



SUMMER

OUR 58TH YEAR

CONTRA COSTA CHAPTER

DECEMBER 2021



UPCOMING HOLIDAYS

Inside Wireman

Christmas Day Holiday Observed
December 24th

New Year's Day Observed
December 31st

Sound & Communications

Christmas Eve Holiday
December 24th

Christmas Day Holiday Observed
December 27th

New Year's Day Observed
December 31st

Contra Costa Chapter, NECA **MEMBERSHIP MEETING**



The next meeting of the Chapter Membership is scheduled to take place on Thursday, January 6th, 2022 at Massimo's in Walnut Creek. We are hopeful to conduct the first, "in-person" meeting in nearly two years, assuming things stay as they are or improve between now and then.

Pursuant to the Chapter Bylaws an election will be held at the January Meeting to fill two positions on the Chapter's Board of Directors. Skip Stewart from Crockett Electric and Sean McPeak from McPeak Electric are the Nominating Committee for the election. If you are interested in running for the Board of Directors, please contact one of those two individuals to let them know.





Sound and Communications Agreement

December 1st Increase

The IBEW members working under our Sound and Communications Agreement in Northern California have allocated their December 1, 2021 increases. Keep in mind there are five distinct Wage/Fringe benefit [Schedules](#) (A, B, C, D, & E), each one covering a different geographical area. Schedule E covers work performed in Contra Costa County. Depending on the nature of your operation, you probably work in more than one Schedule area. We have updated the electronic version of the [Agreement](#) to include the December 1st wage and fringe benefit rates so that you have everything you need in one place. Also available on-line are our representative [cost-per-hour](#) sheets and the [shift-rates](#) (for our Schedule E). This will be the last scheduled increase under the current Agreement, which expires on November 30, 2022, about one year from now.



Also, please note that per Section 8.01 of the Sound & Communication Agreement, the membership voted to fund their Vacation Account at 3% of the hourly wage. NECAStar has been notified of this change and monthly transmittals will reflect the 3% vacation deduction beginning January 1, 2022. Contractors must also update their payroll software to deduct this 3% vacation on a weekly basis. Employers should make all legal payroll deductions for Income Tax, Social Security, Unemployment Insurance, etc. from the total of wages earned and then withhold the full amount of the 3% Vacation for transmittal to NECA Star on a monthly basis to the bank, along with the fringe benefits that you regularly submit. Remember that this change is effective beginning with hours worked in January of 2022.





Important Notice

Employers Signatory To The Wireman's Agreement

On May 31, 2022, our Inside Wireman Agreement with Local 302 will expire. The Chapter intends to negotiate a successor agreement that will be binding to all employers signed to a Letter of Assent. The process begins in late February and should conclude by the end of May. The new agreement will become effective June 1, 2022. As a practical matter, this is not an issue for most of our employers, however, if you intend to terminate your relationship with the IBEW, you must do so in a timely manner by notifying the union of your intention. For employers signed to a Letter of Assent A, that notification must be sent to the Chapter and the Local Union prior to the end of December 2021. For employers signed to a Letter of Assent B, the notification to the union must be sent prior to February 20, 2022. Since bargaining is a complicated legal process, an employer choosing to terminate should not do so without competent legal counsel.

If you have any specific items you would like addressed during negotiations, please contact Mike Geller at the Chapter Office.

Upcoming: Inside Wage Adjustment

Please be advised that the final wage/fringe benefit adjustment under our current Inside Agreement with Local 302 will take place on February 28, 2022, with a total of \$3.00/hour to be allocated. As soon as we are made aware of the allocation, we will distribute revised wage/cost-per-hour sheets in the newsletter.

| WAGE RATES | |
|--------------------|---------|
| Hourly Rate | \$15.00 |
| Shift Differential | \$1.00 |
| Standby Pay | \$1.00 |
| Travel Pay | \$1.00 |
| Meal Allowance | \$1.00 |
| Health Insurance | \$1.00 |
| Life Insurance | \$1.00 |
| Retirement | \$1.00 |
| Education | \$1.00 |
| Professional Fee | \$1.00 |
| Union Dues | \$1.00 |
| Travel Allowance | \$1.00 |
| Standby Pay | \$1.00 |
| Meal Allowance | \$1.00 |
| Health Insurance | \$1.00 |
| Life Insurance | \$1.00 |
| Retirement | \$1.00 |
| Education | \$1.00 |
| Professional Fee | \$1.00 |
| Union Dues | \$1.00 |



Market Advancement CE/CW
Wage and Fringe Benefits

Effective January 1, 2022

Health & Welfare Increase \$0.12/hour



OSHA Suspends Implementation and Enforcement of Vaccine Mandate Pending Litigation

