

ARCA/MCA
Southern California

1939 years **2018** **79**

Quarterly Update July - December 2018

ARCA/MCA Southern California Annual Meeting



The ARCA/MCA Annual Membership Meeting was held on October 11th, at the Pacific Palms Resort. The well attended meeting focused the speaker presentations on the current status of the industry, beginning with the economic collapse of 2008, up to the current financial and operational conditions of the industry.

ACR Benefit Trust Funds Administrator Kristi Wagner provided a snap shot-in-time of the Retirement Plan and the Health and Welfare Fund. She presented to significant impacts to the Benefit Funds in 2008 and 2009, as well as actions taken by the Trustees to ensure the Funds maintain a proper funding reserve level.

The highlight of the evening was a presentation by Training Director Luis Reyes, Training Coordinator Jon Newbro and Industry Consultant Jack Wilkerson. They provided an update to the action plan to purchase a new training facility in San Dimas, CA. to replace the Los Angeles Training Center facility. The 2019 ARCA/MCA Annual Membership Meeting is scheduled for Thursday, October 10, *Mark your calendar!*

ARCA/MCA Southern California MSCA Dinner Cruise



The national Mechanical Service Contractors Association (MSCA) held its annual education conference this year in October at the Huntington Beach Hyatt Regency. The speakers, educational sessions and roundtables provided an excellent educational opportunity to interact with other Service Contractors from around the country. One of the conference highlights was the opening speaker, retired Colonel Nicole Malachowski. She served as a fighter squadron commander and was the first woman Air Force Thunderbird Air Demonstration Squadron pilot. On Monday evening of the conference, ARCA/MCA hosted a dinner cruise off Newport Harbor on the "Wild Goose," John Wayne's personal yacht. The 2019 MSCA Educational Conference will be held in October at the Broadmoor Hotel in Colorado Springs, CO.

Service Manager Roundtable



The last Service Managers Roundtable meeting of 2018 was held on November 8, at the soon-to-be San Dimas Training Center. While the project continues to be a work in progress, the Service Managers took a tour of the new facility and the impressive 300+ space parking lot. Considering one of the priority issues to be addressed with the relocation is to expand upon the current forty-three (43) parking spaces available at the Los Angeles facility. The Service Managers heard from Training Director Luis Reyes and Training Coordinator Jon Newbro about the details of the San Dimas purchase, followed by a walking tour of the facility, during which details of the buildout were explained.

OSHA Clarifies Position on Employer Safety Incentive Programs & Post-Incident Drug Testing



OSHA recently released a memorandum to its regional administrators to clear up confusion about its 2016 recordkeeping rule changes concerning employer safety incentive programs and post-incident drug testing. The bottom line is that employers are still permitted to implement safety incentive programs and require post-incident drug testing, provided that the actions are taken to promote workplace safety and health and not to penalize employees for reporting work-related injuries or illnesses. The memorandum suggests that consistently enforcing legitimate work rules, whether or not an injury or illness is reported, would be one way for employers to show that their companies are promoting workplace safety and health. The memorandum also states that drug testing to evaluate the root causes of workplace incidents is permissible, but affected employers should drug test every employee whose conduct could have contributed to the incident.

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Mechanical Service Contractors of America

Sales Leadership Symposium January 14-15 2019 Hilton Phoenix Airport Phoenix, AZ

The Sales Leadership Symposium is designed for HVACR service sales leaders who are responsible for any aspect of recruiting, hiring, onboarding, training, and/or coaching sales personnel. Presented by in-the-field industry experts, the Sales Leadership Symposium will teach leaders how to drive revenue growth and enhance profitability through a structured sales approach.

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Sales Basecamp February 11-12 2019 Dallas, TX Hilton DFW Lakes Executive Conference Center

Sales Basecamp is designed for entry-level service sales personnel in the HVACR

and plumbing industry. This two-day program will prepare them with all the relevant skills necessary to confidently sell HVACR and plumbing services while creating added value for the customer. The skills and knowledge attained in this class will become the strong foundation on which you build a long and successful career in service sales.

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California Legislative Conference (CLC) - UPDATE

CAL/OSHA'S EMERGENCY REGULATION REQUIRES ELECTRONIC REPORTING OF 300 A LOGS

Cal/OSHA has adopted an emergency regulation that requires certain California employers to electronically submit their Cal/OSHA 300 A annual summaries to a website managed by the U.S. Department of Labor. The stated purpose of the emergency regulation is to conform Cal/OSHA's record-keeping regulation to federal OSHA's parallel regulation. Federal law requires that states who administer their own OSHA regulations at a minimum meet all federal OSHA requirements.

WHICH EMPLOYERS ARE REQUIRED TO ELECTRONICALLY SUBMIT 300 A FORMS?

All employers with 250 or more employees at any time during the calendar year are covered by the emergency regulation.

Also covered by the emergency regulation are construction employers with 20 – 249 employees at any time during the calendar year.

WHAT IS THE REPORTING DEADLINE?

Cal/OSHA 300 A forms for the 2017 calendar year must be electronically submitted by no later than December 31, 2018.

Cal/OSHA 300 A forms for the 2018 calendar year must be electronically submitted by no later than March 2, 2019. (submissions in ensuing years will be due on March 2)

HOW DO COVERED EMPLOYERS REPORT THE 300 A DATA?

Employers described above that are now required to submit their 300A summaries online each year should follow the instructions on federal OSHA's [Injury Tracking Application webpage](#).

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