



**International Association of Bridge, Structural,
Ornamental & Reinforcing Iron Workers
IRON WORKERS LOCAL UNION 377
570 Barneveld Avenue, San Francisco, CA 94124 (415) 285-3880**

Charlie Hernandez
*Executive Officer
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December 17, 2020

RE: California Compliant Harassment and Discrimination Training (Required by the State of California, not IMPACT or employers).*

Dear Members of Local 377:

If you are employed by a signatory contractor and complete the harassment and discrimination training on your own time, employer shall pay the member a \$50.00 stipend. A Certificate of Completion will be required for reimbursement as stated in the Collective Bargaining Agreement, Section 7 D - Journeyman Retraining Stipend. Apprentices will receive the stipend for completing the training as well. As a member, you are encouraged to complete the training at your earliest convenience to be compliant with the new law. Unfortunately, at this time there is no stipend for those members that take the training while not employed by a signatory contractor. See page 2 for instructions once you go to the link below.

We recommend that you take the training through impact so that the certificate can be tracked by the union and the contractor. Through the impact site you are able to take the course in English and Spanish.

<https://sms.copperrange.com/impact/sms/login/>

You may also take the course in several different languages on state website at:

<https://www.dfeh.ca.gov/shpt/>

If you are taking the course on the state website you will have to provide a certificate to each employer that you work for.

Fraternally,

Charlie Hernandez
Business Manager

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AFL-CIO
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*SB1343 amended the FEHA regulations and requires businesses with five or more employees to provide sexual-harassment-prevention training to all workers by Jan. 1, 2020, and every two years thereafter. SB778 later extended this deadline to Jan. 1, 2021.