On Nov. 16, 2021, the federal Occupational Safety and Health Administration (OSHA) [announced](#) it is suspending all implementation and enforcement efforts related to the Emergency Temporary Standard (ETS) on mandatory COVID-19 vaccination and testing in the workplace. The announcement follows the Nov. 12, 2021 [order](#) from the Fifth Circuit Court of Appeals staying enforcement of the ETS pending a final ruling on its legality. OSHA intends to resume implementation and enforcement of the ETS following litigation, if permitted. This newly stated position immediately impacts employers with 100 or more employees who are not federal contractors or otherwise subject to Centers for Medicare and Medicaid Services' guidance. Such employers can breathe easier, as they are no longer faced with Dec. 5, 2021 and Jan. 4, 2022 compliance deadlines associated with implementing a vaccine mandate or weekly testing program.

As uncertainty about the federal OSHA Emergency Temporary Standard persists, Cal/OSHA's Standards Board has announced the Board's consideration of a verbatim adoption of the federal OSHA regulation will be delayed until there is a more settled situation with the litigation regarding the federal standard.

California Expands Cal/OSHA's Citation Authority

By [Sean Paisan](#) on September 28, 2021

California's Governor has signed [Senate Bill 606](#) (SB 606), which authorizes Cal/OSHA to issue a citation for egregious violation of an occupational safety or health standard, order, special order, or regulation for each willful violation determined by Cal/OSHA, and count each employee affected by the violation as a separate violation for purposes of the issuance of fines and penalties. This would mean that the maximum penalty would be per violation, per employee.

A violation is deemed egregious under the bill if one or more of the following is true:

- The employer, intentionally through voluntary action or inaction, made no reasonable effort to eliminate the known violation.
- The violations resulted in worker fatalities, a worksite catastrophe, or a large number of injuries or illnesses.
- The violations resulted in persistently high rates of worker injuries or illnesses.
- The employer has an extensive history of prior violations of this section of the labor code.
- The employer has intentionally disregarded their health and safety responsibilities.
- The employer's conduct, taken as a whole, amounts to clear bad faith in the performance of their duties to provide occupational safety to their employees.
- The employer has committed a large number of violations to undermine the effectiveness of any safety and health program that might be in place.

This bill takes effect on January 1, 2022.

California Anti-Harassment Training Laws Require Ongoing Diligence

California employers need to remain vigilant in complying with the state's expanded sexual-harassment-prevention requirements even if they've met the recent deadline for completing initial training. It's not a one-time training requirement, employers must provide the training to employees every two years and retain a record of all employees' training for a minimum of two years. Employers that completed initial training in 2019 will need to provide another round in 2021, before the two years expire.

Under California law, all employers of 5 or more employees are to provide 1 hour of sexual harassment and abusive conduct prevention training to nonsupervisory employees and 2 hours of sexual harassment and abusive conduct prevention training to supervisors and managers once every two years. The law requires the training to include practical examples of harassment based on gender identity, gender expression, and sexual orientation.

Please see below links providing facts for employers and employees, as well as a link to a required Fact Sheet Poster.

[Fact Sheet /Poster](#) [Fact Sheet for Employers](#) [Fact Sheet for Employees](#)

One easy way to meet the California requirement is to have all your employees take NECA's online training. There are two courses set up:

1. **Harassment Prevention for Employees: California** (1 hr. seat time req.) Reg. Fee \$13.00

This course will help you understand what harassment is and how you can help prevent harassment in your workplace. Designed to meet California's mandatory harassment training requirements for employees, SB 1343, as well as the requirements for apprenticeships, AB 2358 and DOL 29.CRF.30.

Providing information and guidance regarding federal and California state statutory provisions aimed at the prevention and correction of sexual harassment, victim's remedies, other forms of harassment and discrimination the program provides practical examples aimed at preventing harassment in the workplace.

2. **Harassment Prevention for Managers: California** (2 hr. seat time req.) Reg. Fee \$19.00

This course will help you understand what harassment is and how you can help prevent harassment in your workplace. Designed to meet California's mandatory harassment training requirements for supervisors, including AB 1825, AB 2053 and SB 396, as well as the requirements for apprenticeships, AB 2358 and DOL 29.CRF.30.

Providing information and guidance regarding federal and California state statutory provisions aimed at the prevention and correction of sexual harassment, victim's remedies, other forms of harassment and discrimination the program provides practical examples aimed at preventing harassment in the workplace.

You can assign an individual in your firm to set up and monitor the training on NECA's website, which will yield the ability to know who has completed the training, as well as provide proof of compliance should you be challenged on this. For further information on navigating NECA's website and setting up an employee to enable them to register and monitor the training progress within the Learning Center; contact Sharon Spare at the Contra Costa Chapter office, via phone (925-372-3222) or email (sspare09@sbcglobal.net).



