

The Californian

The Quarterly Newsletter of



November 2020

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BSIS Compliance & Audit

It's not just BSIS you should be worried about - Hints to Avoid Getting Sued

Wednesday, February 17, 2021 10am

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PRESIDENT'S REPORT

David Chandler, CALSAGA President

I am happy to report that we had a fantastic CALSAGA Virtual Annual Conference in October. Thank you to those of you who attended the conference. I am confident that the event was beneficial for you. I appreciate our speakers, our sponsors and vendors, and our staff for making this event the success that it was.

In addition to being a presidential election year, we recently voted for the 2021 - 2022 Board of Directors. Thank you for electing me for another term as your CALSAGA President.

Congratulations to the 2021 - 2022 Board of Directors. We will appoint two At-Large Directors at our first meeting of the new year in January. Refer to page 13 for the results of the election.

As always, along with our lobbyist Kelly Jensen, we will continue to keep an eye out for labor bills that will come up and will keep you informed. We will also continue to monitor the ongoing pandemic to gauge our ability to meet together for the 2021 CALSAGA Annual Conference. In the interim of a decision about that event, I will be presenting a Security University Lite Webinar on February 17th. My goal is to help you ensure that you are in compliance with the law and BSIS policies and to prepare for an audit.

Be Safe,



David Chandler and his wife Shirley at the 2019 CALSAGA Annual Conference Awards Dinner



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REGULATION CORNER

David Chandler, CALSAGA President

Don't plan for your officers to tell you when their guard card is expiring. It is the responsibility of the PPO to ensure that they are not putting officers on post whose guard cards have been suspended, have expired or have been cancelled. Make sure to use the monitoring system through BreEZe so that you will get alerts about guard card statuses. [Click here for assistance with BreEZe notifications.](#)

During the 2020 CALSAGA Virtual Annual Conference, BSIS Chief Lynne Andres reported that the BSIS is receiving a high volume of applications. She advises that applications are submitted online rather than mailing applications. Please ensure and ask your employees to ensure that all information submitted on applications is correct and that information on the LiveScan application matches information on the BSIS application.

Register now and mark your calendar for **Security University Lite Webinar: BSIS Compliance and Audits - It's Not Just BSIS You Should Be Worried About - Hints to Avoid Getting Sued** on Wednesday, February 17, 2021.

ASSOCIATION MANAGER REPORT

Kate Wallace




When our team first began to discuss the possibility of the necessity of moving our

Annual Conference to a virtual format, I resisted. I wanted to do what was in the safest interest of all involved, of course, but I couldn't envision a virtual event that rivaled our high-quality conference. Furthermore, I pride myself on knowing many of our members by name and face. I argued that a virtual format does not lend itself well to engagement and camaraderie. I am glad to have been proven wrong. The virtual conference's chat feature, community board, live Q&A sessions with speakers all contributed to a great, interactive event. Our speakers delivered important and timely content that you needed in order to run your business as effectively as possible. That said, we hope to be able to be with you in person in 2021. Save the Date for October 19 - 21, 2021.

I hope that you will join us for our first Security University Lite Webinar of the new year. **BSIS Compliance and Audits - It's Not Just BSIS You Should Be Worried About - Hints to Avoid Getting Sued** takes place Wednesday, February 17, 2021. Registration is open now.

I wish you, your staff and your family a happy holiday season and a prosperous new year. Please let us know if we can do anything to assist you.



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Behind the Scenes
Annual Conference recording session at the offices of
Bradley & Gmelich

REPORTING WC CLAIMS WHETHER WORK-RELATED OR NOT!

Shaun Kelly, Tolman & Wiker, CALSAGA Preferred Broker



Credit needs to be given to the CALSAGA staff and President David Chandler for their ability to put together a

great virtual conference in the midst of the COVID pandemic. there was an abundance of information provided by the speakers that was shared with the CALSAGA Members and those that were able to attend the conference. This event took tremendous amount of coordination, time and resources to put together and they did an outstanding job!

