



SYNERGY

OUR 62nd YEAR

CONTRA COSTA CHAPTER

August 2025



Embracing Change - Driving Growth

A Year of Transition and Momentum

Over the past year, we have **undergone a lot of significant change**—and I want to thank each of you for being so welcoming and supportive as I work to fill the big shoes of Mike Geller. Having been with the Chapter for just over a year—and privileged to lead it for nearly that long—I can say with certainty: **the Contra Costa Chapter, NECA, is extraordinary.** My pride in this organization comes directly from you, our members.

Welcoming New Leadership

Please join me in welcoming **Julian Vinatieri**, recently elected as **Business Manager of Local 302**. His arrival brings a fresh wave of ideas and innovative thinking. Local committees are hard at work improving programs, with a **special focus on apprenticeship**—an investment in our future.

Your Dedication Drives Success

Our Directors and members continue to **step up in remarkable ways**—investing time, energy, and expertise to strengthen our industry, deepen our partnership with the Local Union, and **capture more work** for our contractors.

Training Opportunity You Won't Want To Miss

Be sure to review the flyer on the following page for our **Field Leadership Essentials course**, presented by NECA's National Office. This training has become a **favorite across the country**, and we're excited to host it here.

Together, we're not just adapting to change—we're shaping the future.

Joey Reed

Executive Director
Contra Costa Chapter, NECA

The National Electric Contractors Association and
the Contra Costa Chapter, NECA Present:

Field Leadership Essentials



DATE:

October 9, 2025

TIME:

8:00 a.m. - 5:00 p.m.

LOCATION:

Martinez Training Center
1255 Muir Road
Martinez, CA 94553

COST:

Free to NECA Members

HOW TO REGISTER:

To enroll your field leaders - or those you see as future leaders, contact Sharon Spare at the Chapter office.

Call (925) 372-3222 or email
sspare09@sbcglobal.net

On Thursday, October 9, 2025, we will be hosting NECA's Field Leadership Essentials program, a single full-day course, that will explore the unique challenges that new field leaders face.

Foreman play a vital role in projects, ensuring on-time, on-budget completion of the essential construction tasks driving America's progress. They excel in managing time, resources, and personnel, while also tending to their team's physical and mental needs. Effective task delegation, motivation, and skill enhancement are all parts of their leadership. NECA's Field Leadership Essentials Program is an in-person field leadership development course designed specifically to meet the needs of electrical contractors.

This course focuses on the knowledge and skills that every field leader must learn to be an effective manager of people, time, equipment, and materials. This course will be facilitated by Paul Flynn and David Manderson.

Paul is a dedicated workforce development leader with a career rooted in the electrical industry. He graduated from the IBEW apprenticeship as a Journeyman Wireman in 2005, became a Training Director in 2009, and was elected four times as Business Manager of IBEW L.U. 34 beginning in 2013. In 2024, he assumed the role of Director of Workforce Development at the National Electrical Contractors Association (NECA), where he leads national initiatives focused on workforce readiness, recruitment, and long-term industry sustainability.

Paul has built a reputation for creating pathways into skilled trades for anyone interested in all communities. His work connects labor, education, and business to strengthen workforce pipelines, improve job placement outcomes, and ensure the electrical industry is equipped to meet future demands.

David Manderson has been with NECA for over 30 years. He has been a Chapter Executive for 28 years and been a Field Representative in both the Midwest and Western Regions. He brings experience from several areas around the country and has seen and worked with employers throughout.

**Elevate Your Team's
Potential with Field Leadership Training!**

[Register Now](#)

(Include the names and contact information for those you wish to register for this course.)



1127 11th Street, Suite 747 / Sacramento, CA 95814 / (916) 444-3770

CAPITOL ALERT

Announcing the **California NECA Subcontractor Contract & Collections Guidebook**

On behalf of the California Chapters of the National Electrical Contractors Association (NECA), the Electrical Contractors of California Trust (ECCT), and Sweeney Mason LLP, we are proud to announce the release of a one-of-a-kind resource: the [California NECA Subcontractor Contract & Collections Guidebook](#).

