21" for pours exceeding 4 ft.

\*5'-4" permitted for 10 in. or wider hollow unit masonry

# Welcome New MCAC Members!



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## MCAC Announces New 2024/25 Board of Directors Appointments

We are pleased to announce the appointment of the new Board of Directors following the March 28, 2024, MCAC Board of Directors meeting. These appointments were necessitated by a vacancy resulting from the departure of MCAC Vice President, Troy Brewer. Troy's departure is due to an ownership change at Townsend & Schmidt Masonry. We extend our sincere gratitude to Troy for his contributions and dedication to MCAC during his tenure.

Please join us in welcoming the following individuals to their new roles on the MCAC 2024/25 Board of Directors:

- Mando Echeverria of Masonry Solutions to Vice President (vacated post)
- Joshua Estrella of PTS Masonry, Inc. to Treasurer (from Secretary)
- Elliot Granstrom of Granstrom Masonry, Inc. to Secretary (new candidate)

Get to know your current board members by visiting their profiles on the [MCAC website](#).

The appointments to the board were made in accordance with MCAC bylaws and are effective immediately. The MCAC President and Immediate Past President positions held respectively by Dan Ricketts of GBC Concrete & Masonry Construction, Inc. and Ken Tejada of R&R Masonry, Inc. remain unchanged.

We are confident that the newly appointed board members will continue to uphold the values and mission of MCAC while steering the association towards future achievements.

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## 8 Tech Tools to Find, Hire Construction Workers

While hiring giants like LinkedIn, Indeed, CareerBuilder and Monster dominate the market because of their generalized search capacity, construction-specific boards have cropped up in recent years, giving builders a new ways to hunt for talent.

“Digital job boards, social media tools, newer platforms and a more connected ecosystem play a big role in how recruiting has evolved,” said Matt Abeles, Associated Builders and Contractors’ vice president of construction technology and innovation, in an email to

Here are eight tech-based recruitment tools for general and specialty contractors, some for free: [Read more](#)

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## MCAC Inducts Newest Honorary Member

**Carolyn Winegardner of Winegardner Masonry, Inc.** was unanimously voted in as MCAC's newest Honorary Member at the MCAC 169th State Meeting on January 23, 2024 in Las Vegas, NV.

An Honorary Member is MCAC's highest level of membership bestowed upon individuals who have provided distinguished service to the masonry industry and this Association. Honorary Members are retired or retiring members with, at least, 10 years membership whose Honorary status is approved by a 2/3 vote of eligible members present at the association meeting at which the Honorary Membership nomination is made.

Thank you Carolyn for being a courageous visionary, industry leader, and exemplary role model. I have never known Carolyn to shy away from a challenge and then apply her skill and strength to making it happen. That challenge could be fighting to keep crane operators as independent direct employees for mason contractor businesses, trekking through the rough muddy terrain of a Kauai jungle, plunging off a zipline tower, or establishing a masonry contracting company with husband Stephen Winegardner in 1977 and being a steady force in nurturing that company to become one of the largest and most prominent masonry contractors in Southern California. Feats not for the faint of heart!

We love and miss you Carolyn! You're still my style twin. Don't be a stranger.



Left to right: Carolyn Winegardner, Winegardner Masonry, Inc. and Julie Trost, MCAC Executive Director at MCAC 159th State Meeting March 2017 - Maui, HI.

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## Access Your 2024 California Employer's Guide



Did you know you can access a California Employer's Guide that is updated each year with the latest payroll tax rates, wages limits and reporting information as well as labor market information and more? Get your copy at the link below.

**2024 CALIFORNIA  
EMPLOYER'S GUIDE**

## Cal/OSHA Penalties Increase for 2024

For citations issued on or after January 1, 2024, the maximum penalties for violations classified as Regulatory, General, Willful, or Repeat are as follows:

- The maximum penalty for General and Regulatory violations, including Posting and Recordkeeping violations is \$15,873.
- The maximum penalty for Willful and Repeat violations is \$158,727.
- The minimum penalty for Willful violations is \$11,337.



Serious violation maximum penalties were the only category to remain the same at \$25,000 maximum.

The increases adjust for inflation of approximately 3.24% and ensure Cal/OSHA is consistent with California and federal law.

[Cal/OSHA News Release Number: 2024-16](#)

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Civil Rights  
Department  
STATE OF CALIFORNIA

## California Pay Data Reports Due May 8, 2024

California law requires private employers of 100 or more employees and/or 100 or more workers hired through labor contractors to annually report pay, demographic, and other workforce data to the Civil Rights Department (CRD). This reporting is required under Government Code section 12999, as amended by [Senate Bill 1162](#) passed in 2022.

