

May 4, 2026



## MEMBER SURVEY OPENS TODAY!

### **Your Voice. Your Vote. Shape What Matters at AGC San Diego Today**

*By Katie Hammock, Vice President of Operations*

**AGC San Diego invites all members to participate in the *AGC San Diego Industry Needs & Member Satisfaction Survey* beginning **TODAY**.** This anonymous survey will help AGC's leaders better understand members' evolving needs and how you currently utilize AGC services. The results will play a part in the Board of Directors' upcoming strategic planning discussions.

Take this survey of only 17 questions (10-15 minutes total), and **one lucky entrant will win an opportunity to golf with some of our Board Members at the Lodge at Torrey Pines following the Board Retreat (over \$400 in value!).**

**[TAKE THIS SURVEY HERE NOW!](#)**

The survey closes this coming **Friday, May 8**, so don't delay!

AGC San Diego thanks you in advance for your input and support of this process.

If you have questions regarding the survey, please contact our strategic planning consultant, [Elisa Pratt](#), or AGC San Diego Chapter CEO [Eddie Sprecco](#).

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### **Using Our Trusts? Curious About Their Value? Give Us Your Feedback!**

*By Katie Hammock, Vice President of Operations*

Help us improve our trust offerings today.

**[TAKE OUR SURVEY NOW!](#)**

We're seeking feedback from our existing trust fund users, our members who have considered using the trusts in the past, and all of our members aside from these groups.

The *Employee Medical Plan* offers flexible, cost-effective health coverage to help construction employers attract and retain workers, with options from UnitedHealthcare and Kaiser Permanente. *Benefits Plus* provides separate ancillary benefits, including dental, vision, and life insurance. Our fringe benefits are competitive. Find out more [here](#).

## SAFETY WEEK

### **Construction Safety Week Starts TODAY: Are You All In?**

*By Becca Schaffer, Director of Workforce Development*

**Safety is everyone's responsibility.** In honor of this year's Construction Safety Week theme, *All In Together: Recognize, Respond, and Respect*, focus on strengthening jobsite awareness, communication, and leadership to help prevent serious injuries and fatalities in construction.

*Throughout the week, AGC San Diego will be sharing daily:*

- Toolbox Talks
- Safety Videos
- Safety Stand-Down Resources
- Training Opportunities
- Fall Protection Awareness Content

We encourage our members and industry partners to utilize these [resources](#) during morning stretch-and-flex meetings, toolbox talks, foreman meetings, and daily safety huddles.

Join us for the monthly Safety Committee this **Wednesday, May 6 at 7am (RSVP today)** and you could win some raffle prizes for mentioning how your company is participating in Safety Week!

**Interested in being a leader in safety for AGC?** We're hiring a **Safety Compliance Manager!** [Spread the news and share this listing today!](#)

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**CONSTRUCTION SAFETY WEEK**

**ALL IN TOGETHER**  
RECOGNIZE • RESPOND • RESPECT  
2026

**MAY 4-8, 2026**

**MONDAY RECOGNIZE**  
Recognizing high-energy hazards saves lives.

TOOLBOX TALKS | SAFETY VIDEOS | SAFETY STAND-DOWN RESOURCES

LEARN MORE & ACCESS RESOURCES:  
[constructionsafetyweek.com](http://constructionsafetyweek.com)

**25% OFF**  
FALL PROTECTION TRAINING  
USE PROMO CODE: **STOPTHEFALL25**

**FEATURED PROGRAMS INCLUDE:**

- Fall Protection 24-Hour Competent Person (EM 385-1-1) + Rescue Training
- Fall Protection Competent Person Retraining for EM 385
- Fall Protection Competent Person Training both English and Spanish Versions Available

**AGC SAN DIEGO CHAPTER**

LEARN MORE & REGISTER:  
[agcsd.org/training](http://agcsd.org/training)

TRAINING • COMPLIANCE • LEADERSHIP  
BECAUSE EVERYONE DESERVES TO GO HOME SAFE.

## START HERE: MONDAY, MAY 4 - RECOGNIZE

The construction industry has made significant strides in safety over the decades, yet serious injuries and fatalities (SIFs) continue to occur on jobsites across the nation.

Recognizing high-energy hazards and understanding the risks that lead to serious injuries are essential to protecting workers and strengthening a culture of safety on every project.

Early hazard identification, combined with effective communication and leadership, can make all the difference.

