

May 17, 2021



## California Sexual Harassment & DOL Safety Wallet Training Course

Ladies and Gentlemen attached is information on the new available **Harassment Training Course** that as a California Employer you are required to conduct for all your bargaining employees every 2 years as of January 1, 2021. In addition, the DOL has a requirement in place for harassment training for any of your employees that come into contact with an apprentice and this course is compliant with both laws.

The Chapter in conjunction with Cal-Nevada JATC and EICA developed this course that is delivered through our Industry's **Safety Wallet Mobile-ID system**. This will allow you and your employees to easily track your employee's compliance with this new California and DOL law.

Cal-Nevada JATC is sponsoring this Safety Wallet training course so there is no charge to you as long as your employees are working under a bargaining agreement with a JATC contribution amount set forth in the Agreement. As a result, if your employees are working and reporting under the California Outside Line Construction Agreement, So-Cal Infrastructure Agreement (Underground Agreement) and/or the 396 Outside Line Construction Agreement they may take this course at no charge to you.

The attached information from EICA lets you know how to get your employees signed up for this course. (*following pages*)

I hope everyone takes advantage of this great opportunity to get your employees trained and compliant with existing federal/state laws. This training program was developed in-house and is ground-breaking in many ways and without the support of the Chapter Board could not have happened. In addition, special thanks go out to Neil Tolson our Executive Director of EICA and Don Jamison the Executive Director of our Cal-Nevada JATC Program for their efforts in developing this harassment training program.

Thanks, and stay safe!

Jules





As of January 1, 2021, California law requires that all multi-bargaining Employers with 5 or more employees must provide (1) hour of Sexual Harassment and Abusive Conduct Prevention training to non-supervisory employees and (2) hours of Sexual Harassment and Abusive Conduct Prevention training to supervisors and managers once every two years. Also, Foreman, and/or classifications above them, are considered supervisors under this law. The law requires the training to include practical examples of harassment based on gender identity, gender expression, and sexual orientation.

Working with Cal-Nevada JATC, EICA and Safety Wallet has created a training program that is compliant with the California and Federal DOL requirements for this harassment training. By utilizing Safety Wallet, employers can track all employees who have completed the training as well as those who are up for renewal. All employees working under a California/Nevada Outside Construction Collective Bargaining Agreement (IBEW Local's 47, 396 & 1245) with an apprenticeship contribution in the agreement will be sponsored by the Cal-Nevada JATC program. For these employees, there is no charge for this training to the employer if completed through the Safety Wallet system.

All non-bargaining employees who participate in this training will need to be sponsored/paid for by their employer. A roster has been provided for you to list these employees and send to [help@safetywallet.org](mailto:help@safetywallet.org). The information needed for each employee is first name, last name, cell phone number, and start date with the company.

To access these trainings, the employee must be registered with Safety Wallet. The courses will take the employee through a series of video modules and questions to ensure their understanding of the material. All videos and questions must be completed for the training to record. The employee will receive their completion certificate within 24 hours of completing the training. Also, the completion certificate (proof of passing the course) will automatically be uploaded into the employees Safety Wallet profile.

Please see the video below for instructions on how to access the trainings:

[https://youtu.be/H5Psm\\_QbSOI](https://youtu.be/H5Psm_QbSOI)



