



SUMMER

OUR 60TH YEAR

CONTRA COSTA CHAPTER

AUGUST 2023

2023 Inside Agreement

UPDATE

Today we received an interpretation from the Council on Industrial Relations on a question that arose as the result of the wording of the CIR decision that was issued in late May regarding the Health and Welfare Trust contribution on first-year apprentices.

One of our items in the negotiation was to make the provision in our Agreement (Article III, Section 8) that allowed an employer to contribute half of the regular contribution rate on first year apprentices to be made a permanent, and not merely extending with each new agreement. We were not successful in negotiating that provision.

Keep in mind that the first-year apprentices receive credit for the full contribution, and this arrangement did not affect their benefits in any way. In essence, the Health and Welfare Trust subsidized the other half of the contribution. It was originally done to encourage our contractors to hire first-year apprentices, many of which have no previous experience. Since most of our first-year apprentices worked in the residential sector of the industry, this also made our employers more competitive on new residential work.



When we received our original [decision](#) from the CIR in May, item 2(b) stated “the present wage and fringe benefit differential, for all classifications other than those specifically mentioned in this decision, shall be maintained in accordance with the present agreement.” That implied that the 50% reduction on health for first-year apprentices would be extended with the agreement. Local 302 felt otherwise and requested clarification from CIR. The CIR [interpretation](#) makes it clear that the provision had a sunset date and was no longer part of the new agreement.

Unfortunately, this means that employers must now pay the full contribution rate on first-year apprentices. In the interest of incorporating the decision with as little confusion as possible, this change will become effective with the hours worked on September 1, 2023 and after. So your remittance on the monthly, NECA STAR Transmittal will reflect the change when you make your fringe benefit transmittal for September hours, which you will pay in early October.

During the negotiation process over this issue, Local 302 committed to honoring this provision for jobs secured with the lower rate. Local 302 will be reaching out to our employers who may be affected by this. It is our understanding they will handle it through their Market Recover Program.



NECA Education and NECA Labor Relations are excited to announce a new course in the NECA Learning Center:

Union Relations for Project Managers

The two teams worked in collaboration to produce a 30 minute on-demand class which helps:

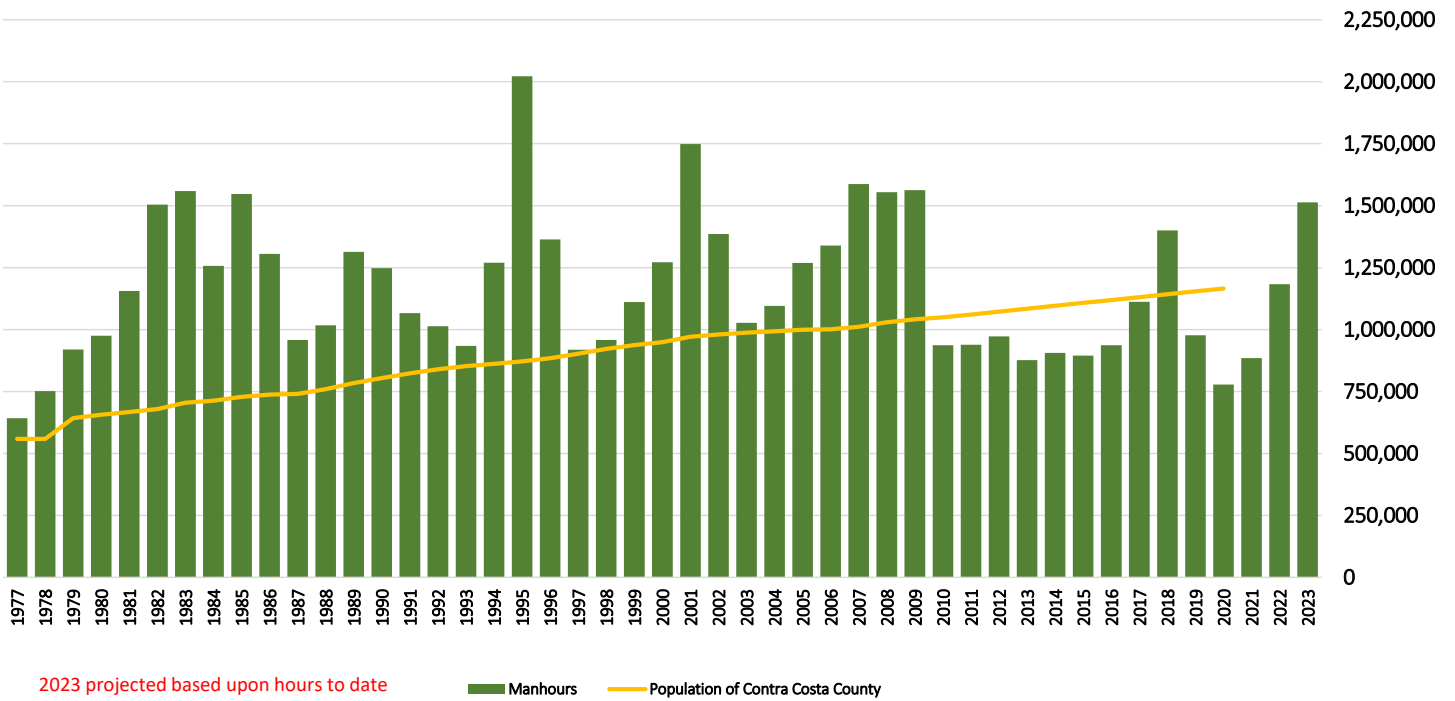
- Explain the importance of understanding the local Collective Bargaining Agreement
- Identify Category I language to determine what provisions will vary between locals
- Describe the important provisions of the Collective Bargaining Agreement
- Summarize the PMs role and interactions with the union
- Describe your company's policies and practices
- Explain the importance of the superintendent and foreman in the union relationship
- Identify the impact union relations will have on a job

