



## **DECEMBER 2025**

December 1, 2025

December 8, 2025

December 15, 2025

December 22, 2025

December 29, 2025

December 1, 2025



## INDUSTRY NEWS

### Happy Thanksgiving! From AGC San Diego

*By Eddie Sprecco, CEO*

We have a lot to be thankful for here in San Diego. Not just the weather, but the defense, tourism, and biotech/tech industry sectors that keep the county humming along despite economic clouds in California and across the nation. All while still having a lower cost of living than the rest of the Golden State....

Add to that an exciting new team in the world's most popular sport! That's right – San Diego Football Club's inaugural season came to an end this past weekend, but San Diegans have joined the legions of four billion soccer fans worldwide to support the Azul and Gold. SDFC's historic run as an expansion team came to an end when they were knocked out of the conference final by the Vancouver Whitecaps (never turn your back on Canada!), who clattered in a couple of early goals and held on for the win. But the exciting and unprecedented season was years in the making.

After those deadbeat owners - who will not be named - took San Diego's beloved Chargers up the freeway to be unwanted renters, America's Finest City could have thrown in the towel and watched the old Jack Murphy Stadium site slowly rot and decay. Instead, City leaders quickly came up with a plan to build the new Snapdragon Stadium, host SDSU football, and create the vision of hosting an expansion Major League Soccer team. Only seven years after the citizens voted to approve SDSU West, the new stadium is rocking with SDSU Football sporting a 6-0 record at home, and SDFC finishing top of the Western Conference while setting a record for points in its inaugural season.

This region continues to be dynamic, and when San Diegans come together in our own local way, big things can get done and don't become another "San Diego Special." Congratulations to SDSU, SDFC, Sycuan, and all of the community leaders for making this great project happen – and to the many AGC members who built it!

Speaking of AGC members, in 2025 AGC San Diego grew by 70 members and counting... Here at AGC, we are ever thankful for our members who support the construction industry year in and year out. With new staff and new offerings, AGC keeps up with the dynamic market here in San Diego, and as the "Voice of the Construction Industry," continues to make projects like Snapdragon Stadium a reality.

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**California Zero-Emission Vehicle Mandates Still on a Losing Streak**

*By Mike McManus, Director of Engineering Construction & Industry Relations*

Several months ago, the Federal Trade Commission (FTC) opened an antitrust investigation into the California Air Resources Board's (CARB's) agreement with the four large truck manufacturers - Daimler Trucks, International Motors, PACCAR, and Volvo Group - who collectively control 99 percent of the heavy-duty truck market in the United States. These are the parent companies for the familiar truck brands such as Peterbilt, Freightliner, and Kenworth. The agreement with CARB, called the Clean Truck Partnership (CTP), was signed in July 2023, prior to Trump winning the presidency in 2024. The agreement forced truck manufacturers to produce zero-emission engines rather than internal combustion engines, and kept these output restrictions in place even if the CARB regulations were later invalidated.

The FTC's position was that the CTP agreement was a threat to competition in the heavy truck market and was unenforceable under antitrust laws. Antitrust laws were created to prevent monopolies and cartels that harm consumers through higher prices and limited choices. They were a response to the rise of powerful corporations and trusts during the 19<sup>th</sup> century that were seen as a threat to fair competition, the economy, and the public interest. By promoting competition, these laws aim to ensure a marketplace where companies are motivated to provide better products and services on favorable terms. The terms of the CTP effectively created a 'trust' of corporations that, under the agreement, stopped competing and started acting collectively.

As a result of the FTC investigation, the four manufacturers changed course and committed to rescinding the agreement and refraining from entering into similar agreements with any state again. The manufacturers filed a federal lawsuit immediately to invalidate the CTP and clarify their obligations under federal and state law.

CARB then filed its own breach-of-contract lawsuit in state court in October. CARB's case was filed in Alameda County Superior Court, alleging that the truck manufacturers are opposing an agreement (the CTP) that is mutually acceptable, valid, and enforceable.

One of the core arguments of the manufacturers, in federal court, is that they are caught in a cross-fire between state regulators, CARB in other words, and the federal government. The federal government, through Congress, rescinded the CARB zero emission vehicle mandates earlier in 2025 under the Congressional Review Act, which was voted for by the House and Senate and then signed by Trump. At this point, CARB's zero-emission mandates are no longer lawful, and truck fleets are no longer mandated to purchase zero-emission trucks. Therefore, the CTP agreement's mandates on the manufacturers mean they are producing zero-emission engines in a market that will have no demand for them. Meanwhile, they cannot sell internal combustion-powered trucks.

Last week, a preliminary injunction was issued in the federal case that will stop CARB from enforcing the CTP. The judge seemed to feel the manufacturers' case had merit and likely would prevail. However, this is just an opening skirmish. This fight will likely go on for years.

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### **Training Camp: How to Read a California DIR Wage Determination**

*By Adrianna Lopez, Director of Labor Relations*

Understanding a California Department of Industrial Relations (DIR) general wage determination is essential for compliance on public works projects. These documents

contain critical details about wage rates, benefits, and conditions for specific crafts and classifications. Here's what you need to know:

### **Issue Date vs. Effective Date**

**Issue Date:** The date the determination is published (February 22 or August 22).

**Effective Date:** The date the rates actually take effect, 10 days after the issue date. This matters because the applicable determination is tied to the bid advertisement date, not the start of work.

*Example: Bid advertisement date: 8/27/25 = 2025-1 as the new determination (2025-2) had been issued on 8/22/25, but was not in effect until 9/1/25*

### **Symbols and Their Meanings**

**# (Pound Sign):** This means the craft is apprenticeable, and subject to the mandates found in CA Labor Code 1777.5 and CCR 230.1

**No # Sign:** In the absence of a pound sign, a craft is not apprenticeable.

**##:** This also means that the craft is not apprenticeable.

*Pro Tip: Always check the applicable wage determination page to confirm this, as apprenticeship programs and applicability may vary by location, and determination.*

**Footnote Link or lowercase Letter:** Indicates a footnote reference. **Always** check footnotes; they often contain special conditions, like when overtime applies, ratios, additional required amounts, area limitations or premiums, and when fringes are subject to the overtime multiplier.

**\* (Single Asterisk after expiration date):** The rate remains in effect for the life of the project, even after the expiration date.

**\*\* (Double Asterisk):** Indicates predetermined increases in wages, overtime, holiday pay, and/or employer contributions which are already scheduled and must be applied if work continues past that date. Keep in mind that multiple pre-determined increases may apply to the determination for up to several years, and should be considered should work continues past the date of the next published increase.