FBI Warns of Vishing Attacks Stealing Corporate Accounts

Vishing (also known as voice phishing) is a social engineering attack where attackers impersonate a trusted entity during a voice call to persuade their targets into revealing sensitive information such as banking or login credentials.

Phishing sites used to collect VPN credentials

During the attacks, the attackers tricked the targeted employees into logging into a phishing webpage they controlled to harvest their usernames and passwords.

Read full article [here](#).

Consumers are advised to follow these recommendations to defend against phishing attempts:

- Be suspicious of unsolicited contact via email or social media from any individual you do not know personally and/or containing messages enticing you to open a link or attached file.
- When receiving account alerts, rather than clicking a link within an email or text, opt to navigate to the website using the secure URL to review any logs, messages, or notices.
- Closely verify the spelling of web addresses, websites, and email addresses that look trustworthy but may be imitations of legitimate websites, to include the username and/or domain names/addresses (i.e., capital "I" vs small "L", etc.).
- Use strong unique passwords, and do not re-use the same password across multiple accounts.
- Do not store important documents or information in your email account (e.g., digital currency private keys, documents with your social security number, or photocopies of a driver's license).
- Enable 2FA and/or multi-factor authentication (MFA) options to help secure online accounts, such as a phone number, software-based authenticator programs/apps, USB security key, or a separate email account (with a unique password that does not link to other consumer accounts) to receive authentication codes for account logins, password resets, or updates to sensitive account information.
- When possible, do not use your primary email address for logins on Websites. Create a unique username not associated with your primary email address.

**NOT ALL VISHING ATTACKERS PRETEND TO BE CALLING FROM
THE IRS OR A CAR WARRANTY COMPANY**

An Interesting “Vishing” Episode

Something interesting happened last week at our NECA office, and it's one of those things that we thought we'd share just in case you run into it. Thank God the right person answered the phone or we might have given a hacker access to who-knows-what. Below is Sharon's accounting of what happened.

A gentleman with a strong accent claiming to be with AT&T called asking for Dorcy (Laramie's name is still listed on our account). I asked what it was that they were calling about and was told that they are resetting our router box because some services were not currently running. We just recently had issue with our router box that caused us to have our second phone line not work (which I discovered on my own – AT&T did not advise us of the issue). I would not have given this guy the time of day if not for that recent event where ATT had to work on our router box, just two weeks ago.

The man, who told me his name was Sam Parker, then gave me a number that he said was his employee ID number (SM860014) and his phone number (249-262-6436 x6030) – then again talked about how they needed to reset our router. He told me to go to our system configuration box by pressing on the Windows Key and S Key, then typing MSN which then brings up System Configuration Box. He then told me to note how there were a number of boxes not checked as running (which, I know does not mean you have a problem). He asked me if our system's search engine was run by Google, which I know has nothing to do with our router box and simply stated that I did not know. Then he tried to tell me to type something on computer and before he could finish, I hung up on him. I knew he was not who he claimed to be.

Note during the conversation there was a moment in which I could hear the voice of another in the background – who I could tell was talking on another phone line giving some other person the same pitch as this SAM PARKER was trying to give to me.

I was very sure this was some sort of scam, but called AT&T and confirmed for a fact that no one from AT&T had called and there was nothing going on as far as work being done on our Router.

I did a google search for the phone number of 249-262-6436 and the items that popped up on screen showed that it was not a number to anything reputable.

I logged into our AT&T account to view the phone numbers that dialed our number and discovered that this SAM PARKER dialed us up on a number that showed 925-372-3307 (obviously one of the phony numbers meant to appear as someone calling us from a local number).

Using White Pages, searched for the number 249-262-6436 and there was not any name or information associated with it. Searched for 925-372-3307 and confirmed that the number was obviously a spoofed number.