### MONDAY RESOURCES

Daily Safety Video: [Watch Video](#)

Toolbox Talk: [Download Monday Toolbox Talk](#) | [Spanish Tool Box Talk](#)

## INDUSTRY NEWS

### More Than the Minimum: Add a Second Apprenticeship To Strengthen Your Workforce and Your Bottom Line

*By the Workforce Development Committee in Partnership with Pete Saucedo in AGC Apprenticeship*

In honor of National Apprenticeship Week last week...

Every contractor in California is feeling the pinch on staffing, too much work, and not enough skilled hands. Apprenticeship programs are one of the most effective ways to grow the next generation of craft professionals. Too often, companies do only what is

required to comply with state law.

Under California law on public works and prevailing-wage projects, the requirement is that apprentice hours must equal at least one hour for every five journeyman hours worked per trade. This ensures participation, but it does not build a sustainable workforce.

### **Going Beyond Compliance Pays Off**

- **A lower blended labor rate:** Apprentice wages are intentionally reduced during their learning period. Replacing a portion of higher-cost journeyman hours with apprentice hours lowers total labor cost while maintaining productivity.
- **Better utilization of foreman and crew structure:** If a foreman and journeyman are already teaching, mentoring, and managing, supervising two apprentices instead of one increases output without doubling supervision cost.
- **Less reliance on expensive overtime:** A more hands-on crew means schedules can be met without stretching journey-level workers into overtime rates.
- **Faster production and improved scheduling:** Additional trained craftworkers reduce bottlenecks and keep the project moving, improving profitability and client satisfaction.

### **Pipeline Development Starts Today**

Meeting the minimum hour ratio ensures compliance, not workforce development.

When contractors bring in multiple apprentices, they gain several advantages:

- Career progression accelerates because apprentices gain more varied, immediate experience.
- Production capacity grows over the duration of the project.
- Future labor shortages become less threatening because the company is constantly building its own talent.
- There are already several skilled and trained workforce laws on the books. There are several more in the current legislative session. Although many programs have accelerated options for experienced journeymen, the best way to meet skilled and trained requirements is through traditional apprenticeship training.

If the industry only trains at the minimum levels, the future workforce will remain too small to meet demand.

### **Shared Responsibility. Shared Success.**

Apprenticeship is an investment for the apprentice, the contractor, and the industry.

Companies that exceed the minimum requirements see tangible benefits:

- **Add a second apprentice:** Lower blended labor cost + increased output
- **Build mentorship bench:** Stronger foremen + leadership pipeline
- **Train more workers now:** Greater talent pool when work surges
- **Support the industry pipeline:** Strong reputation + stronger communities

### **Workforce Development Perspective**

Across the industry, the message is clear: We need more trained workers, not just compliant ratios. Contractors who embrace additional apprentices play a leading role in protecting the future of our industry, while gaining an economic advantage today.

Investing in people has always been the foundation of construction success. Adding a second apprentice is a simple, strategic step that transforms compliance into a competitive edge.

If you are interested in learning more about the Apprenticeship program, please reach out today to [Marty Anderson, Apprenticeship Coordinator](#).

### **Complete Survey to Help Improve Work Zone Safety** *AGC Needs More Responses from California*

AGC of America, together with HCSS, requests your input on a brief survey to help improve work zone safety by first collecting relevant details on frequency, severity, and impacts of work zone crashes, along with potential solutions.

[Complete the survey here by May 8.](#)



# Training Camp



### **California Certified Payroll Reporting:**

*The Hard Copy Kind... Not the Portal One. Surprise!*

*By Adrianna Lopez, Director of Labor Relations*

### **Getting Started**

Let's clear something up right out of the gate: Certified Payroll Records (CPRs) are not the same thing as the electronic submission to the Department of Industrial Relations

(DIR) eCPR portal. Surprise! That electronic submission is a completely separate requirement, with different rules and purposes... something we'll tackle in a future Training Camp.

This Training Camp focuses solely on hard copy certified payroll records: what they are, what makes them 'certified,' who signs them, when they must be produced, and why getting this wrong can become very expensive very quickly.

### **What Are Certified Payroll Records?**

At their core, certified payroll records answer four simple but critical questions:

- Who worked on the project
- What craft(s) or classification(s) they worked in
- How many hours they worked by craft (straight time and overtime)
- How much they were paid and how they were paid

Certified payroll records provide a clear snapshot of labor compliance on a public works project.

