

CALPASC's

initiative

to level

the playing field



A photograph of two men wearing yellow hard hats and business attire shaking hands on a construction site. The background shows a large building under construction with scaffolding and a yellow crane.

help

reform the system

We are a group of professional trade contractors working together to catch the flagrant violators and end their unfair competitive advantage.

The Problems that Affect Us Most

- Employers paying cash or partial cash to employees
- Independent contractor fraud
- Workers' compensation premium and payroll fraud
- Prevailing wage violators
- Certification violations
- Cal/OSHA violators (e.g.: fall protection)

Thank You CALPASC!

"CALPASC has always been about a level playing field for professional trade contractors. The LEVEL program has been designed to go after unethical members of our industry who have cheated us out of work time and time again. We need to get behind this program and galvanize our fellow professionals to do the same."

Robert Lindsey - Robert Lindsey Drywall

◆ **Our Challenge**

Currently in California, too many trade contractors are consistently and systematically violating important labor and safety laws and regulations to gain an unfair competitive advantage. Their unscrupulous actions threaten the livelihoods of professional and ethical trade contractors. Too often builders and general contractors hire cheaters solely because of their very low bids. Enforcement agencies occasionally bring flagrant violators to justice, but much more needs to be done. CALPASC is addressing this deep and widespread problem as a top priority under the banner of the LEVEL Program. It stands for Lasting Effective Violator Enforcement Leadership.

◆ **The Solution**

We need to reform the system of enforcement whereby flagrant violators will be punished more frequently, more severely, and quickly for its unethical business practices. The reform does not have to include additional regulations, but rather the effective enforcement of existing laws and regulations to level the playing field for trade contractors and promote quality construction. CALPASC has the plan, the know-how of and relationships within the enforcement agencies, the resources, the credibility, and the focus to affect positive change.

A key component of our strategy is to make stakeholders and the general public fully aware of the dire need to clean up our industry. An aggressive and sustained media campaign is underway to expose flagrant violators, including builders and general contractors who knowingly hire law-breaking subcontractors. The threat of public exposure along with beefed-up enforcement efforts will incentivize members of our industry to play by the rules. The end result will be more work for professional contractors, more decent-paying jobs, safer work environments, and better quality construction.

your call to **action**

◆ **File a claim**

You are highly encouraged to file an anonymous claim, and CALPASC will help you along the way.

Contact CALPASC Staff at 909-793-9932 to get started.

◆ **Be a Level Sponsor**

You may make a very modest contribution and be recognized as a LEVEL sponsor. Proceeds will be allocated to the LEVEL Program.

◆ **Join the Coalition**

Organizations who are in support of effective but fair enforcement of key California laws and regulations in construction, are welcome to join our coalition.

◆ **Join CALPASC**

Your membership with CALPASC is needed to stop the cheaters and therefore help your bottom-line. Please refer to the back cover for a list of membership benefits.

For more information about LEVEL, sponsorships, the Coalition, and membership, call us at 916-609-8407 or visit our website at www.calpasc.org. Follow us on Twitter: [www.twitter.com/calpasc](https://twitter.com/calpasc)



◆ **Members Speak Out in favor of the Level Program:**

“The LEVEL program is needed more than ever today. Many unprofessional trade contractors continue to cheat, cut corners, pay cash under the table, and operate with total disregard for law and regulation. I’m excited that CALPASC is willing to take the LEVEL issues to our regulators and legislators. I’m excited that our government officials are starting to listen. The professionals are losing ground and being driven out of business. The professionals need a LEVEL playing field. Thank you CALPASC.”

John Mohns - Benchmark Landscape

“Every week, I have tile installers apply for a job and tell me that they have been paid partially by payroll check and partially in cash on a consistent basis by my competitors. Since I would never do that as an ethical and responsible employer, my company’s only real hope for survival is the LEVEL Program and its impact on more effective enforcement.”

Cynthia Mitchell - Citadel Tile and Marble

“In today’s economic climate some contractors gain a competitive edge by evading safety regulations (such as fall protection), under-reporting their payroll, etc. Each time these unscrupulous characters go undetected, they are incentivized to increase the size and scope of their cheating allowing them to under-bid legitimate contractors, and steal the work. How is that fair or good for the industry? Fortunately CALPASC and the Construction Enforcement Coalition are addressing this problem head on, and the shady operators in the semi-underground economy will be exposed for who they are.”

Alex Mercier - Lucas & Mercier Construction

◆ **CALPASC ... Building the Foundation for Your Success!**

You can’t afford not to be a member of CALPASC.

Membership with CALPASC illustrates that you are a professional who is on the

LEVEL

Any single trade contractor cannot meet the challenges of the industry alone and should rely on CALPASC. Through CALPASC’s leadership, expertise and credibility, members benefit from:

- Representation & Advocacy
- Customized Education and Training Programs
- Trade & Staff Councils
- Contract Review
- Online Members Only Resources
- Member Advantages’ Programs
- Networking
- Being part of a successful team

For up-to-date information about membership benefits, a member application, upcoming events, and our advocacy efforts, go to: www.calpasc.org or contact our staff at 916-609-8407.



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