### **Expiration Dates and Predetermined Increases**

Expiration dates signal when rates may change. If double asterisks are present, new rates are already defined and should be incorporated into contracts now.

*Note: You are only required to pay increases when applicable to the wage determination in effect for your project. You are not required to increase the rate paid to workers each time a new wage determination is published.*

### **Overtime Rules**

Overtime typically applies after 8 hours per day or 40 hours per week, and usually on Saturdays. Double time, and in some cases triple time rates may apply, but check the determination for craft-specific rules and holiday pay details.

### **Where to Find Increases and Notices**

Predetermined increases are listed under the expiration date with double asterisks, or on the DIR wage determination published as a link.

Important Notices (corrections, clarifications) are posted on the DIR website under the 'Important Notices' section for prevailing wage determinations.

*Remember... Always check the important notices for wage determination updates which may or may not have been updated on the DIR website!*

#### Key Takeaways

- Always confirm the correct determination based on bid advertisement date.
- Pay attention to symbols - they tell you if rates will change or if special conditions (like apprenticeship requirements) apply.
- Review footnotes, holiday, shift, and travel provisions carefully
- Monitor DIR's 'Important Notices' for updates, or sign up to be electronically notified of changes [HERE](#).

Want to learn more? Join me on **December 11** for an in-person prevailing wage master class, hosted at our AGC Lakeside facility. Sign up [here](#).



#### Tech Think Tank Recap: Advancing Framing, Compliance, and Cybersecurity in Construction

*By AGC San Diego Construction Technology Committee Chair, Mandy Irvine McClure*

On November 21, the Construction Technology Committee continued its Tech Think Tank speaker series, a new segment that spotlights emerging technologies transforming the construction industry. This session featured presentations from two companies sharing their innovations: **Hyperframe** for steel framing and **SubSmart** for subcontractor digital workflow.

The meeting also featured a special briefing from SDG&E on cybersecurity for construction and critical infrastructure.

Learn more about these new solutions in construction technology by [checking out this recap](#). Or, watch the full presentation [here](#).

**GIVING BACK**

Together  
We **BUILD**  
Together  
We **GIVE**

**BUILD**  
San Diego  
FOUNDATION  
A Giving Tuesday Campaign

This Giving Tuesday: Help Us Raise \$150,000 to Launch Our 2026 After School & Hiring Programs

Every contribution—large or small—creates real impact.

- \$100 provides safety gear for a student entering a training program
- \$250 sponsors materials for hands-on learning
- \$500 supports career counseling and workforce readiness
- \$1,000+ invests in scholarships and industry-recognized certifications

San Diego doesn't just grow on its own, people build it. From the bridges we cross to the hospitals we heal in, every structure is a testament to the hardworking hands that shape our region.

Today, the construction industry faces a critical challenge: a shrinking workforce, rising demand, and too few opportunities for young people and underrepresented communities to step into life-changing careers. This GIVING TUESDAY, YOU CAN CHANGE THAT!

## Giving Tuesday Tomorrow!

This Giving Tuesday, help the Build San Diego Foundation, our 501(c)3, raise money to support the youngest members of our future workforce, those in after-school programs, as well as our new hiring programs. We're looking to raise \$150,000 to support these new workforce programs. Any contribution, large or small, matters!

Help the construction industry this Giving Tuesday by supporting workforce development at all levels!

Donate [here](#)!

★ ★ ★

**HOLIDAY  
TOY DRIVE**

**NOVEMBER 10 -  
DECEMBER 8**

Collecting unwrapped toys for all ages.  
*Gift cards are also encouraged!*

## Holiday Toy Drive - Bring Cheer to a Child this Holiday Season

AGC is collecting toys for **Promises2Kids** and the **Foundation for Women Warriors** now through **December 8**.

To continue our 40+ year tradition, please bring an unwrapped toy to the [Christmas in Coronado](#) event (formerly Holiday Dinner Dance) on December 6 if you plan to attend. If you are unable to join us, toys may be dropped off at AGC Lakeside through Monday, December 8.

You may also shop directly from [Amazon Wish List](#). Items purchased from the list will ship directly to Promises2Kids' office. **Make sure to mention AGC so that they know you're donating with our toy drive!**

Your generosity helps share the joy and spirit of the season with children who need it most.



### 2025

December 6 - [Christmas in Coronado](#) - Hotel Del Coronado

### 2026

January 20 - [Installation Dinner & Member Awards](#) - Hilton San Diego/Del Mar

February 5-8 - [Winter Conference](#) - Big Sky Montage

February 12 - Meet Your GC with Dempsey Construction - Dempsey HQ - **Mark your calendar!**

## COMMITTEE/COUNCIL MEETINGS

### DECEMBER MEETINGS

December 2 - 1:00 PM - **County of San Diego** @ County Operations Center

December 3 - 7:00 AM - **Safety Committee** - Lakeside

December 5 - 7:30 AM - **Caltrans / SANDAG** @ Caltrans Office  
December 9 - 3:00 PM - **Affiliate Members' Council** - offsite  
December 10 - 11:30 AM - **Workforce Development Committee** - Lakeside  
December 10 - 4:00 PM - **Construction Leadership Council** - @ Hensel Phelps

**Committee Meeting  
Calendar**

**Get Involved - Join a  
Committee**

## EDUCATION / SAFETY TRAINING

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

### DECEMBER TRAINING SCHEDULE

December 2 – Excel Beginner Training  
December 3 – QuickBooks Beginner (Online version)  
December 8 - Fall Protection Competent Person Refresher Training  
December 8 – Microsoft Project Professional: Beginning-Intermediate  
December 9 – Excel Intermediate Training  
December 9 – Scaffold CPT  
December 9 – Qualified Rigger & Signal Person  
December 10 – QuickBooks Intermediate/ Advanced (Online version)  
December 11 – Prevailing Wage, Certified Payroll Compliance Training  
December 15 - 17 – Fall Protection 24-Hour Competent Person for EM385-1-1 & Rescue Training  
December 15 – Fall Protection 8-hour CPT for Construction  
December 16 – Trench and Excavation CPT  
December 16 – Heartsaver First Aid with CPR and AED Certification  
December 16 – Excel Advanced Training  
December 17 – MS PowerPoint Beginner/Intermediate  
December 17 – Project Engineer Boot Camp  
December 17– Microsoft Project Professional: Beginning-Intermediate  
December 18, 19, 22, 23 - OSHA 30-Hour Construction Outreach

