

Last Tuesday, March 20th, we had our semimonthly meeting of the Southwest California Manufacturing Council (SCMC). It was held at Paulson Manufacturing in Temecula. It was a very interesting, informative and lively conversation. For those of you who attended, thank you. For those of you who missed it, we wanted to give you a recap of what went on.

Our guest speaker was Jan Smith of Inland Management Group. Jan shared with us her insight on the HR related laws that took effect here in California the beginning of this year. For example, we discussed the fact you can no longer ask a candidate about their prior salary history. This includes any agency you are using being precluded from asking about salary. However, we are required to provide a “pay scale” for applicants upon reasonable request.

This brought us to a discussion of how we, as a manufacturing community, can voice our concerns to our elected officials in Sacramento. It seems that there’s a number of bills working their way through the State Assembly that could negatively impact our businesses, including taking the current sick leave law to 5 days. Also making the use of medical marijuana not a reason for adverse employment action, among other bills. The sense of the members there is that, as a group, we should engage our lawmakers to let them know where we stand. We see this as part of the mission of the group.

As a follow up to the hiring workshop we had on February 20th and the Southwest Business Summit sponsored by various County and State Agencies, we felt there needs to be a better defined “One Stop Shop” for accessing workforce development programs. We’re going to take this on, working with the Temecula Valley Chamber of Commerce to more effectively communicate what’s available to us.

Finally, we discussed this year’s internship program with the Temecula Valley Unified School District. This year we’ll be selecting students from Temecula Valley High School. More information will be forthcoming. Our goal is to have 12 students in the program this summer.

We then adjourned to a very interesting and comprehensive tour of Paulson Manufacturing, producer of some very unique, world class products right in our own back yard.