This guidebook is the result of a collaborative, statewide effort led by every California NECA Chapter and is now available, free of charge, to all NECA-affiliated contractors in California.

What's Inside:

The guidebook is designed to help NECA contractors navigate the legal landscape surrounding subcontracting and payment rights, including laws governing change orders, retention, and more. It offers:

- Easy access to relevant California statutes and case law
- Practical insights into protecting your business interests
- Ready-to-use sample letters to assert your rights
- A clickable index for fast navigation

Don't Miss This! – Contract & Collections Guidebook Webinar

To ensure contractors get the most out of this valuable resource, we're hosting a free webinar presented by the attorneys at Sweeney Mason LLP who developed the guidebook.



Webinar Details:

Date: Wednesday, August 27

Time: 11:00 AM – 1:00 PM (PDT)

Location: Online Event

Registration: [Click here to register](#)

This is a unique opportunity to engage directly with the legal team behind the guidebook, ask questions, and gain practical advice on how to better protect your business, strengthen your contracts, and improve cash flow through smarter collections strategies.

California NECA Subcontractor Contract & Collections Guidebook

Acknowledgments:

This guidebook would not have been possible without the financial and organizational support of every California NECA Chapter, thank you for stepping up to make this impactful project a reality.

We also extend our sincere appreciation to the following individuals for dedicating countless hours and generously sharing their knowledge throughout the development of the guidebook:

- Greg Long, NECA District 9 Vice President
- Rob Meadows and Stan Lazarian, Co-Chairs of the ECCT Statewide Public Affairs Committee
- Contributors: Greg Armstrong, Eric Cartier, Kevin Gini, Fred Neubauer, and Jim Willson

Their expertise and commitment were instrumental in shaping a valuable resource that will benefit NECA contractors across California for years to come.

Finally, a special thanks to the outstanding team at [Sweeney Mason LLP](#)—Joe Sweeney, Scott Mangum, and Megan Lee—whose legal expertise, attention to detail, and tireless work brought this important guidebook to life. Without their efforts, this project would not have been possible.

Please don't hesitate to share this guidebook with your teams and colleagues. We hope it serves as a valuable tool to help protect and empower NECA contractors across California.



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CAPITOL ALERT

Governor Newsom Signs SB 61 – 5% Cap on Private Construction Retention Now State Law!

On July 14, 2025, California Governor Gavin Newsom signed SB 61 (Cortese) into law, NECA sponsored legislation that establishes a 5% cap on retention for private construction projects in California.

Effective January 1, 2026, the new law will apply to contracts for private works of improvement entered into on or after that date.

SB 61 represents a significant victory for contractors statewide, directly addressing the chronic cash flow challenges caused by excessive retention withholding on private construction. By aligning private sector retention practices with the existing 5% cap on public works, this law brings greater financial stability and predictability to California's construction industry.

We extend our sincere appreciation to all the NECA contractors, Chapter Managers, and staff who supported this effort through grassroots advocacy, especially those who made the trip to Sacramento to meet with legislators and advocate for the bill's passage.

A special thank you goes to Senator Dave Cortese and his dedicated staff for their leadership and tireless commitment to advancing this critical reform.



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CAPITOL ALERT

Act Now to Support Late-Session Push for Private Works Change Order Reform

NECA has secured significant amendments to SB 440 (Ochoa-Bogh) that reshape the bill to provide clarity and meaningful reform to how change orders are processed on private works of improvement. As amended, SB 440 mirrors the successful framework established by AB 626 (Chiu, 2016), which created timelines and procedures for handling change orders on public works projects. SB 440 now extends those same protections to private projects, where unresolved or unpaid change orders continue to cause costly delays, litigation, and financial strain for contractors.