### ONLINE TRAINING PROGRAMS

December 2 – Stormwater Virtual Seminar: Ask the Regulator (Virtual / Zoom)  
December 3 – Bluebeam Studio & Cloud Training (Virtual / Zoom)  
December 3 & 4 – Construction Quality Management for Contractors (CQM-C) Course (Virtual / Zoom)  
December 5 Resident Management System (RMS) Training for USACE Contractors (Virtual / Zoom)  
December 11 – AI in Construction (Virtual / Zoom)  
December 18 – Bluebeam Document Management Training (Virtual / Zoom)

### **NEW ON-DEMAND TRAINING**

**Take Anytime** - Construction Engineer & Site Management Accelerator

 **Pre-Launch Special: Save \$300 Before the New Year!**

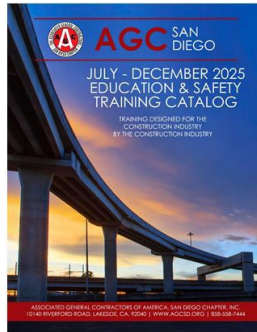
Join our newest program at an exclusive pre-launch rate of just \$699, a \$300 savings when you register by December 31, 2025. The regular enrollment price is \$999 per

person on January 1. Lock in early-access pricing and start the new year ahead of the curve!

Inquiries or specific class requests? Contact **Becca Schaffer** at [training@agcsd.org](mailto:training@agcsd.org) or (858) 731-8158.

**[CHECK OUT THE 2025 CATALOG!](#)**

## 2025 Training Calendar and Class Registration



*If you do not see a class your team needs, please contact the AGC San Diego Education Department to check the upcoming schedule, or schedule a group training session.*

**[Becca Schaffer](#)** (858) 731-8158.

## PLAN ROOM

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**AGC East County Facility &  
Apprenticeship Training Center**  
10140 Riverford Road  
Lakeside, CA 92040  
(858) 558-7444  
[DIRECTIONS](#)

**Fall Protection Training Campus**  
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.

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The Associated General Contractors, San Diego Chapter, Inc. | 10140 Riverford Road | Lakeside, CA 92040 US

December 8, 2025



## General Contractors: Time to Vote for Annual Meeting

Time to vote for our next slate of Board Members, General Contractor members!

On December 3, the main contacts were sent a notice on how to attend our virtual meeting or set up a proxy, either via online vote or by designating our AGC board president.

General Contractor members: [Vote](#) and/or [set a proxy](#) by December 18. Otherwise, we'll see you at the [virtual meeting](#).

If you didn't receive the email or have any questions, please contact us at [events@agcsd.org](mailto:events@agcsd.org).

## INDUSTRY NEWS

### PLA Playbook: What Contractors Need to Know Before They Bid

*By Adrianna Lopez, Director of Labor Relations*

Project Labor Agreements (PLAs) can feel like unfamiliar territory for contractors used to open-shop work. Before you submit that bid, it's critical to understand the unique cost and compliance factors that come with PLAs, because overlooking them can turn a profitable job into a financial headache.

#### Key Considerations Before You Bid:

- **Workforce Restrictions:** Under a PLA, your ability to use your own crew may be limited. PLAs often require hiring through union halls, which means you'll need to plan for unfamiliar labor rules and practices.
- **Union Work Rules & Pay Requirements:** Union agreements can include provisions that surprise non-union contractors. For example, some trades require paying a full eight hours even if the worker only performs five hours of work. These rules can significantly impact labor cost projections.
- **Double Benefit Contributions:** If you already provide benefits to your employees, PLAs may still require contributions to union benefit funds... even if your workers never access those benefits. This 'double payment' is a common source of sticker shock for contractors new to PLAs.
- **Administrative Burden:** PLAs come with added paperwork: monthly fringe benefit reports, union contributions, and compliance

documentation. Factor in the time and resources needed to manage these requirements.

- Potential Delays & Grievances: Union representatives have a formal role under PLAs, and grievances can arise. Be prepared for management time spent resolving disputes, which can delay progress and increase overhead.

**Bottom Line:**

PLAs aren't impossible, but they require careful planning. Before bidding, review the agreement thoroughly, adjust your labor and benefit cost assumptions, and allocate resources for compliance and administration. A well-informed bid is your best defense against unexpected costs.

Want to learn more? Contact me at [alopez@agcsd.org](mailto:alopez@agcsd.org)



## GIVING BACK



**TODAY is the Last Day for the Holiday Toy Drive - Drop off by 3 PM!**

Today is the last day to drop off your unwrapped toy at AGC Lakeside for **Promises2Kids** and the **Foundation for Women Warriors**.

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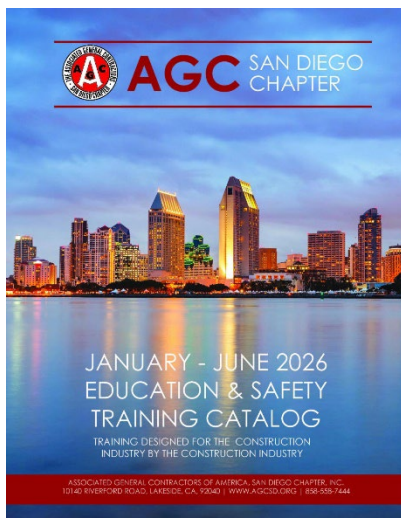
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### ANNOUNCEMENT: The 2026 AGC San Diego Education & Safety Training Catalog Is Now Live!

We are excited to announce that the 2026 AGC San Diego Education & Safety Training Catalog is officially available online! Hard copies will be mailed to your offices by the first of the year.

Start planning your team's professional development for the year with brand-new offerings, updated curriculum, and all of the essential certification programs your workforce relies on.

This year, we're expanding our training portfolio to meet the evolving needs of the construction industry

in the areas of new technology, compliance, federal contracting, safety, and workforce advancement.

