

Memorial Day Holiday

Per the MLA, double time shall be paid for Memorial Day Holiday.

This year, Memorial Day is observed on Monday, May 29. As a reminder, when holidays fall on a Saturday, same shall be observed on the previous Friday. When holidays fall on a Sunday, same shall be observed on the following Monday.

More information can be found in section 3 of the MLA.

[Click Here to View the MLA on our Website](#)

Intumescent Training

We have been working with various manufacturers to create a curriculum for intumescent coatings at the training center.

Please see the dates below for available 8-hour “Train the Trainer” courses we currently have scheduled. These will include product demo and application training.

1. May 9th – Intumescent Training with Carboline and *Vista Paint Manufacturer* @Slauson
2. May 10th – Intumescent Training with Carboline and *Dunn Edwards Paint Manufacturer* @Slauson
3. August 16th – Intumescent Applicator Training with *Sherwin-Williams Paint Manufacturer* @Slauson

Should you know of any interested contractors, please have them contact our Paint Coordinator, *David Lopez*, directly at: dlopez@dc36jatc.org for more information.

Upcoming Events Reminder



Brunch Break

Join us in an opportunity to get to know your fellow WPCCA members for brunch at Old Ranch Country Club in Seal Beach! This event will feature a presentation by the Apprenticeship Director of Training, David Burtle, who will

provide updates on the apprenticeship and upgrade training.

Time: 10:30am – 11:30am PST | **Location:** Old Ranch Country Club – 3901 Lampson Ave, Seal Beach, CA 90740
[Click here for more information.](#)

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



WPCCA (Formerly LAPFCA)

[If you missed our rebranding announcement, you can check it out here.](#)

For any questions, please reach out to Deveney Pula at her *new* email address - dpula@thewpcca.com.



WPCCA | 1106 Colorado Blvd , Los Angeles, CA 90041

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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](#)

Life Specialty Paints-Solar Reflective Floor Coatings Applicator Training

We have partnered up with Life Specialty Paints to create and host a Solar Reflective Floor Coating training class approved applicator training class. Upon completing this one day training course, Life Specialty Paint has committed to awarding an approved contractor applicator certification of their SR Floor Coatings for all participating contractors.

The Life Specialty team of Instructors will be hosting their contractor SR-Floor Coatings training course on **Tuesday, May 23 from 8:00am - 4:00pm** at our training center located at **FTI of DC36, 7020 Slauson Ave, Commerce, CA 90040**.

Life Specialty Paints is now an approved floor coating manufacturer included in the LAUSD specs.

If you would like to reserve 1-2 seats for your company representative, please contact our Paint Coordinator, *David Lopez*, directly at: dlopez@dc36jatc.org with the participant(s) full names to sign them up for the course.

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Sessions are 8-hour "Train the Trainer courses". The last training is scheduled on August 16th – Intumescent Applicator Training with *Sherwin-Williams Paint Manufacturer* @ Slauson

Should you know of any interested contractors, please have them contact our Paint Coordinator, *David Lopez*, directly at: dlopez@dc36jatc.org for more information.

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The Paint Post

Call to Action: Act now to Oppose SB 365 (Wiener)

We are urging all CA union signatory contractors to use our grassroots advocacy page to send a preformulated email to Governor Newsom and Legislators asking that they oppose SB 365. The bill would limit the rights of union construction contractors and their employees who collectively bargain wage, hours and working conditions by circumventing the arbitration and grievance procedures within industry collective bargaining agreements (CBAs).

Background:

State law authorizes a party to appeal an order dismissing or denying a petition to compel arbitration. Typically, a stay in trial court proceedings is provided when an appeal for arbitration is perfected. SB 365 would prohibit a trial court from staying proceedings during the pendency of an appeal of an order dismissing or denying a petition to compel arbitration. Appeals to an order dismissing or denying a petition to compel arbitration are common in the union construction industry as industry CBAs are nuanced and the courts need time to decipher and understand their coverage.

Why SB 365 Hurts the Union Construction Industry:

Construction employers who are signatory to industry CBAs depend on the certainty those agreements provide relating to costs and efficiencies. Arbitration and grievance procedures provided for within industry CBAs play an important role in the industry's ability to compete in an open market and yet provide larger pensions, better healthcare and significantly higher wages than their nonunion competitors. These negotiated wages and benefits take into account other efficiencies, such as arbitration procedures that expedite resolution to disagreements and grievances. If passed, SB 365 would require employers to defend trial court claims during the pendency of an appeal of an order dismissing or denying a petition to compel arbitration. Even if arbitration is part of the grievance process agreed to and authorized in a CBA.

Final Take:

SB 365 weakens the effectiveness of industry CBAs and subjects union signatory employers to increased legal cost; making the bill a "LOSE LOSE" for the Union Construction Industry. Take action today and voice your opposition to SB 365.

Once you take action, please encourage other union contractors to act by sharing our grassroots action center - www.unioncontractorvoice.com.

[Send Preformulated Email
Here](#)



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