Key reforms in SB 440 include:

- Allowing contractors to initiate the payment process for work performed outside the original contract scope.
- Requiring private project owners to review change order claims within a timely window.
- Upholding the owner's right to dispute or reject all or part of a change order claim, while requiring prompt payment of any undisputed amounts in line with California's existing prompt payment laws.
- Requiring nonbinding mediation before litigation for any disputed or denied claims (or portions thereof), encouraging early and cost-effective resolution.

By adopting these reforms, SB 440 will reduce litigation, minimize project delays, and promote greater financial fairness and predictability across California's private construction sector.

Take action today by visiting our [grassroots advocacy site](#) and voicing your support for SB 440 Today! Let's bring home another major win for our industry in 2025!

 [Click here to support SB 440 now](#)



July 22, 2025

Labor Relations Bulletin

FROM THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

Understanding the Overtime Provisions of the “One Big Beautiful Bill”

The “One Big Beautiful Bill Act” (OBBA), signed into law by President Trump on July 4, 2025, includes new federal income tax deductions for qualified overtime compensation. While these provisions do not change underlying wage and hour requirements under the Fair Labor Standards Act (FLSA), they create new tax benefits for eligible employees and impose additional reporting requirements on employers.

Summary of Key Tax Deduction Provisions

The OBBA creates two new above-the-line federal income tax deductions for tax years 2025 through 2028:

- **Qualified Overtime Deduction:** Allows eligible employees to deduct up to \$12,500 annually (\$25,000 for married filing jointly) of qualified overtime compensation from federal taxable income.
- **Income Limitations:** The deduction phases out for individuals with modified adjusted gross income (MAGI) exceeding \$150,000 (\$300,000 for married filing jointly), reducing \$100 for every \$1,000 over the threshold.
- **Federal Tax Only:** These deductions apply only to federal income tax. For payroll taxes such as Social Security and Medicare, state taxes and local taxes, all regular provisions apply.
- **Employer Reporting:** Employers must track and separately report qualified overtime compensation on Form W-2.

Qualified Overtime Compensation Requirements

FLSA Overtime Only: The deduction applies exclusively to overtime compensation required under the FLSA, specifically. This means the premium portion of pay above the regular rate for hours worked beyond forty in a workweek (the “half” in “time-and-a-half”).

What does not qualify:

- Overtime paid pursuant to state law requirements (e.g., daily overtime in California)
- Overtime paid under collective bargaining agreements that exceed FLSA minimums
- Voluntary overtime premiums paid by employer policy
- Shift differentials, weekend premiums, or other non-FLSA overtime

Premium Portion Only: Only the premium amount above regular hourly rates qualifies. For example, an employee earning \$20/hour straight time and \$30/hour overtime can only deduct the \$10/hour premium portion.

Impact on NECA Contractors and CBAs

No Changes to Underlying Wage Requirements: The OBBB does not modify FLSA overtime requirements, salary exemption thresholds, or any collectively bargained wage provisions. All existing CBA terms regarding overtime triggers, rates, and classifications remain in effect.

Form W-2 Reporting: Beginning with the 2025 tax year reporting, employers must separately identify qualified overtime compensation on Form W-2. The Treasury Department will issue guidance on specific reporting requirements.

Transitional Relief for 2025: For 2025 only, employers may use “any reasonable method” specified by the Treasury Secretary to approximate qualified overtime amounts, providing flexibility during the transition period.

Recordkeeping: Employers should maintain records distinguishing FLSA-required overtime from other premium pay to support accurate W-2 reporting.

Best Practices for Compliance

- **Review Payroll Systems:** Ensure capability to separately track FLSA-required overtime from other premium pay for W-2 reporting.
- **Consult Legal Counsel:** Given the complexity of determining qualified amounts, particularly in multi-state operations with varying overtime laws, legal guidance is recommended.
- **Monitor Treasury Guidance:** Watch for additional regulations and guidance from the Treasury Department and IRS on implementation details.