**✦ New & Expanded 2026 Course Offerings Include:**

- **Advanced Training for Quality Control – QC Plan Workshop (Online Training)**
  - Improve your federal QC Plans with practical, hands-on guidance.
- **Best Practices for Managing Your Federal Contracts (Online Training)**
  - Strengthen oversight, documentation, and risk mitigation.
- **CHATGPT & Copilot for Microsoft 365 – Introduction**
  - Unlock AI-powered productivity tools for construction teams.
- **CMMC Compliance & Risk Management**
  - Prepare your company for new cybersecurity requirements.
- **Construction Engineer & Site Management Accelerator (On-Demand)**
  - A flexible, fast-track program for new and developing engineers.
- **EM 385-1-1 – 8-Hour Awareness & Refresher Training (Classroom & Online Options)**
  - Stay compliant with USACE/NAVFAC safety requirements.
- **Organize Your Workspace Using One Online Tool (Online Training)**
  - Your Blueprint for Order: Manage Every Project, Every Detail, All in One Place.
- **Primavera P6 for Government Contracts (Online Training)**
  - Scheduling and compliance principles tailored for federal projects.
- **PLA Fundamentals for Contractors**
  - Understand Project Labor Agreements and their implications.
- **Your Social Media Roadmap (Online Training)**
  - Build a social media foundation that supports your business goals.

Alongside these new additions, you'll find the complete lineup of AGC San Diego's staple courses from Blueprint Reading to Fall Protection, Project Engineer Bootcamp, Leadership Development, Software Skills, and much more.

 [View the 2026 Catalog Online](#)

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December 15, 2025



## INDUSTRY NEWS

### **The Season of (Political) Giving**

*By Dustin Steiner, Vice President of Government Affairs*

There are officially 10 shopping days until Christmas and only 169 days until every politico's favorite holiday: Election Day! Yes, that's right; 2026 is an election year and the primary is mere months away. Do you like politics? AGC San Diego has you covered! Do you hate politics? AGC San Diego has you covered! AGC's Infrastructure Political Action Committee (PAC) meets with people running for office and makes contributions in support of pro-infrastructure candidates and ballot measures.

In fact, AGC's PAC is one of the top business PACs in San Diego. Over the past two election cycles, we have contributed to almost **50 local candidates** who **won** their elections. We have also helped pass **school bonds** and **sales tax measures** equating to well over **half a billion dollars** in local infrastructure dollars! We work hard to build relationships with candidates and elected officials on both sides of the aisle, and those efforts are paying dividends as we continue to navigate the multitude of regulatory challenges in D.C., Sacramento, and here in San Diego, but we cannot afford to let up!

2026 promises some big races as long-time incumbents **State Senator Brian Jones** and **Supervisor Jim Desmond** are termed out, and several previously endorsed candidates like **County Assessor Jordan Marks**, **Assemblyman David Alvarez**, and **Chula Vista Mayor John McCann** are running for re-election. We also expect several local ballot measures.

We have been busy building our **campaign war chest**, but we need *your* help! Will you join us in 2026 with a contribution? We have made it easy to set up a one-time or recurring payment by clicking [here](#).

'Tis the season!

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**GCs: We Need You to Vote!**

It's the most wonderful time of the year, and with that comes limited time for every task. In an effort to help you out this season, we've moved our annual meeting *online*; all you have to do to attend the Teams meeting on **December 18** is [register](#).

Can't make it? Take **2 minutes** and [complete our survey](#) by or before **THIS THURSDAY!**

We need 70+ contractors to vote to get a majority and pass this through, so we really do need all the votes we can get!

Want to make the AGC Board President your proxy so you don't need to vote at all? Fill out this form [here](#).

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## **Training Camp: Top 10 Mistakes Contractors Make with California Public Works Compliance**

*By Adrianna Lopez, Director of Labor Relations*

California Public Works compliance can be complex, and even experienced contractors can make costly mistakes. Understanding these common pitfalls is essential to avoiding penalties and keeping projects on track. Here are the top 10 mistakes to watch out for:

### **1. Using the wrong wage determination applicable to the project**

*Selecting the wrong wage determination can result in either underpayments or sometimes unnecessary overpayments.*

### **2. Using the wrong craft (misclassification)**

*Be sure to review the published Scope of Work on the DIR website to ensure that the craft you select matches the actual work to be performed on site.*

### **3. Failing to consider increases**

*Not only can this result in underpayment to workers, but it also cuts into profit if not considered at the time of bid.*

### **4. Assuming an apprentice won't be dispatched**

*Failure to include the cost of hiring an apprentice for 20% of journeyman hours by craft can result in an expensive mistake should an apprentice be dispatched.*

### **5. Not submitting the DAS 140 form to all applicable programs by craft on time**

*These forms are required to be sent (with proof of submission) to all applicable programs found in the listing by county [of this website](#), within 10 days of contract execution or no later than the first day on site- whichever comes first.*

### **6. Not meeting required apprentice hiring goals**

*Use of apprentices is required, at a ratio of 20% of Journeyman hours for each apprenticeable craft used.*

### **7. Failure to remit timely training contributions**

*Training contributions are paid to either a DIR-approved apprenticeship program or to the [California Apprenticeship Council](#). Penalties may be assessed for contributions made later than the 15th of each month for the previous month's hours by craft and by project.*

### **8. Lapse in registration or failure to register with the DIR**

*Contractors must be registered and in good standing to bid on, or work on, a Public Works project. Penalties may be assessed to the contractor, the hiring contractor, and the Awarding Body if registration is not current at the time of bid.*

### **9. Not monitoring subcontractor compliance and taking corrective action when there is a compliance concern**

*You may be jointly liable for unpaid wages and penalties if your subcontractor is not in compliance with prevailing wage mandates.*

### **10. Not adhering to craft overtime, travel, and holiday requirements**

*Each craft has its own working rules, holidays, and travel provisions, AND these rules may vary depending on job location and wage determination. Be sure to carefully review these working rules and published holidays regularly to ensure that there are no wage violations, which could result in costly penalties.*

Avoiding these mistakes requires proactive planning, thorough review of compliance requirements, and ongoing monitoring of your team and subcontractors. By addressing these areas upfront, contractors can reduce risk and maintain smooth project execution.





