



Ironworkers Local 433

International Association of Bridge, Structural &
Ornamental Iron Workers A.F.L.-C.I.O.
Established 1929

17495 HURLEY STREET EAST

CITY OF INDUSTRY, CALIFORNIA 91744

PHONE: (626) 964-2500
FAX: (626) 964-1919
keith@ironworkers433.org

KEITH HARKEY
Business Manager
Financial Secretary-Treasurer

12/4/2020

To: Local 433 Members and Employers Working in California

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

If members are employed by a signatory contractor and complete the training on their own time, the 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.

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

Fraternally,

Keith R. Harkey

*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.