This material is for informational purposes only. The material is general and is not intended to be legal advice. It should not be relied upon or used without consulting a lawyer to consider your specific circumstances, possible changes to applicable laws, applicable CBAs, prime contracts, subcontracts, rules and regulations, and other legal issues. Receipt of this material does not establish an attorney-client relationship.

Slash Installation Time and Labor **with Digital Electricity**

[Click Here to View Presentation Slides](#)



Presentation given by
James Eaves, Director of Building Electrification

Exclusive Opportunity for NECA Members

Hands-On with Fault Managed Power (FMP)

Fault Managed Power (FMP) is a groundbreaking new NEC power class that allows electricians to safely distribute up to 450V DC using Class 2-style or Ethernet-like wiring—no conduit required. It also enables integrated power and data delivery, making advanced energy management strategies far easier and more cost-effective. VoltServer, the inventor of FMP, is offering an exclusive opportunity to NECA contractors: 50 hours of free engineering support and discounted equipment for two or three projects that incorporate FMP. Ideal use cases include powering heat pumps or induction stoves in multifamily buildings, retrofitting data centers for AI server racks, or upgrading power to IT closets. Other projects with hard electrical distribution challenges will be considered. To apply, NECA members can contact James Eaves at James.Eaves@voltserver.com. Spots are limited.

[Voltserver Application Guide](#)
[Downloads](#)

STAYING OFF THE RADAR:

Cal/OSHA Takeaways to Help Keep You Compliant



One of Cal/OSHA's Most Cited Violations

Every California employer must establish, implement, and maintain a written IIPP, and must maintain a copy at each workplace or at a central worksite if the employer has non-fixed worksites. The requirements for establishing, implementing, and maintaining an effective written IIPP are contained in Title 8, California Code of Regulations (T8CCR), sections 1509 and 3203.

A SAMPLE WRITTEN INJURY AND ILLNESS PREVENTION PROGRAM (IIPP) FOR CONSTRUCTION can be downloaded in word format [here](#) and pdf [here](#).

This model program template has been prepared for use by an employer with employees engaged in construction activities as defined in Title 8, CCR [section 1502\(a\)](#). Given the broad spectrum of construction sites, it may not match your exact needs. However, it does provide the essential framework and starting point for a written IIPP.

You are not required to use this sample program, but if you do, the company IIPP administrator with the necessary authority and responsibility should:

- ⇒ Review the requirements for each of the program elements, with reference to T8CCR, sections [1509](#) and [3203](#).
- ⇒ Determine how all the elements will be effectively implemented in your workplace, including employees from a temporary service provider or union hall.
- ⇒ Review [Cal/OSHA Policy & Procedures](#) C-1C (Multi-Employer Worksite Inspections) and C-1D (Dual-Employer Inspections) to ensure the IIPP adequately addresses management of employee safety and health at construction sites that involve more than one employer.
- ⇒ Fill in the appropriate blanks and check the boxes for the items that are applicable to your workplace.
- ⇒ Review the Cal/OSHA publication [Guide to Developing Your Workplace Injury & Illness Prevention Program](#) and [Cal/OSHA Pocket Guide for the Construction Industry](#) for additional guidance.

Using this sample program will not guarantee regulatory compliance, but it should save you some time in developing your own program. It is important that you customize and maintain it to effectively meet your jobsite needs.

Cal/OSHA's Division of Occupational Safety & Health Inspection Types 2024

	ACCIDENT	COMPLAINT	REFERRAL	FOLLOW-UP	UN-PROGRAMMED	PROGRAMMED	TOTAL
Agriculture, Forestry, Fishing & Hunting	120	136	13	6	34	211	606
Construction	625	283	212	62	179	492	1854
Manufacturing	378	177	37	14	54	263	924
Wholesale Trade	88	56	2	7	18	35	206
Retail Trade	145	121	6	0	7	41	320
Transportation & Warehousing	167	72	3	3	21	44	310
Administrative, Support & Waste Management	265	82	68	5	49	80	549
Health Care & Social Assistance	70	61	1	3	7	46	188
Accommodation & Food Services	60	135	3	1	4	175	378
Other Services (not Public Admin.)	60	62	2	3	7	116	250
All Other Services	371	182	28	4	60	137	782
TOTAL	2439	1376	375	108	440	1641	