MCAC members with fewer than 100 employees have told us they are being required to comply with providing pay data on race, ethnicity and gender by the controlling contractor despite believing, as a subcontractor with less than 100 employees, they are exempt from the requirement. The controlling contractor cites a provision of the law applicable to labor contractors to substantiate their request for the information, "*The 100 or more labor contractor employee threshold is cumulative of all labor contractors, not by individual labor contractor.*"

MCAC sought clarification from the Civil Rights Department (CRD) on whether subcontractors are considered "labor contractors" by definition of the law (see our inquiry [here](#)) and we were referred to the State's [frequently asked questions FAQ's](#). After reviewing the FAQ's with legal counsel, we find that the definition of "labor contractors" as it applies to the general / subcontractor relationship remains unclear and employers to whom the reporting requirements apply is quite broad at this point. We continue to monitor developments on this issue and encourage you to share your stories with us (successful exemption *and* required reporting). The best way to present our position is with real-life examples.

The link below goes to the [portal](#) through which employers submit their data to CRD (Pay Data Reporting Portal), a guide to using the portal (User Guide), Excel Templates that employers may use to submit their data (Excel Templates), examples of CSV submissions (CSV Examples), and answers to [frequently asked questions \(FAQs\)](#).



MASON CONTRACTORS  
ASSOCIATION OF CALIFORNIA Inc.

# MCAC 3rd Legacy Golf Tournament 2024

in honor of MCAC Founder Ryan M. O'Brien

**EAGLE GLEN GOLF CLUB**  
Corona, CA

**Friday, April 19, 2024**  
Shotgun Start 8:30am

[REGISTER HERE](#)

**Join us for a Day of *Play with Purpose* at the  
MCAC 3rd Legacy Golf Tournament**

**Friday, April 19, 2024**

Eagle Glen Golf Club - Corona, CA

Check-in 7:00am

Shotgun Start 8:30am

Buffet + Raffle 2:00pm

[Registration](#) for golfers closes April 12.

\$250/Golfer

\$1,000/Foursome

Breakfast burrito ✓

Italian buffet lunch ✓

Custom rolled cigar ✓

Two beverage carts & coolers on course ✓

Team prizes for 1st, 2nd & 3rd Places ✓

Cash prizes for Longest Drive & Closest to Pin ✓  
Chance to win awesome raffle prizes ✓

Assemble your teams. 🗑️

The 2023 event raised \$4,750 for the [Gary Sinise Foundation](#).  
Let's hit \$5,000 in 2024!

## INDUSTRY EVENTS

**January 23, 2024 MCAC 169th State Meeting** – Las Vegas Convention Center - Las Vegas, NV.

**January 23-25, 2024** World of Concrete/MCAA Annual Meeting – Las Vegas, NV.

**Bonus!** MCAC/MCAA Contractor Members receive convention show floor passes for free. Please use your NEW MCAA MEMBER NUMBER to receive this member benefit upon registration.

**April 4-5, 2024** Concrete Masonry Assn of CA and NV (CMACN) Annual Meeting - Indian Wells, CA

**April 19, 2024 MCAC 3rd Annual Legacy Golf Tournament** – Eagle Glen Golf Club – Corona, CA. Golfer registration closes April 12.

**May 14 & 15, 2024** MCAC Roadshows - Pomona and Escondido, CA - EZ Scaffold / Construction Robotics Plus OMEGA Veneer Code Update. Details coming soon.

**May 19, 2024 Thompson Building Materials Car Show** - Fontana, CA

**June 21, 2024 MCA San Diego Golf Tournament** - The Golf Club of CA - Fallbrook, CA

**August 26-29, 2024** MCAA Midyear Meeting - Park City, UT

**September 21, 2024** Veneer Masters Competition - So Cal - OMEGA Plant - Corona, CA

**September 23, 2024** Masonry Industry Training Association (MITA) Golf Tournament - Riverside, CA

**September 26-28, 2024** Concrete Masonry Design Awards - San Diego, CA

## MCAC FEATURES MEMBER BENEFIT PROGRAMS FOR YOU!



### MCAC Members Saved \$7,081 on 2023/24 Dues by Participating in Insurance Program

Saint Moore Insurance Agency pays a portion of MCAC member dues for companies participating in the MCAC group insurance program. So, if your renewal is around the corner, the team at Saint Moore Insurance Agency (SMIA) is ready to help. See if Saint Moore Insurance Agency can get you the

coverage you need AND \*save you some money. Saint Moore is MCAC's Preferred insurance Provider and brings decades of experience to meeting the needs of mason contractors. [Hear what other MCAC members have to say about Saint Moore](#),

\*Saint Moore Insurance Agency provides discounted premiums and pays a portion of MCAC member program participant dues. **MCAC members saved a collective \$7,081.25 on their 2023/24 dues.**

Contact Amy Mulder  
[amy@stmooreinsurance.com](mailto:amy@stmooreinsurance.com)

Contact Chris Moore  
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