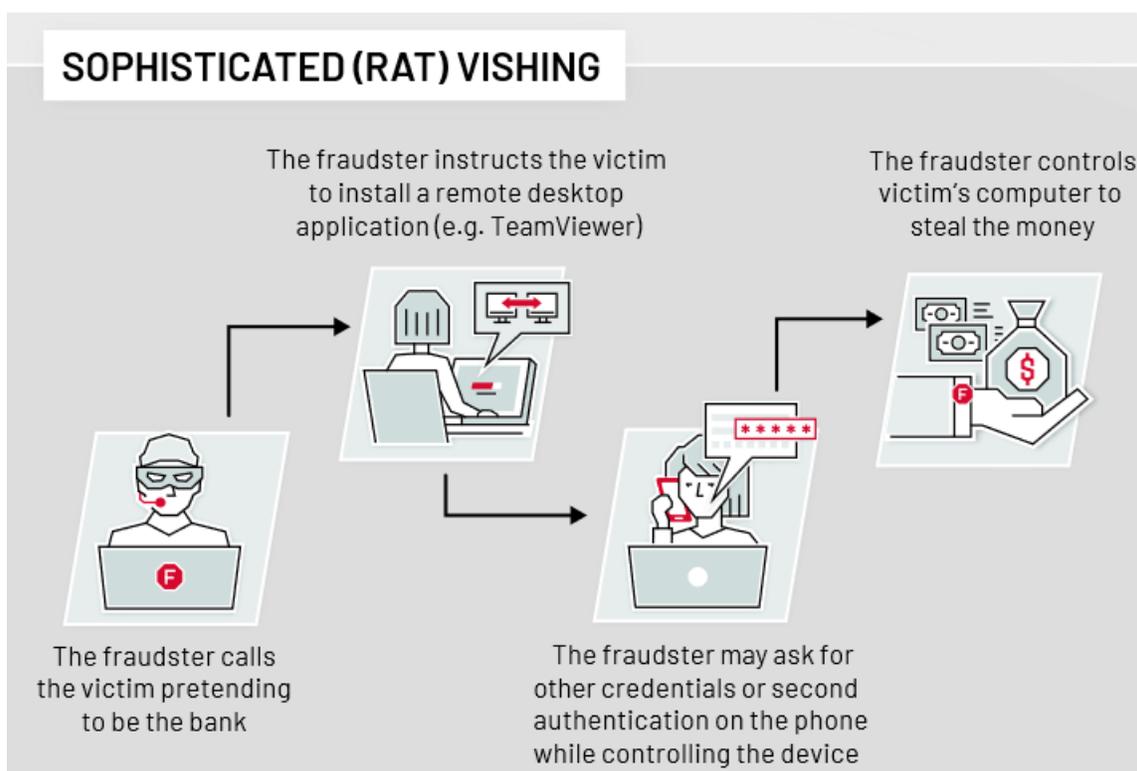
The reason we bring this to your attention is simply that hackers may have access to certain records you would not expect. In this case, they may have had access to AT&T's service records as they knew who to ask for and what task to pitch to.

In voice phishing—or “vishing”—scams, callers impersonate legitimate companies to steal money and personal and financial information. And these scams are on the rise. In fact, the Federal Trade Commission reports that 77 percent of its fraud complaints involve contact with consumers by telephone.

As the prevalence of these scams increases, you should know what to look for.

Click on link below for examples of various scams and things to look for:

<https://www.ag.state.mn.us/consumer/publications/VoicePhishing.asp>





Ray Robertson

1957 - 2021

Ray Robertson, Vice President, Contra Costa Electric, Engineering & Renewables, served on the Contra Costa County Electrical Code Interpretations Committee since 2005 and as a Trustee on the Retirement Plan Trust since 2017. He will be greatly missed.

For anyone wishing to place a donation in his honor, he has requested they be placed to the Alzheimer's Association (www.alz.org), Make-A-Wish Foundation (wish.org), or the Delta Advocacy Foundation (dealtadvocacy.org).

The memorial service for Ray will be held on December 6, 2021, at the Higgins Chapel, 1310 A Street, Antioch, California. Viewing at 11:00 a.m. with service following at 11:30 a.m. - 12:30 p.m. Burial to follow at 2:00 p.m. at Oak View Memorial, 2500 E 18th Street, Antioch, California.



SYNERGY

[Sound and Communications Wage/Fringe Benefit Schedules](#)

[CE/CW Wage and Fringe Benefits](#)

[California Harassment Prevention Training Fact Sheet for Employers](#)

[Examples of Various Scams and Things to Look For](#)

[NEBF \(National Electrical Benefit Fund\) Summary Plan Description 2021](#)

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



CONTRA COSTA CHAPTER
National Electrical Contractors Association

1024 Court Street
 Martinez, CA 94553
 (925) 372-3222

December 2021

| <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 |
| | | | | Retirement Trust Local 302 Office 9:00 a.m. | | |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| | | | | | Electrical Industry Trust Time & Place TBA | |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| | | JATC Zoom 2:00 p.m. | | Health & Welfare Trust Local 302 Office 12:00 Noon | | |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| | | | | | Sound & Comm Christmas Eve Holiday Observed Inside Wireman Christmas Day Holiday Observed | |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | Sound & Comm Christmas Day Holiday Observed | | | | Inside Wireman & Sound & Comm New Year's Day Holiday | |