Chevron moves to shrink East Bay office space through sublease gambit

Energy titan had previously moved headquarters from California to Texas

By [GEORGE AVALOS](#) | gavalos@bayareanewsgroup.com | Bay Area News Group
UPDATED: July 1, 2025 at 7:47 AM PDT

SAN RAMON — Chevron is seeking to sublease a large amount of office space at an East Bay business hub in a move that would reduce the oil and gas titan's Bay Area footprint.

The energy giant is looking into a sublease of its space in the western wing of an office campus at 5001 Executive Parkway within the Bishop Ranch mixed-use neighborhood in San Ramon, according to sources with direct knowledge of Chevron's efforts.

Texas-based Chevron once had its headquarters in the Executive Parkway office complex. The building is a short distance from a vast corporate campus at 6001 Bollinger Canyon Road in San Ramon, where for decades Chevron had maintained its world headquarters at a site known as Chevron Park.

In 2022, [Chevron sold its 92-acre Chevron Park complex](#) for \$174.5 million. Sunset Development, the developer and principal owner of the Bishop Ranch neighborhood, bought the vast office campus from Chevron.

Sunset Development has crafted [a plan to redevelop the former Chevron Park office complex as a new community](#) of housing, shops and restaurants called The Orchards.

This new neighborhood is expected to feature 2,500 residential units, 125,000 square feet of retail and entertainment sites, and a 2.5-acre park.

These shifts are all part of [a dramatic evolution of Bishop Ranch](#) from primarily an office park into a full-fledged neighborhood and the downtown core of San Ramon.



The former Chevron headquarters site at the Bishop Ranch mixed-use neighborhood in San Ramon, as seen in a February 2025 drone view.

On the heels of the sale of Chevron Park, the energy giant agreed to lease a large office space at the Executive Parkway site from Sunset Development, moving its headquarters to that site in the process.

In August 2024, however, [Chevron announced it had decided to move its world headquarters from San Ramon to Texas](#), a corporate exit that dealt a fresh blow to California's fading economic prestige.

The headquarters shift to Texas was in effect by January 2025, based on a review of the head office address that Chevron reported in 8-K filings with the Securities and Exchange Commission.

Now, it appears that a further diminishing of Chevron's presence in the Bay Area could be in the works.

Chevron has listed for sublease all of the approximately 400,000 square feet of office space that the energy giant occupies in San Ramon at the Executive Parkway location, which is perched at an eye-catching location next to a lake at Bishop Ranch.

Alexander Mehran Jr., president of Sunset Development, confirmed Chevron's subleasing efforts. JLL, a commercial real estate firm, is marketing the space on Chevron's behalf.

The offices that Chevron is seeking to sublease are top-notch spaces, in Mehran Jr.'s view.

"It's a beautiful space that we built out for them when we leased it to them," Mehran Jr. said. "It's smart of them to see if they can sublease all of it." While Chevron is offering all of its Bishop Ranch office space for sublease, the energy giant nevertheless could retain a presence in the San Ramon neighborhood.

"They might sublease all of this office, and we could find them a smaller space elsewhere at Bishop Ranch," Mehran Jr. said.

UPCOMING EVENTS

Mark Your Calendars



The NECA Show

presented by the National Electrical Contractors Association

McCormick Place Convention Center
September 12-15, 2025

#1 Event for Power, Light, Controls, Energy,
Information & Communications Technology



[NECA 2025 CONVENTION](#)



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[CALIFORNIA NECA SUBCONTRACTOR CONTRACT & COLLECTIONS GUIDEBOOK](#)

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[NECA's SAFETY WEBPAGE](#)