**2026**

- January 20 - [Installation Dinner & Member Awards](#) - Hilton San Diego/Del Mar
- February 5-8 - [Winter Conference](#) - Big Sky Montage
- February 12 - [Meet Your GC with Dempsey Construction](#)

## COMMITTEE/COUNCILS

Your New Year's Resolution....Join a Committee in 2026

[Join now!](#)

Committee Meeting  
Calendar

Get Involved - Join a  
Committee

## EDUCATION / SAFETY TRAINING

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

**DECEMBER TRAINING SCHEDULE**

- December 16 – Trench and Excavation CPT
- December 16 – Heartsaver First Aid with CPR and AED Certification
- December 16 – Excel Advanced Training
- December 17 – MS PowerPoint Beginner/Intermediate
- December 17 – Project Engineer Boot Camp
- December 17 – Microsoft Project Professional: Beginning-Intermediate

**ONLINE TRAINING PROGRAMS**

- December 18 – Bluebeam Document Management Training (Virtual / Zoom)

**JANUARY TRAINING SCHEDULE**

January 5 - 7 – Fall Protection 24-Hour Competent Person for EM385-1-1 & Rescue Training (4 seats open)  
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January 30 – February 27 - AGC EDGE Project Manager Development Program

## [PDF LIST OF JANUARY CLASSES](#)

### **NEW ON-DEMAND TRAINING**

**Take Anytime** - Construction Engineer & Site Management Accelerator

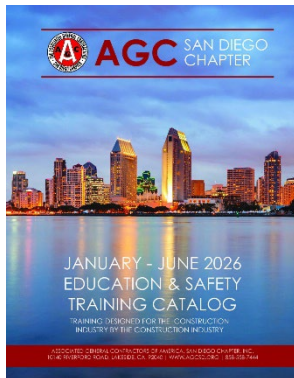
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Join our newest program at an exclusive pre-launch rate of just \$699, a \$300 savings when you register by December 31, 2025. The regular enrollment price is \$999 per person on January 1. Lock in early-access pricing and start the new year ahead of the curve!

**Group training available — let's build your team smarter & safer.**

Want to train multiple employees at once or schedule a session tailored to your company's needs? AGC San Diego offers custom group training options to keep your crews compliant, productive, and safe.

Inquiries or specific class requests? Contact **Becca Schaffer** at [training@agcsd.org](mailto:training@agcsd.org) or (858) 731-8158.



### **The 2026 AGC San Diego Education & Safety Training Catalog Is Now Live!**

We are excited to announce that the 2026 AGC San Diego Education & Safety Training Catalog is officially available online! Hard copies will be mailed to your offices by the first of the year.

Start planning your team's professional development for the year with brand-new offerings, updated curriculum, and all of the essential certification programs your workforce relies on.


This year, we're expanding our training portfolio to meet the evolving needs of the construction industry in the areas of new technology, compliance, federal contracting, safety, and workforce advancement.

### **New & Expanded 2026 Course Offerings Include:**


- **Advanced Training for Quality Control – QC Plan Workshop (Online Training)**
  - Improve your federal QC Plans with practical, hands-on guidance.
- **Best Practices for Managing Your Federal Contracts (Online Training)**
  - Strengthen oversight, documentation, and risk mitigation.
- **CHATGPT & Copilot for Microsoft 365 – Introduction**
  - Unlock AI-powered productivity tools for construction teams.

- **CMMC Compliance & Risk Management**
- Prepare your company for new cybersecurity requirements.
- **Construction Engineer & Site Management Accelerator (On-Demand)**
- A flexible, fast-track program for new and developing engineers.
- **EM 385-1-1 – 8-Hour Awareness & Refresher Training (Classroom & Online Options)**
- Stay compliant with USACE/NAVFAC safety requirements.
- **Organize Your Workspace Using One Online Tool (Online Training)**
- Your Blueprint for Order: Manage Every Project, Every Detail, All in One Place.
- **Primavera P6 for Government Contracts (Online Training)**
- Scheduling and compliance principles tailored for federal projects.
- **PLA Fundamentals for Contractors**
- Understand Project Labor Agreements and their implications.
- **Your Social Media Roadmap (Online Training)**
- Build a social media foundation that supports your business goals.

Alongside these new additions, you'll find the complete lineup of AGC San Diego's staple courses from Blueprint Reading to Fall Protection, Project Engineer Bootcamp, Leadership Development, Software Skills, and much more.

 [View the 2026 Catalog Online](#)

## PLAN ROOM



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(858) 558-7444

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**AGC Government Affairs Office & Fall Protection Training Campus**

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.

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**AGC San Diego Chapter, Inc.**

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[View Online](#)

AGC San Diego offices will be closed on **December 25** and **December 26**. Wishing our members a very Merry Christmas and Happy Holiday!

## AGC SAN DIEGO MONDAY MORNING QUARTERBACK December 22, 2025



### ***'Twas the Week Before Christmas V***

*By Dustin Steiner, Vice President of Government Affairs*

*With Apologies to Clement C. Moore, I Give You 'Twas the Week Before Christmas (AGC Style) V*

'Twas the week before Christmas and all through the land  
Things may not be quite as we planned  
The tariffs came as promised, and prices are high  
But will industry flourish and deficits die?

The summer brought with it One Beautiful Law  
The Right said it's perfect, the Left that it's flawed  
Tweets, spin, and drama, where did it end?

A government shutdown hard to defend.

“Close up the parks, send everyone home!”  
The city lay empty, including the Dome.  
The longest in history, did anyone win?  
The voters will tell us when ballots come in.

On overtime, on tips, on wages, and more  
Relief on the way, tax cuts in store  
And what of those subsidies that shut everything down?  
A vote coming up in the capital town.

It's not just D.C. playing reindeer games  
Back home in C-A, you know the names  
Gavin passed 50, a show of his might  
A two-party system, he wiped out the right.

Now Aguirre, now Faulconer, now Faucett, and Cate  
Old names at new places, trying their hands at fate  
A fresh Supe at the County, and boss at the Club  
BIA and the Chamber; new leaders were dubbed.

At home in SD and your AGC,  
We keep adding things like SDGE  
A liaison committee that's long overdue  
And labor relations to help guide you through.

The Voice of Construction is now on a Pod  
Like and subscribe, and give us the nod!  
And lest you think this is ChatGPT  
I can tell you for certain, the author is *me!*

And what about next year? It's coming up fast!  
Mayors and councils, and the rest of the cast  
A trash tax repeal with more on the way  
Write that [PAC check](#), so you have a say!

As we gather with friends and family this week  
Take time to reflect, find the peace that you seek  
As construction rolls on, the future looks bright  
Merry Christmas to all and to all a good night!

---



*Merry Christmas*

from AGC San Diego Chapter

## **PLA Playbook: What Open-Shop Contractors Need to Know About the San Diego Unified School District PSA**

*By Adrianna Lopez, Director of Labor Relations*

### **What is the SDUSD PSA?**

The [Project Stabilization Agreement \(PSA\)](#) is a pre-hire labor agreement between SDUSD and local building trades unions. With similar requirements of a Project Labor Agreement (PLA), it applies to most bond-funded projects over \$1 million and contains specific requirements for local hiring, use of union labor, wage determinations, dispute resolution processes, and apprenticeship hiring goals.

