



#48-23

November 27, 2023

Eat, Drink & Be Merry at the CAWP CLC Toy Drive!



The CAWP CLC Toy Drive collection dates are fast approaching! If you are planning to drop off donations during the collection times this week, be sure to allow time to eat, drink and be merry!

The CAWP office will double as Santa's workshop this Thursday, November 30 from 9:00 a.m. to 4:00 p.m. and Friday, December 1 from 9:00 to 11:00 a.m. The festivities will include refreshments, music, and fun!

Third Installment of the CAWP HR and Workforce Best Practices Program – December 13



CAWP is pleased to announce the third installment of the CAWP HR and Workforce Best Practices Program.

Join us on Wednesday, December 13 from 9:00 a.m. - 10:30 a.m. for an engaging seminar focused on effectively managing your employees' medical conditions, injuries, and medical leaves. This seminar aims to equip participants with the knowledge and skills necessary to effectively manage employee medical situations while staying in compliance with relevant laws and regulations.

Date / Time: Wednesday, December 13, 9:00 a.m. – 10:30 a.m. / Coffee & Danish - 8:30 a.m.

Speakers: Elaina Smiley & Justin Beck of Meyer, Unkovic & Scott LLP

Course Topics: Dealing with Your Employees' Medical Conditions, Injuries, and Medical Leaves.

Navigating Regulations and Laws - review of key regulations and laws such as ADA (Americans with Disabilities Act), FMLA (Family and Medical Leave Act), WC (Workers' Compensation), GINA

(Genetic Information Nondiscrimination Act), and others.

Basic Principles - Understanding the fundamental principles underlying these laws and their implications for managing employees' medical conditions, injuries, and medical leaves.

Effective Handling of Medical Inquiries and Accommodations - Best practices for navigating medical inquiries, providing necessary accommodations, and obtaining proper medical releases.

Challenges Introduced by PA Medical Marijuana Law - Examining the complexities introduced by the Pennsylvania Medical Marijuana law and its impact on workplace policies and procedures.

Real-world Employment Scenarios - Analysis of common employment scenarios related to medical conditions, injuries, and leaves, offering practical insights and solutions.

Hiring Process Guidelines – A review of questions that can and cannot be asked during the hiring process, ensuring compliance with legal standards.

Cost: Free – but must register to confirm spot in course.

Location: CAWP Office, 800 Cranberry Woods Drive, Suite 110, Cranberry Twp., PA 16066

Audience: Managers, Supervisors, HR & EEO professionals, & Safety

DETAILS & REGISTRATION

Upcoming AGC Edge Courses

Project Manager Development Program

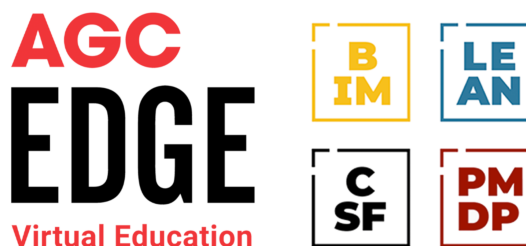
Monday, December 4 – Wednesday,
December 20 from 2:00 p.m. – 7:00
p.m. EST (every Monday,
Wednesday, and Friday)

Construction Supervision Fundamentals

Monday, December 11 – Wednesday,
December 20 from 3:00 p.m. – 8:00
p.m. EST (Monday, Wednesday, and
Friday)

Courses will be offered online via
the Zoom platform. A webcam is
required for participation.
Registration costs include all course
participants' materials.

AGC's LIVE
Virtual Training
REGISTER TODAY!



REGISTRATION

**When registering, make sure to select
CAWP as your referral source.*



UPCOMING EVENTS

November 30 - December 1
[CAWP CLC Toy Drive](#)

January 12, 2024
[2024 Annual Membership Reception](#)

February 7-11, 2024
[CAWP Annual Meeting](#)



Recent Bulletins

November 15
2024 Apprenticeship Notices -
Carpenters, Cement Masons,
Laborers, & Operators
CAWP EEO Bulletin #2-23

November 15
Work Zone Training Opportunities
CAWP Safety Bulletin #11-23

Proud Chapter



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THE CONSTRUCTION
ASSOCIATION

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