This course is designed to provide foundational knowledge for new Project Managers and/or members of your company who will interact with union represented employees or union officials. To register for this course, click the link below.

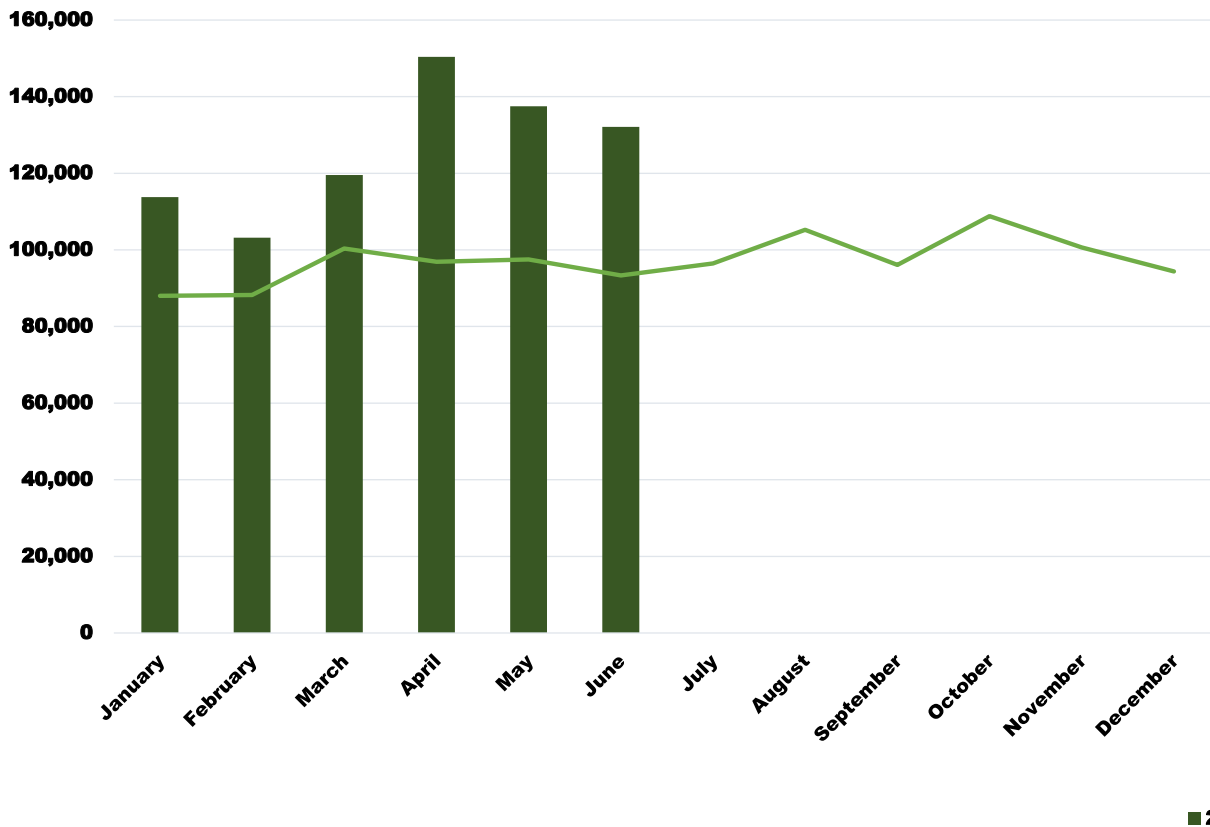
[CLICK HERE TO REGISTER](#)

The NECA Team is always working to enhance the membership experience by providing the tools and resources to help make you and your member companies successful. If you have any questions or comments after attending this course, please do not hesitate to contact us.