### **Step 1: Sign the Letter of Assent**

Before starting work, every contractor and subcontractor must sign a Letter of Assent (LOA) agreeing to PSA terms. Make LOA execution part of your subcontract award process; missing this step can delay mobilization.

### **Step 2: Union Assignment via the Pre-Job Conference**

Primes must attend a pre-job labor conference to align with unions and the District on scopes, manpower, and compliance. At this meeting, the unions will review the various scopes of work anticipated on site, and will claim work rights, assigning which local contractors are required to hire workers from and pay benefits to.

### **Step 3: Understand Core Employee Rules**

Open-shop contractors can use a limited number of core employees (essentially their own workforce) provided they meet specific work-hour and residency requirements. These workers are not required to join the union but are required to register with the union hiring hall and benefit program. Core workers are limited to a maximum of three in this agreement.

**Pro Tip:** Identify eligible core employees early and prepare them for registration.

### **Step 4: Hiring Hall Referrals & Apprenticeships**

Unless you're already signatory to a union agreement, you'll source most workers through union hiring halls. The PSA also requires using apprentices from joint labor-management programs. Plan apprentice hours and ratios by craft and track compliance weekly.

### **Step 5: Wages & Fringe Benefits**

All contractors must pay prevailing wages and remit fringe benefits to union trust funds for PSA-covered work. Configure payroll systems accordingly and audit early to avoid costly errors.

**Pro Tip:** Be sure to include additional administrative and benefit costs at bid time to cover monthly reporting costs and payment of double benefits if you already have in-house benefit plans.

### **Step 6: Meet Local Hire Goals**

SDUSD emphasizes community engagement through hiring goals:

- 35% of craft hours from targeted ZIP codes
- 70% from within SDUSD boundaries
- 100% from San Diego County

Coordinate with unions and track zip codes at onboarding and at dispatch requests. Weekly reporting helps you stay on target.

### **Step 7: Dispute Resolution & No-Strike Protection**

The PSA includes no-strike/no-lockout provisions and a structured dispute resolution process. Document jurisdictional assignments and follow PSA procedures if conflicts arise.

### **Why It Matters**

Not following PSA mandates can result in costly penalties and payment delays. It's important that contractors follow the requirements diligently to stay in compliance.

### **Bottom Line**

With early planning and proactive coordination, open-shop contractors can compete successfully, deliver quality work, and ensure compliance on SDUSD PSA projects.

## Build San Diego Foundation After-School Program Launching in 2026

By Ilka De León, Executive Director, Build San Diego Foundation



**BUILD San Diego Foundation** is excited to announce the launch of its 2026 after-school initiative, "**Building Tomorrow Program**," in collaboration with *AGC San Diego Workforce Development Committee*. This program is delivered in partnership with Leaders of Tomorrow (L.O.T.) After School Enrichment and the San Diego Unified School District. **Together, with these programs, we are providing kids with early exposure to construction careers directly via**

**local schools.**

Building Tomorrow is a 10-day, one-hour "club block" designed for students in grades 1-5. Through engaging and age-appropriate activities, students will be introduced to construction industry career pathways, including skilled trades and construction management roles. The program culminates in a collaborative, hands-on group project that encourages teamwork, creativity, and problem-solving.

**We are currently seeking industry volunteers and sponsors to support this educational and community-building initiative to raise \$10K to facilitate four club blocks during 2026.** Your involvement helps inspire future builders while strengthening the construction workforce pipeline.

Sign up today to be a part of it! We need:

- (10) - Teacher volunteers (1-hour time dedication)
- (1) Lumber Sponsor
- (1) Paint Donor
- (1) Fasteners/Screw Sponsor
- (1) Tools Sponsor
- (1) Glue Donor
- (1) Tool Belt Donor
- (1) Tape Measurer Donor
- (1) Hard Hat Donor
- (1) Safety Goggle Donor
- (1) Safety Vest Donor
- (1) Safety Gloves Donor

Reach out to Executive Director Ilka De León for more details or to sign up to volunteer at [ideleon@buildsandiego.com](mailto:ideleon@buildsandiego.com). These volunteer options won't be available long, so commit now before it's too late!

**Support BUILD San Diego Foundation's 2026 educational outreach with a tax-deductible donation to our 501(c)(3)!**

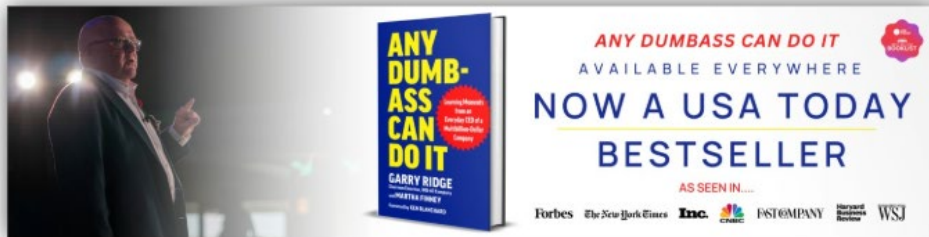
Contribute by the end of the 2025 tax year under California guidelines to claim your deduction. Your timely support helps us shape the future of construction education!

[Make a donation today.](#)

**2026**  
**AGC SAN DIEGO**  
**INSTALLATION**  
**DINNER & MEMBER AWARDS**



**GUEST SPEAKER**



**This Just In: WD-40's Garry Ridge Speaking at Installation Dinner!**

Join us on January 20 as we celebrate the best of the industry! Hear from [Garry Ridge](#), Chairman Emeritus/Former CEO of WD-40, who will kick off the year with his insights on leadership with advice from his new book, "*Any Dumb Ass Can Do It*." This is a keynote you won't want to miss.

Each attendee will receive his new book, and Garry will also sign books following the event.

[Sign up now before we sell out!](#)



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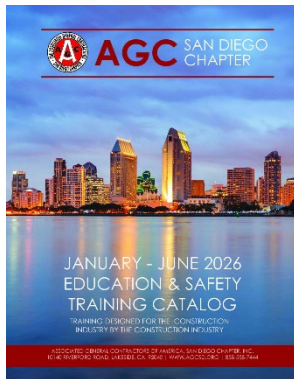
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Please contact [Eddie Sprecco](#) or [Dustin Steiner](#) with your comments, or with information that should be conveyed to the industry through this service. Well over 3,000 individuals employed by AGC member firms are part of this system.

