



California's COVID-19 Supplemental Paid Sick Leave Has Expired

California put in place its extended COVID-19 paid sick leave in March of 2021, months after the federal program expired at the end of 2020. Employers with more than 25 employees were tapped with providing the leave. The state tied the end of the program to the September 30, 2021 elimination of the federal tax credits for offering the leave. The legislature did not extend the sunset on the leave and it expired on September 30th.

Also, even though the state requirement has sunset, some cities and counties that enacted their own COVID-19 paid sick leave ordinances that have expiration dates extending beyond this time. Contractors operating in these cities and counties need to be aware of these obligations.

[To view more information, please click here.](#)

Governor Signs Industry Sponsored Legislation (AB 830) to Protect Contractors

Governor Newsom has signed AB 830 to protect contractors who use a "Responsible Managing Employee" (RME) as the qualifier on their contractor license. The legislation clarifies that an RME qualifier on a contractor license is a valid qualifier and that the requirements for "supervision and control" on a construction project may be accomplished by the RME either directly, or indirectly by supervising designated employees.

[To view more information, please click here.](#)

Newsom Signs Legislation to Extend Industry Exemption to AB 5 for Construction Trucking

The Governor has signed AB 1561 to extend the sunset on the exemption granted to construction trucking subcontractors from the provisions of AB 5. AB 5 codified the "ABC test," the test now broadly used to determine whether a worker is considered an independent contractor or an employee.

The exemption was necessary to address significant operational impacts that AB 5 brought to the industry, which would have shutdown jobsites. The exemption will now sunset on January 1, 2025, providing the industry three additional years to develop compliance with AB 5.

[To view more information, please click here.](#)

New LAPFCA Article - Building on Your Management Skills: Effective Communication

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LAPFCA
The Laborers' Training & Education Fund

**BUILDING ON YOUR MANAGEMENT SKILLS:
EFFECTIVE COMMUNICATION**



The most powerful leadership skill one could master would certainly be an effective communication method. Good communication is essential for maintaining strong functioning relationships at all levels of the organization. An organization that lacks communication often results in internal conflict due to the rising amount of distrust and confusion among the employees. Thus, leaders carry the great responsibility of maintaining and strengthening the flow of communication within the workplace. While it's still important to consider effective communication to be a 2-way street, communication as a leader is much more complicated. Leaders utilize their communication skills to accomplish specific goals including aligning employees with the company culture, cultivating trust, preventing internal miscommunications, and keeping employees informed and focused in the right direction. Leaders

are also expected to know how to communicate with various groups within the organization, including managers, customers, investors, and other stakeholders, bearing in mind that each group may require a different approach. All in all, it's clear that strong communication skills are key to becoming a successful leader. Taking all this into account, let's look at some tips to optimize your overall communication skills.

Active Listening
Perhaps the most important communication skill is to simply listen. As mentioned before, effective communication is a 2-way street, meaning you need to listen to what your team is trying to communicate to you. Opening these lines of communication allow for improving accuracy, solving problems, and increasing productivity.

LAPFCA ARTICLE - BUILDING ON YOUR MANAGEMENT SKILLS: EFFECTIVE COMMUNICATION | OCTOBER 2021

Good communication is essential for maintaining strong functioning relationships at all levels of the organization. An organization that lacks communication often results in internal conflict. Thus, leaders carry the great responsibility of maintaining and strengthening the flow of communication within the workplace. Read on to learn more about mastering the art of communication.

[Read LAPFCA's New Article Here](#)

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Other Upcoming Events and Education

Local Union 1036 Painters Picnic 2021

Enjoy some good food, fun activities, and raffles prizes at the Local Union 1036 Painters Picnic 2021.

Date: Sunday, October 10th, 2021

Time: Doors Open at 10:00 am | Food 12:00 pm - 2:00 pm

Location: Santa Anita Park - 285 Huntington Dr, Arcadia, CA 91007

[Click here for more information.](#)

Safety Training Awards Recognition (STAR) Event

The STAR Event is for qualified painting Union members and their 1 guest.

Date: Sunday, October 31st, 2021

Time: Doors Open at 10:30 am | Lunch 11 am - 1 pm | Raffle Starts at 1 pm

Location: Santa Anita Racetrack (enter through gate 6) - 285 W Huntington Dr, Arcadia, CA 91007

[Click here for more information.](#)

The Finishing Industries Forum

The Finishing Industries Forum is live in Vegas! Learn more about the economic forecasts for the construction industry, avoiding industry insurance & contract pitfalls, industry certifications, IUPAT health and safety, and more.

Date: December 13 - 15, 2021

Location: Caesars Palace, Las Vegas

Further details will be announced soon.

Sexual Harassment Prevention Training

All contractor members are entitled to free online sexual harassment prevention training for all employees.

To learn more, please respond to this email.