We are receiving a large volume of calls regarding the compliance with the SB 1159 and what to do. As this was part of our presentation for the conference, we want to reemphasize the details of the new law and help Members navigate through the process. Compliance with the SB 1159 is mandatory and comes with a penalty for those employers that do not comply. However, if you have less than 5 employees, this new law does not apply to you.

Linked below is an outline of FAQ's that we have developed for you. Click on the link and please review. Do not hesitate to contact us if you have any questions.

Thanks again to CALSAGA for putting on a wonderfully informative conference!

View Senate Bill 1159 Primer: New Reporting & Notification Requirements for Employers

[CLICK HERE TO CONTINUE READING](#)



**Live Roundtable Panel during
the Virtrual Annual Conference**

Top Row: David Chandler, Kate Wallace, Anne Laguzza
Middle Row: Gary Bradley, Shaun Kelly, Barry Bradley
Bottom Row: Jaimee Wellerstein

CALIFORNIA ENACTS MANDATORY COVID-19 NOTICE AND REPORTING REQUIREMENTS

Ki Lin Tay, Esq. and
Jaimee K. Wellerstein, Esq.,
Bradley & Gmelich LLP,
CALSAGA Legal Advisor



On September 17, 2020, Governor Gavin Newsom signed another COVID-19 related bill into law – Assembly Bill 685. This new bill imposes strict notice and reporting requirements upon California employers, in both the public and private sector, and expands the California Division of Occupational Safety and Health's enforcement authority to ensure safe workplace operations.

Assembly Bill ("AB") 685 – which will go into effect January 1, 2021 – sets out several categories of employees to whom notice must be provided, and establishes detailed written notice requirements, which must be quickly prepared and distributed to employees within time limits set by the bill. The mandates set out by the new law are certainly not straightforward, so California employers will need to pay close attention to the complexities of AB 685, and should start the compliance process now to ensure they meet the requirements of this new law come the new year.

New COVID-19 Notice and Reporting Requirements

AB 685 requires all California employers, public or private, to provide "notice of a potential exposure" to COVID-19 from a "qualifying individual" within one day of being informed of a potential exposure at the "worksite." These terms are specifically defined in the bill, as follows.

When Does An Employer Receive "Notice of a Potential Exposure"?

Under the new law, notice of a potential exposure is defined to include:

- a) Notification from a public health official or licensed medical provider that an employee was exposed to a "qualifying individual" at the worksite;
- b) Notification from an employee or the employee's emergency contact that the employee is a "qualifying individual";
- c) Notification through the testing protocol of the employer that the employee is a "qualifying individual"; or
- d) Notification from a subcontracted employer that a "qualifying individual" was on the employer's worksite.

Who is a "Qualifying Individual"?

A "qualifying individual" is any person that has: (1) a laboratory-confirmed case of COVID-19; (2) a positive COVID-19 diagnosis from a licensed health care provider; (3) a COVID-19 related order to isolate from a public health official; or (4) has died from COVID-19.

It is important to note that if an employee provides informal notice that they may have been exposed to COVID-19 – that is, where one of the above four "qualifying" scenarios has not occurred – that employee is not a "qualifying individual" as defined by AB 685.

HOW TO WIN IN-HOUSE CONTRACTS AS A PRIVATE SECURITY COMPANY

Chris Anderson, Silvertrac Software



For a long time, the contract security industry has faced fierce competition. A limited number of large companies dominate the market and hundreds of other security guard businesses battle for what's left of the contracts.

2020 is no different. The top 5 security guard companies account for \$17.1 billion of the \$28 billion contract security market. For every other security company, staying on top of trends is critical for success in the industry.

Robert Perry's white paper on the U.S. Contract Security Industry is one of the best resources to follow these trends. One opportunity in the security industry that the paper talks about is contract security companies winning contracts with businesses that currently use in-house security.