[Visit agcsd.org](http://agcsd.org)

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AGC San Diego offices will be closed on **January 1**. Wishing our members a very Happy New Year!

December 29, 2025



## INDUSTRY NEWS

### **Caltrans Proposes Robust Construction Program**

*By Mike McManus, Director of Engineering Construction & Industry Relations*

At the California Transportation Commission (CTC) meeting earlier this month in Riverside, the CTC heard from Caltrans about its proposed State Highway Operations and Preservation Program (SHOPP) for the 2026/2027 fiscal year to the 2029/2030 fiscal year. This program is going to generate a large amount of construction work and construction jobs for contractors. The SHOPP is a four-year list of projects that is proposed by Caltrans and approved by the CTC every two years.

The projects in the SHOPP are pavement, bridge, and culvert rehabilitation projects, along with safety, operations, and transportation management system (TMS) upgrades. These are bread-and-butter projects for many AGC members.

The 2026 program is expected to fund 594 projects valued at \$16.3 billion of work for contractors over the four-year program period, or just over \$4 billion of projects each year.

The breakdown of the work is as follows:

- Pavement - \$9.0 billion
- Bridges - \$2.8 billion
- Safety & TMS - \$1.9 billion
- Emergency - \$0.2 billion
- All Others - \$2.4 billion
- Total - \$16.3 billion

To put this program into perspective, Caltrans' budget for fiscal year 2025-26 is about \$16.3 billion, a 5% increase from the prior year. The increase primarily funds more capital projects; the SHOPP is roughly one quarter of the overall Caltrans budget.

It should be noted that many sources say that \$1 billion in infrastructure spending creates a significant number of jobs. Depending on the source, the estimates vary from 6,300 to over 13K jobs annually, depending on the type of project (highways, transit, broader infrastructure), and whether you count direct construction and related manufacturing, or total economic impact. The Federal Highway Administration uses the 13K jobs figure for

each \$1 billion of infrastructure spending. It is safe to say that this 2026 SHOPP program will create tens of thousands of jobs per year across the state.

About half the projects, size-wise, are between \$10 million and \$40 million. About one quarter are larger projects greater than \$40 million. The remaining roughly quarter of the program is under \$10 million in size. There will be something for contractors of all sizes to bid on.

The taxpayers will be happy to know the amount of real infrastructure improvement the program is going to fund, such as rehabilitating 5,570 lane miles of state highway pavement during the four years of this program, refurbishing 4.7 million square feet of bridge decks, and repairing or replacing 262,000 lineal feet of underground culverts.

The CTC will hold a public hearing on the 2026 SHOPP in February, and then we expect the commission to adopt the new SHOPP in March 2026.

The graphic features a yellow and white background with a red circle on the left containing the text "JAN 20 REGISTER TODAY". In the center, the text reads "2026 AGC SAN DIEGO INSTALLATION DINNER & MEMBER AWARDS". To the right is the AGC San Diego Chapter logo, which is a circular emblem with "AGC" in the center and "THE ASSOCIATED GENERAL CONTRACTORS" and "SAN DIEGO CHAPTER" around the perimeter. Below the logo is a photograph of Garry Ridge speaking at a podium, with a book titled "ANY DUMB ASS CAN DO IT" by Garry Ridge next to him.

### Garry Ridge of WD-40 to Keynote Speak at Installation Dinner

**Garry Ridge**, Chairman Emeritus of WD-40, will share key leadership details with the construction industry at Installation Dinner on January 20.

His new book, *Any Dumb Ass Can Do It*, reveals how he reshaped WD-40 from the inside out to create a place centered on people, learning, and belonging.

Attendees will go home with Garry's new book and have the opportunity for him to sign it!

**Pre-Order Your Drinks!** This year, we have a wonderful feature where guests can pre-order their drinks by including them in their registration. Save time by not waiting in bar lines, and think about one less thing as we're celebrating members!

[\*\*REGISTER\*\*](#)

## Submit an Application for the AGC San Diego CSEA Safety Awards and Get Recognized at Installation Dinner!

Each year, the AGC San Diego Chapter, in partnership with AGC of America, recognize outstanding companies in the industry for their passion and commitment to safety through the **Construction Safety Excellence Awards – Sponsored by WTW | Willis and Starr Insurance.**

[Click here](#) to complete the application by **December 30**, and you will automatically be entered in the local and national competition.

To compete locally **ONLY** or to receive assistance in walking through the application, reach out to our AGCSD Safety Director Vince Hundley at [vhundley@smartsafetygroup.com](mailto:vhundley@smartsafetygroup.com), or call 619-572-1030.

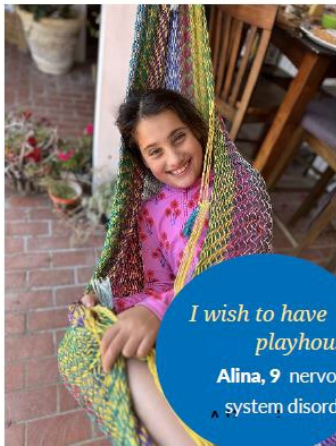
Join our safety committee today to get insider knowledge and mentorship on completing the application from our most knowledgeable members.

Don't miss this opportunity to nominate your organization for these prestigious awards! You could be recognized at this [awards banquet on January 20!](#)

## GIVING BACK

# Make-A-Wish<sup>®</sup>

## SAN DIEGO



### Volunteer Painters Needed: Make-A-Wish Playhouse Project in January

The AGC Build & Serve Charitable Alliance is seeking volunteer painters to donate their time and expertise for a special Make-A-Wish project.

[Wish Kid Alina](#) has been granted a playhouse, and we are looking for skilled volunteers to help bring it to life by staining the exterior and painting the interior. This project will make a meaningful impact and help create a joyful space just for her.

If you are available to assist with this project on **Sunday, January 18**, in the North County-Coastal area, we would greatly appreciate your support. Please email Marcy Knopman at [marcy@agcsd.org](mailto:marcy@agcsd.org) by **Thursday, January 8**, to confirm your availability, or to request additional details.

Thank you for considering this opportunity to give back and make a difference.

