

**Union Construction - Portability of Sexual Harassment Training Bill Sent to Governor – Take Action**

SB 530 (Galgiani) has been sent to Governor Newsom for his consideration.  The measure delivers important clarification related to sexual harassment training requirements for the construction industry. The bill specifically provides comprehensive construction industry sexual harassment training options and portability of an employee’s certification of having taken the requisite sexual harassment training between employers’ signatory to the same CBA.

This measure is of the highest priority to provide functional relief to the multi-employer union construction industry.

We ask that you please take a moment and place the attached draft letter on your letterhead and email a copy of the letter to the email addresses below:

leg.unit@gov.ca.gov

politicoonline@politicogroup.com

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DATE

The Honorable Gavin Newsom

Governor, State of California

State Capitol

Sacramento, CA  95814

RE: Senate Bill 530 (Galgiani) – Request for Signature

Dear Governor Newsom,

On behalf of INSERT YOUR COMPANY NAME HERE, I am writing to inform you of our strong support for SB 530 (Galgiani) which provides much needed clarity regarding California’s sexual harassment training requirements in the union construction industry and urge your signature on the bill.

Our industry has worked very hard to promote and increase the number of women who work in the construction trades. While sexual harassment training is a helpful tool in reaching our goal of broad female industry participation, the application of existing law in this area upon the union construction industry presents a unique challenge.

The union construction industry is a multi-employer setting in which collective bargaining agreement (CBA) covered employees work for multiple employers throughout their career.  Over the span of a two-year period, these employees could change employers a half dozen times or more.  Pursuant to existing law, amended by SB 1343 of 2018, a worker who is dispatched by the union hall to multiple employers over a two-year period would need to receive sexual harassment training each time they go to work for a new employer.  This requirement is burdensome to construction workers who would be required to receive sexual harassment training multiple times over the two-year span and it is also inefficient for employers who would be required to provide redundant training.

SB 530 resolves this issue by providing that sexual harassment training certificates shall be portable for CBA covered construction employees working for employers who are signatory to the same CBA.  In addition, this measure doesn’t circumvent the intent or practice implemented in Government Code §12950.1, as all CBA covered construction employees required to receive sexual harassment training every two years would still need to meet that requirement.

For these reasons we are in strong support of SB 530 and urge your signature on the measure.

Sincerely,

YOUR NAME