There is an estimated \$15 billion in potential revenue from converting in-house security to contract security. But many security guard companies are not moving on this opportunity.

This article will look at 3 advantages of contract security over in-house security. You can work these advantages into your sales strategy to win more contracts with these businesses.

1. Cheaper Security Costs
2. More Experience & Training
3. Security Technology

If you want more information on this topic and other trends in the security industry, you can watch the on-demand Thinkcurity Virtual Physical Security Summit. Robert Perry, the Day 1 keynote speaker, reviewed the 2020 white paper as well as how to have long-term success in the contract security industry.

1. Cheaper Security Costs

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THREE WAYS YOUR SOFTWARE SHOULD SUPPORT MEAL AND REST BREAK COMPLIANCE

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By capturing electronic timekeeping data with your software, you're able to catch and prevent violations before they happen — something that isn't possible with manual timekeeping.

Timekeeping is an everyday concern for security companies. Your guards are clocking in and out of shifts across multiple locations. Your supervisors can't be everywhere at once to ensure breaks are being taken by the right people at the right times. This doesn't just have an impact on your individual employees — it also has an impact on your business's financial wellbeing when it comes to paying for meal and rest break compliance violations.

Understanding the impact of these laws is especially crucial for security companies in California, where violating meal and rest break laws can result in compensating employees for lost breaks with additional hours of pay. Here's a list of three ways your software should support your business when it comes to meal and rest break compliance.

Timekeeping and Punch Types

Your meal and rest software should offer enhanced timekeeping and punch types to



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allow you to track your guards' multiple unpaid and paid (otherwise known as on-duty) meals and paid breaks. You should also be able to see actual in and out times, and view, edit, and clean up your collected data in efficient and helpful ways when punch data must be corrected.

Reporting

Look for software with useful and informative meal and rest reporting to help determine who is and who isn't in compliance with your company and/or state's meal and rest laws. Reporting should be flexible to allow you to identify any or all violations such as meals and breaks that have been missed, are too short or not taken in a timely manner. The identification of and premium (or penalty) payment of the violations you identify according to your business policies should be a simple, streamlined process.

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CALSAGA CHARITABLE FOUNDATION ASSISTS OFFICERS WHOSE HOMES WERE LOST DUE TO WILDFIRES

Kate Wallace, CALSAGA Association Manager



The CALSAGA Charitable Foundation exists to assist CALSAGA member companies, their employees and security officers who suffer casualties. The Foundation Board of Directors looks to financially assist those who suffer from severe injuries, severe loss as well as the families of officers killed in the line of duty throughout California.

Recently, the CALSAGA Charitable Foundation was able to provide monetary gifts to four Allied Universal officers who had lost their homes due to wildfires. CALSAGA President David Chandler and CALSAGA Secretary/Allied Universal Regional President Mike Smidt were in attendance to present checks to the officers.



In July the CALSAGA Charitable Foundation provided financial assistance to the mother of a California security officer killed in the line of duty. These funds assisted with transporting the officer's body to his home state for burial.

CALSAGA appreciates your help in creating and maintaining a fund which will allow us to accomplish this mission. If you would like to make a financial contribution to the CALSAGA Charitable Foundation or request Foundation assistance please email info@calsagafoundation.org.



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BENEFITS OF ONLINE TRAINING FOR SECURITY OFFICERS

Armand Adkins, GuardsLink

Traditional methods of training were confined to four walls, where a room full of participants would listen to a facilitator who stood at the front of the class. With today's technologies, we can now think outside the box, or if you will, train outside the four walls. With the necessity for social distancing in certain locations, taking training courses online is not only logical, but the safe option. These days, security officers can receive online training on a range of different topics, ranging from communications to the theory portion of armed training. Ensure you take your training from a top online training platform for security officers. This article discusses the benefits of online training for security officers.