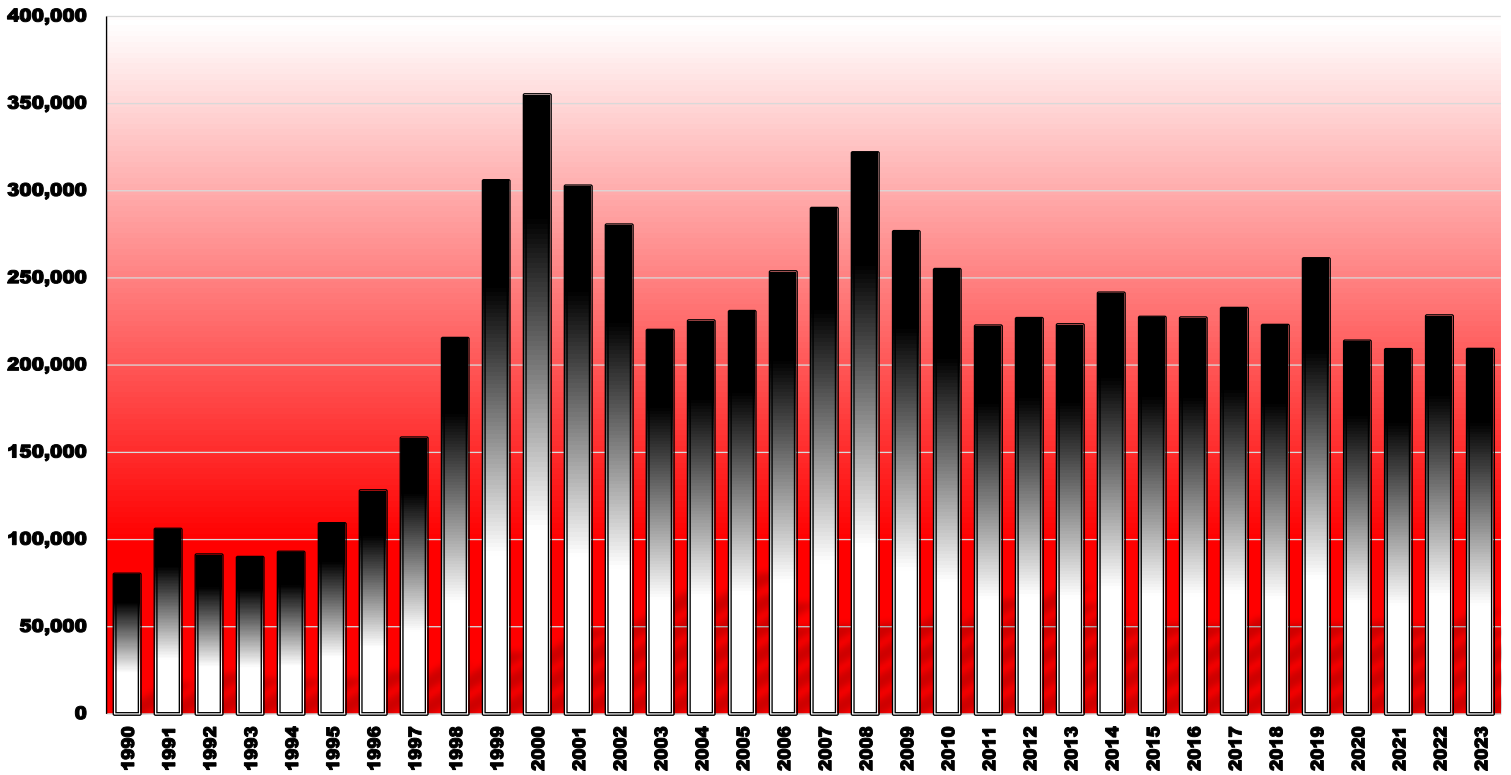
IBEW Local Union 302 Inside Wireman/Maintenance Manhours Worked