### **What Makes Payroll "Certified"?**

Payroll becomes "certified" when it is accompanied by a signed Statement of Compliance. This statement certifies, under penalty of perjury, that the information provided is true, complete, and that prevailing wage requirements were met.

This is not a clerical formality... it is a legal declaration with real consequences if inaccurate.

### **Who Should Sign the Statement of Compliance?**

The Statement of Compliance must be signed by someone with actual knowledge that the workers were paid the wages reflected on the payroll records. This is typically an owner, officer, payroll manager, or responsible agent with direct oversight of payroll operations.

Signing without firsthand knowledge, or even worse, signing simply because you were told to, creates serious risk when penalty of perjury is involved.

### **When Are Hard Copy CPRs Required?**

Unlike electronic submissions, hard copy certified payroll records are not submitted on a regular schedule. However, they must be produced within 10 calendar days when requested by authorized entities. These include the Labor Commissioner or Department of Labor Standards Enforcement (DLSE), awarding bodies, labor compliance officers or companies, watchdog groups, prime contractors, or other authorized entities.

### **Penalties: Where Things Get Expensive**

When requested by the DLSE, failure to provide certified payroll records within the required time frame can result in penalties of \$100 per worker per calendar day.

That is not \$100 per day total... it is \$100 for each worker for each day. A crew of 10 workers can trigger \$1,000 per day in penalties, which can accumulate rapidly. This

makes preparedness and proper recordkeeping essential.

**What Form Should Be Used?**

The DIR recommends using their approved Form A-1-131. While another form may be used, it is only acceptable if it contains every data element required by the DIR-approved A-1-131 form.

Many payroll systems generate reports that satisfy federal Davis Bacon requirements only. California public works projects have additional requirements, and missing information can result in noncompliance.

**Payroll Software and Reporting Systems**

Various payroll providers and certified payroll reporting software platforms can generate certified payroll reports. However, compliance should never be assumed. Some projects require specific reporting systems. For example, most City of San Diego projects require certified payroll reporting through PRISM. Always confirm project-specific labor compliance reporting requirements.

**A Final (and Confusing) Twist**

Ironically, locating the certified payroll form on the DIR Public Works website can be difficult unless the specific form number (A-1-131) is searched directly.

Adding to the confusion, the Statement of Compliance provided with the form does not meet the requirements of many public agencies or the DLSE. We'll unpack that issue in a future Training Camp session... so stay tuned.

**Notes From Your Coach (Me!)**

Certified payroll records may not be exciting, but they are powerful compliance documents with real financial consequences. Understanding what they are, what makes them certified, who should sign them, and when they must be produced can protect contractors from costly penalties and unnecessary risk. Timely and accurate records are your key to success. Keep reading Training Camp to make sure you are winning the prevailing wage game.

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# UPCOMING EVENTS

Mark Your Calendars



- May 7 - [Scouting America Lunch-O-Ree](#) - Paradise Point Resort - THIS WEEK
- May 19 - [Bags & Brew: Meet Your GC Cornhole Tournament](#) - AGC Lakeside HQ
- June 1 - [Build San Diego Foundation Golf](#) - The Heights Golf Club - **Sponsor Now!**
- June 23 - [AGC Baseball Bash](#) - Petco Park



## Employers: Time to Fill Your Open Positions!

AGC San Diego and Build San Diego's first **Construction Hiring Event** is coming June 30 to help our member companies fill any and all open positions!

Whether you plan to fill your positions beforehand or want to see what's out

there for you, [sign up](#) today to get access to the event.

[Share this flyer with all interested parties today!](#)

**Questions?** Contact [Ilka T. De León](#), Executive Director of Build San Diego Foundation, or [Katie Hammock](#), AGC SD Vice President of Operations.

## COMMITTEES / COUNCILS MEETINGS

### MAY 2026

May 6 - **Safety Committee** - 7:00 AM - *Lakeside*

May 13 - **Workforce Development Committee** - 11:30 AM - *Virtual*

May 13 - **Build & Serve Committee** - 8:00 AM - *Virtual*

May 21 - **City of San Diego** - 9:00 AM @ *City CMFE Office*

May 29 - **Construction Technology Committee** - 11:00 AM - *Virtual*

Committee Meeting  
Calendar

Get Involved - Join a  
Committee

## EDUCATION / SAFETY TRAINING

## Get Your Safety Training Discount Today!

AGC San Diego is offering [25% OFF Fall Protection Training](#); use code, **STOPTHEFALL25**, to get the most out of our most popular programs, including:

- Fall Protection 24-Hour Competent Person (EM 385-1-1) + Rescue Training
- Fall Protection Competent Person Retraining for EM 385
- Fall Protection Competent Person Training both English and Spanish Versions Available



Everyone deserves to go home safe. Get closer to a guarantee by making sure your employees are well trained for the task!