Tools Needed For Online Learning

Before we dive into the benefits of online training for security officers, we have to take a moment to highlight the tools someone would need for online learning. As we know, for the traditional on-site methods of training, all one needs is a notebook, a pen and, of course, to show up on time at some location which may or may not be convenient. However, in an online environment, the learner will need the following in order to access their instructional materials that may include videos, audio, text and images:

1. Laptop, desktop, tablet or smartphone
2. Strong internet
3. Space for re-enact demos and practice, and
4. Props for practice, if necessary

CLICK HERE TO CONTINUE READING

2020 ANNUAL CONFERENCE RECAP

Kate Wallace, CALSAGA Association Manager



The 2020 Annual Conference was definitely different from any that CALSAGA has held. The decision to hold the conference in a virtual format was made as a safety precaution for our attendees, speakers, sponsors, exhibitors, staff and the public.

We appreciate our conference speakers who, despite the change in format, provided great content and important information that our members need in order to operate their businesses as efficiently as possible and to stay in compliance! Many of our presenters conducted Live Q&A sessions to ensure that attendees still had the opportunity for engagement. In addition, the community board and chat features helped us all feel a little more connected during this strange and unprecedented time.

For the first time in conference history, the closing session featured a roundtable discussion with our experts on the subjects of BSIS Compliance, Insurance, Human Resources and Legal.

Save the Date for the 2021 CALSAGA Annual Conference October 19 – 21, 2021.

Attendees were able to visit our sponsors and vendors through the Virtual Exhibit Hall. In their virtual booth, sponsors and vendors were able to share product and service videos, chat with interested attendees, offer promotions and contests and more!

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Missed something? It is easy to get caught up! Click here to check out past editions of
The Californian: The Quarterly Newsletter of CALSAGA.

2021 - 2022 CALSAGA BOARD OF DIRECTORS ELECTION RESULTS Congratulations!

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Hugo Rodriguez

The Board will be determining the two At-Large Directors in January.

WHAT YOU SHOULD KNOW ABOUT CALIFORNIA WORK BREAK LAWS

Debbie Howlett, TrackTik, CALSAGA Network Partner



While many security companies recognize that hungry and tired security officers aren't at their most productive, providing meal or rest breaks to employees isn't universally required by law (though many employers do provide meal or rest breaks out of courtesy).

It is well-known that the state of California has some of the strictest employment laws in the United States. And while a number of U.S. states do require employers to provide meal breaks or rest breaks, California is only one of a few states that require both. It also requires that security companies pay their officers for some of this time by offering both a meal break and paid rest breaks.

Meal Breaks

California law requires that for every five hours a security officer has worked, security companies must provide a 30-minute meal break. However, companies do not have to pay for this time – meal breaks are unpaid. So if the officer only works six hours or less, they can waive the right to a meal break. Security officers who work ten hours are entitled to a second 30 meal break which is also unpaid. If the entire shift doesn't exceed 12 hours, then an officer can waive the second break as long as the officer took the first break. Two breaks may not be waived in one day.

Rest Breaks

California law also requires companies to provide rest breaks to their officers. For every four hours worked, security companies must provide a paid 10-minute rest break. Security

officers who work less than three-and-a-half hours are generally not offered rest breaks.

As with all legislation, compliance with California's labor laws is critical for security organizations since a failure to comply can lead to costly labor claims, stiff penalties, and lawsuits. So staying compliant with meal and rest breaks requirements is critical.

Recent Lawsuits

Here are two examples of the consequences of not complying with California Work Break Laws, although there are some exceptions to the laws like for private-sector emergency workers who need to be available during their entire shift.

[CLICK HERE TO CONTINUE READING](#)

Are you in compliance with Sexual Harassment Training?

All employers in California with 5 or more employees must provide 1 hour of Sexual Harassment Training to employees and 2 hours of training to supervisors.

CALSAGA offers online training that is on-demand and compatible with most devices and browsers. Volume and member-exclusive discounts are available.

CALSAGA members, log in to the Member Portal and click on the Training tab to receive member pricing.