2023 Compared with Historic Average

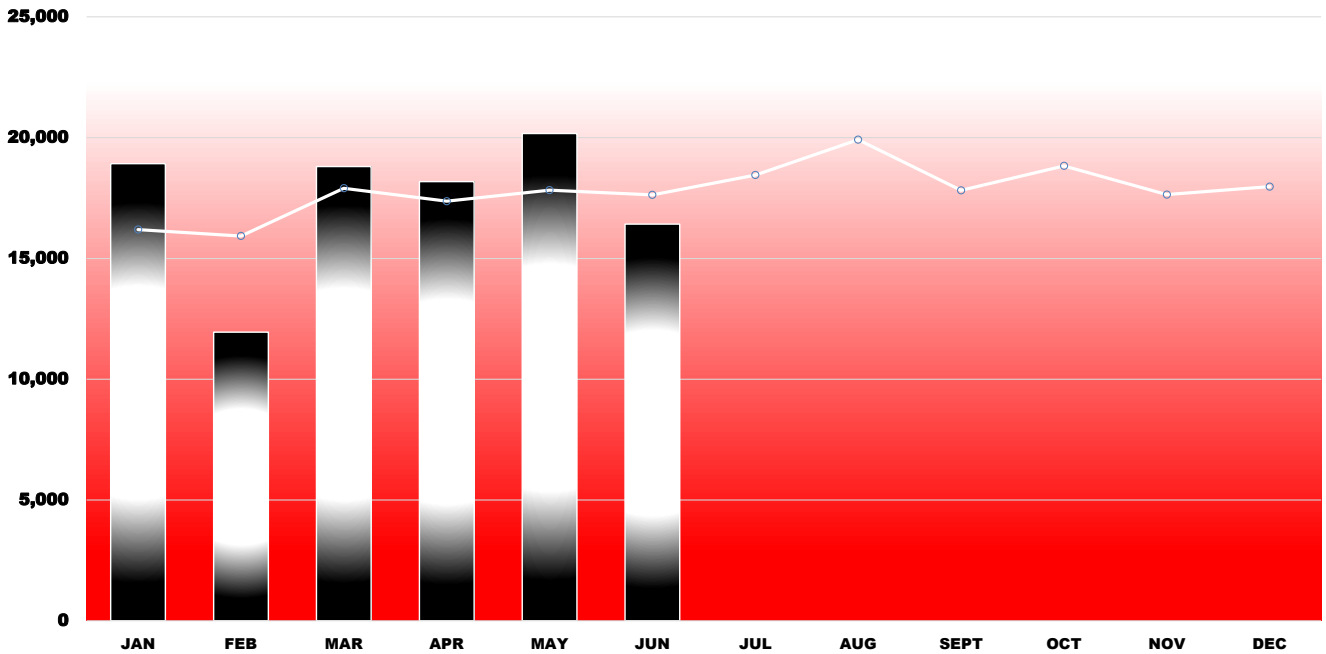


**IBEW LOCAL UNION 302
Sound and Communication Manhours
Attributed to Contra Costa County Employers**



2023 total hours projected upon total current.

2023 Compared with Historic Average



Reminder to Register for the NECA Convention

The 2023 NECA Convention will be held in Philadelphia, from September 29 – October 2, 2023. This year's event not only allows you to attend in-person, but also provides you with the opportunity to experience the event virtually!

As an industry solution center, the NECA Show has evolved into the event for Power, Light, Energy and Communication Technology. Electrical professionals will find solutions for the shop, the office and the job site through networking, visiting the showstopper showcase highlighting the newest products, attending educational workshops and so much more!

To register for the Convention, follow the below instructions:

Log into the [NECA Registration & Hotel Booking Website](#) with your individual ID and Last Name. *Note - please contact the Chapter office if you do not know your Individual ID.*

Once logged in, follow the prompts and register for the sessions you would like; including any pre-convention workshops, the full convention, just the weekend package, or the virtual convention (if you aren't able to physically join us in Philadelphia).

After completing your registration, you will have the opportunity to add a guest or book your hotel room. As a member of the NorCal NECA Chapter, you will automatically be placed into our room block at the W Philadelphia. If you are a member of multiple Chapters, you will be able to select the Chapter with which to proceed.



[Click here](#) to find out more about the 2023 NECA Convention, including the full schedule of events. You can find a digital brochure for the NECA Convention by [clicking here](#).

UPCOMING

Mark Your Calendars
EVENTS



**NECA 2023 Convention
and Trade Show -
Philadelphia, PA**



SAVE THE DATE
2024 TRI-DISTRICT MEETING

JUNE 25-28, 2024
The Fairmont Banff Springs Hotel, Alberta, Canada
For more information contact: Meetings@necanet.org

[REGISTER HERE](#)



SYNERGY
eLinks

[Handy Map to Identify IBEW Jurisdictions in California](#)

[Project Specific Drug and Alcohol Policy](#) [Individual Employer Drug Alcohol Policy](#)
[Memorandum of Understanding](#) to participate.

[Notice of Summary Plan Information for the National Electrical Benefit Fund \(NEBF\)](#)



August 2023

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
		1	2	3	4	5
6	7	8	9 Sound and Communications Apprenticeship Interviews Training Center Mtz 9:00 a.m.	10	11 RETIREMENT TRUST Training Center Martinez 9:00 a.m.	12
13	14	15	16	17 JATC Training Center Martinez 2:00 p.m.	18	19
20	21	22	23	24	25	26
27	28 NECA Board of Directors Training Center Martinez 11:45 a.m.	29	30	31	1 Holiday Off-Day (Inside Only)	2