




News leaks

Mark Your Calendars






December 1st - Annual Meeting & Board Elections

December 7th – Joint Seminar with SMACNA, NorCal MCA and NECA – **Critical Trends Driving the Construction Industry & Strategic Repositioning After the “Great Recession”**

December 9th –  Big Cheese Holiday Luncheon, CSUS Alumni Center

Upcoming MCAA Webinars

11/03/11	How to Benchmark Energy Performance of Commercial Buildings using EnergySTAR Portfolio Manager <i>Limit of 200 attendees.</i>		Go to Website
11/16/11	Creating and Interpreting Benchmark Results through Customized Reporting <i>Limit of 200 attendees.</i>		Go to Website
12/14/11	Sales Managers Webinar #6: Best Practices for Proven Success <i>Limit of 200 attendees.</i>		Go to Website

Did You Miss a Webinar? No problem! MCAA has them archived! Go to: mcaa.webex.com for construction-related webinars and click on "View Event Recordings"

Nine Tips for Preventing Equipment Theft

1. **Do not leave machines on unfenced properties or job sites.** When possible, temporarily move machines to fenced yards or locate a secure lot near the job site, such as a car dealership.
2. **Disable machines that have to be left on job sites.** Disconnect batteries, pull fuses, relays or ignition circuits.
3. **Do not leave machines or materials on trailers.** “Trailered” equipment is much easier to steal.
4. **Randomly check jobsites during off-hours.** Give a designated employee a list of what machines, tools and materials should be at each job site, so that missing property isn’t overlooked.
5. **Do not leave hand tools or small equipment at job sites.** Lock boxes should be secured with additional locks, chains, etc.
6. **Advise jobsite security guards if any activity is expected.** Thieves are often familiar with the worksite and may even have credentials that allow them to be on site or move equipment. Be sure security guards have a contact number so that they can alert you of suspicious activity.
7. **Let employees know that management will be making spot checks of jobsites.** Let the grapevine work to your advantage.
8. **Create an accurate list of all important equipment and their serial numbers.** It will help aid in the potential recovery of any stolen equipment.
9. **Mark all tools with the company name and address.**

It’s always a good time to prevent theft.

Join us on December 7th!

APMC, SMACNA, NECA and NorCal MCA present an FMI Seminar...

STRATEGIC APPROACHES TO CONSTRUCTION INDUSTRY TRENDS

The construction industry is in a unique position. There are indications of a possible rebound, but few managers would say this rebound has “arrived”. The purpose of this program is to offer the most current view of the construction market and to identify strategies that respond to the highly competitive marketplace. The course is built around an interactive exploration of the following questions:

- Where is the construction market in the economic cycle?
- What are the critical trends that will drive the recovery?
- What strategies are companies executing successfully in this environment?
- What are the most successful companies doing that is different?
- What are strategic responses to a revenue-limited, low profit margin market?
- What’s NEXT? What challenges will follow on to the construction recession during a recovery?

As part of the program, a survey of membership will be conducted in order that the specific needs of the group will be addressed.

Target Audience: CEOs, Presidents, Vice Presidents, Senior Executives, Company Owners, VP Operations, CFOs, Business Managers and Business Agents. No prerequisites.

See Attached Flyer for registration details.

New Employment Laws for 2012

Governor Brown signed several new employment laws that will affect California employers' operations and policies in 2012. Here are some of the highlights:

AB 22 – Credit Check: This law prohibits employers and prospective employers, not including certain financial institutions, from obtaining and using consumer credit reports about applicants or employees. This does not apply to “managerial positions” defined as those who qualify for the executive exemption from overtime.

SB 459 – Willful Misclassification of Independent Contractors: This law provides new penalties, from \$5,000 to \$25,000 for the willful misclassification of independent contractors.

AB 469 – Notice of Pay Details: This requires employers to provide nonexempt employees, at the time of hire, a notice that specifies:

- Rate of pay and basis (hourly, salary, piece, commission, or otherwise) including any OT rate
- Allowances, if any, claimed as part of the minimum rate, including meal and lodging allowances
- The regular pay day designated by the employer as required under the Labor Code
- The name of the employer, including any DBAs
- Employer's main office address or principal place of business and any mailing address, if different
- Employer's telephone number
- The name, address and telephone number of the employer's workers' compensation carrier

APMC will be providing members with a laminated all-in-one labor law poster with all the new 2012 laws included, as soon as they become available. If you would like to order additional posters at our cost, please contact the APMC office.

Happy Halloween!