# WELCOME NEW MEMBERS

The AGC Board of Directors and AGC staff welcome the following new members to AGC San Diego Chapter:

[Apex Solutions](#)

[Diefenbach Law Group](#)

[El Cajon Ford](#)

*AGC's Motto: It's Good Business to do Business with an AGC Member.*



## 2026

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February 5-8 - [Winter Conference](#) - Big Sky Montage

February 12 - [Meet Your GC with Dempsey Construction](#) - Dempsey HQ

## COMMITTEES/COUNCILS MEETINGS

**Your New Year's Resolution....Join a Committee in 2026**

Jan. 7 - **Safety Committee** - 7:00 AM

Jan. 14 - **Airport Authority** - 11:15 AM @ Airport

**[Join now!](#)**

[Committee Meeting Calendar](#)

[Get Involved - Join a Committee](#)

## EDUCATION / SAFETY TRAINING

### Advanced Construction Quality Management

Have you checked out our Advanced Construction Quality Management classes launching in 2026?

Each session is live, instructor-led, and fully online, giving you the flexibility to train from anywhere while leveling up your federal quality compliance skills.

Sign up for one of our courses today!

1. [Quality Control Plan Workshop: Achieving Federal Compliance with UFGS Standards - Intermediate Level \(Jan 22 & 23, 2026\)](#)
2. [Best Practices for Managing Your Federal Contracts \(2/19/2026 & 2/20/2026\)](#)
3. [Primavera P6 for Government Contracts - 5-Day Specialized Training \(3/2/2026 - 3/6/2026\)](#)

### Grab Your Seat for the 2026 AGC San Diego Construction Project Management Certificate Program, Starting in February!

*Congratulations to our 2026 Scholarship Recipients:*

**Analiese Almgren** – Bayview Demolition Services, Inc.

**Miguel Cornelio** - In-Line Fence & Rail Co., Inc.

Are you ready to take the next step in your construction career? Our Construction Project Management Certificate Program is built for working professionals who want to grow their skills without putting their careers on hold. **The class meets every other Tuesday afternoon from 3:00 pm to 7:00 pm at our AGC Headquarters in Lakeside, spanning 26 weeks over the course of the year.** This format is designed to give you the right balance of in-depth learning, real-world application, and networking opportunities with industry peers, all while keeping your schedule manageable.

### Build Your Future in Construction Project Management

As the global construction boom continues, the demand for skilled, forward-thinking construction managers is stronger than ever. Position yourself for success by enrolling in the 2026 AGC San Diego Construction Project Management Certificate Program, a proven pathway for advancing careers in the construction industry.



Designed for early-career project managers and professionals eager to step into leadership roles, this 26-week program spans an entire calendar year and delivers a comprehensive foundation in project management principles. Under the guidance of Paul Stout of Power Summit, one of the industry's most respected trainers, you'll gain practical expertise in critical areas such as:

- Project Planning
- Project Scheduling
- Construction Management Best Practices

Now in its 21st year, the program has a strong track record of helping graduates earn promotions, raises, and new opportunities. **Many top construction companies use this course as a stepping stone for career advancement.**

By the end of the program, you'll leave equipped with the strategies, confidence, and credentials to manage construction projects from groundbreaking to completion. Take the next step in your career today; don't miss your opportunity to join the 2026 cohort.

Take a look at the detailed weekly program [syllabus](#).

[REGISTER](#)

## JANUARY CLASSES

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

### JANUARY TRAINING SCHEDULE

January 5 - 7 – Fall Protection 24-Hour Competent Person for EM385-1-1 & Rescue Training (4 seats open)

January 12 - 14 – Fall Protection 24-Hour Competent Person for EM385-1-1 & Rescue Training

January 13 – Excel Beginner Training

January 14 – QuickBooks Beginner (Online version)

January 14 & 15 – Blueprint Reading for Construction

January 15 – Microsoft Project Professional: Beginning-Intermediate

January 19 - Fall Protection Competent Person Refresher Training

January 19 – 23 – Fall Protection 40 Hour Competent Person for Federal Employees

January 20 – Excel Intermediate Training

January 21 – QuickBooks Intermediate/ Advanced (Online version)

January 21 – Construction Law: New California HR Laws for 2026

January 21 – CPR/First Aid and AED Certification

January 22 – Microsoft Project Professional: Beginning-Intermediate

January 22 – Silica Competent Person Training

January 26 – CHATGPT & COPILOT for Microsoft 365 Introduction

January 26 – Adult Mental Health First Aid Certification

January 26 – 29 – OSHA 30 Hour Construction Outreach

January 26 - How to Write an Effective AHA to Ensure Acceptance

January 27 – Fall Protection Equipment Inspector Competent Person

January 27 – Excel Advanced Training

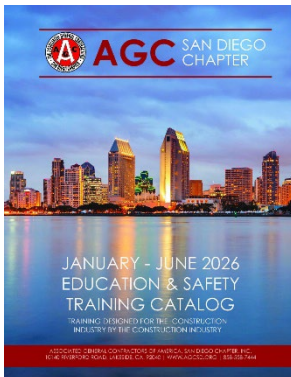
January 28 – CMMC Compliance & Risk Management: Protecting Contractors in the Federal Supply Chain

January 29 – MS PowerPoint Beginner/Intermediate


## ONLINE TRAINING PROGRAMS

- January 6 – Stormwater Virtual Seminar: Ask an Attorney (Virtual / Zoom)
- January 7 – Construction Estimating Principles & Applications
- January 7 & 8 – Construction Quality Management for Contractors (CQM-C) Course (Virtual / Zoom)
- January 7, 9, 14, 16, 21, 23 - AGC EDGE Fundamentos en Supervisión de la Construcción (CSF Spanish Version)
- January 8 & 9 – Reading Construction Documents (Blueprints)
- January 8, 15, 22 - AGC EDGE Leadership and Motivation (STP Unit 1) Thursdays
- January 9 - Resident Management System (RMS) Training for USACE Contractors (Virtual / Zoom)
- January 12 – February 2 - AGC EDGE Lean Construction Education Program
- January 20 – Organizing Your Workspace Using One Online Tool
- January 22 & 23 – Quality Control Plan Workshop: Achieving Federal Compliance with UFGS Standards
- January 28 – AI in Construction (Virtual / Zoom)
- January 28 – Bluebeam Baseline Basics
- January 29 – Bluebeam REVU Takeoff & Estimates – Basics
- January 30 – Bluebeam REVU Takeoff & Estimates – Advanced
- January 30 – February 27 - AGC EDGE Project Manager Development Program

### [PDF LIST OF JANUARY CLASSES](#)



 **The 2026 AGC San Diego Education & Safety Training Catalog Is Now Live!**

 [View the 2026 Catalog Online](#)

## PLAN ROOM

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

[DIRECTIONS](#)



### **AGC Government Affairs Office & Fall Protection Training Campus**

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.

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