A detailed advertisement for a Project Management Bootcamp. The title "PROJECT MANAGEMENT BOOTCAMP" is prominently displayed in white and orange. Below the title, it says "Plan Better. Lead Stronger. Deliver Successful Projects." and "1-DAY INTENSIVE WORKSHOP FOR PROJECT MANAGERS". The background shows three professionals in hard hats and safety vests reviewing blueprints on a construction site. The ad is divided into sections: "COURSE DESCRIPTION" (This all-day intensive workshop is designed for busy Project Managers...), "LEARNING OBJECTIVES / OUTCOMES" (This workshop will help you and your team: Build stronger project team dynamics, Improve project start-up and close-out processes, Strengthen communication and negotiation skills, Effectively manage scope and change orders, Track progress using key performance indicators (KPIs), Enhance overall project efficiency and workflow), and "TARGET AUDIENCE" (Project Managers, Assistant Project Managers, Project Engineers). It also includes the date and time: "THURSDAY, MAY 7, 2026 8:00 AM - 4:00 PM PST", the location: "AGC SAN DIEGO CHAPTER 10140 Riverford Rd Lakeside, CA 92040", and the presenter: "PRESENTERS / FACILITATOR: Paul Stout - Power Summit". The AGC logo and "ASSOCIATED GENERAL CONTRACTORS SAN DIEGO CHAPTER" are at the bottom, along with the website "www.agcsd.org" and phone number "858-558-7444 ext 204".

Spots still available for Project Management Bootcamp this Thursday, May 7, [register today](#).

## MAY TRAINING SCHEDULE

May 5: **Excel Beginner** (*Ferris Square*)

May 5: **E-Learning: SWPPP Seminar: NOTs and QSP Responsibilities** (*Online*)

May 7: **Project Management Bootcamp** (*Lakeside*)

May 11: **Fall Protection Competent Person EM 385 Refresher** (*Ferris Square*)

May 11: **SPANISH Fall Protection 8-Hour Competent Person** (*Ferris Square*)

May 12: **Excel Intermediate** (*Ferris Square*)

May 12: **Trenching & Excavating CP Training** (*Ferris Square*)

May 12: **Fall Protection 8-Hour Competent Person** (*Ferris Square*)

May 13: **E-Learning: Fall Protection Competent Person EM 385 Refresher** (*Online*)

May 13: **Introduction to AI for MS Excel** (*Ferris Square*)

May 14: **Microsoft Word Beginner** (*Ferris Square*)

### [DOWNLOAD MAY TRAINING SCHEDULE](#)

Classes are held at our **Ferris Square** location in Sorrento Valley, our AGC Headquarters in **Lakeside**, or **online**.

[VIEW TRAINING CATALOG](#)

[REGISTER FOR A CLASS](#)

## PLAN ROOM



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## FIND US



**AGC East County Headquarters & Apprenticeship Training Center**

10140 Riverford Road  
Lakeside, CA 92040  
(858) 558-7444

[DIRECTIONS](#)



**AGC Government Affairs Office & Safety Training Center**

6212 Ferris Square  
San Diego, CA 92121  
2nd floor

[DIRECTIONS](#)

**About Monday Morning Quarterback**

AGC San Diego Chapter's Monday Morning Quarterback is a "hot off the press" and to the point Monday morning briefing on the important issues facing San Diego's construction industry. It is prepared by AGC Chief Executive Officer, Eddie Sprecco, and Vice President Government & Industry Relations, Dustin Steiner.

Please contact [Eddie Sprecco](#) or [Dustin Steiner](#) with your comments, or with information that should be conveyed to the industry through this service. Well over 3,000 individuals employed by AGC member firms are part of this system.

*Disclaimer: Information and advice provided by AGC San Diego staff is general and not a substitute for legal counsel. Before applying any recommendations or policies to your business, consult a licensed attorney familiar with your specific circumstances.*

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