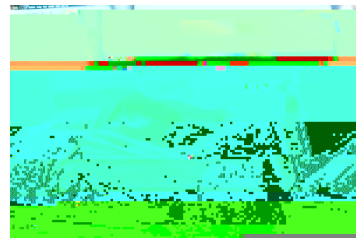


Last week, Governor Newsom announced the "Regional Stay-at-Home Order" implementation if the Intensive Care Unit (ICU) capacity drops below 15 percent in a given region. Regions will have 48 hours to execute the order when activated. Once implemented, residents will need to stay at home as much as possible and minimize mixing to reduce exposure.

Construction firms are still authorized to operate during a stay-at-home order. Our industry is covered under "Sector Index 13" of the essential workforce definitions.

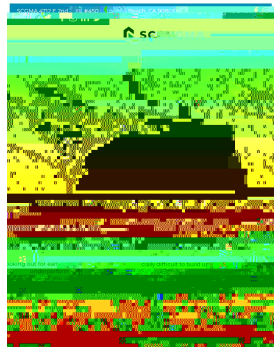
Our legal counsel has developed a California COVID-19 Prevention Plan compliant with the new Cal/OSHA regulation and California's AB 685 notice requirement. The helpful prevention plan includes the following:

- Identification and Evaluation of COVID-19 Hazards
- Investigations
- Training
- Physical Distancing, Face Coverings, and Engineering and Administrative Controls
- Reporting and Recording-Keeping
- Return to Work Criteria
- Multiple COVID-19 Infections and Major COVID-19 Outbreaks



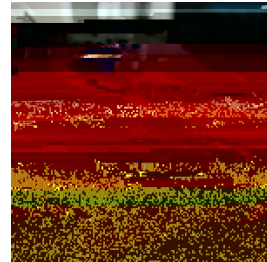
The California COVID-19 Prevention Plan also includes prepared templates and forms that comply with AB 685's Notice Requirements.

Note: This document is intended to provide guidance. Please consult the appropriate parties to ensure that it works for your business.



SCGMA's new article, *Helping Underperforming Employees*, discusses employee underperformance and how helping workers reach their full potential can benefit your business. One of these methods includes investing in your workers, which increases your workforce value and creates a more productive work environment.

According to California legislation, companies with (previously 50 or more employees) must provide this training. If not, you may be subject to penalties, fines, risk of lawsuits, and agency charges for not complying with SB 778.



Fortunately, SCGMA is here to help with free, online SHPT to our members. This preparation includes 2-hour harassment training for supervisory employees and 1-hour training for non-supervisory employees. Training must be done by January 1, 2021, and every two years after that.

The mission of the [Southern California Glass Management Association](#) is to engage in activities and programs of mutual, common interest and benefit to the members of the association, as well as employers of glaziers and glass workers and as glazing contractors.