



SUMMER

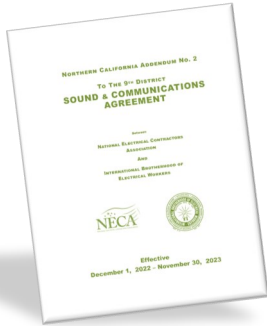
OUR 60TH YEAR

CONTRA COSTA CHAPTER

February 2023

Sound and Communications Agreement

UPDATE



Last November, we noted that our Sound and Communication Agreement had been extended for one year with a cost-of-living adjustment. The full agreement with updated wage schedules can be viewed/downloaded [here](#).

There was one significant change that was actually agreed to during the previous negotiations for the 2019 Agreement, but was not ready to be implemented until now:

The Vacation Account/Dues Deduction (withholding and transmitting) contained in Section 8:01 will go into effect next month on February 6, 2023.

Beginning on February 6th, you must begin withholding 6% of the gross pay from all individuals working under the Sound and Communications agreement Addendum #2 (Northern California only). When you submit your fringe benefit transmittal for hours worked on or after February 6th, you will submit those withheld funds along with the regular fringe benefits. The 6% Vacation and Dues withholding will be in place regardless of which Local Union the employees are working in, and you will be reporting everyone's hours worked by Local, on the transmittal. The 6% withholding will be allocated by NECAStar on your transmittal by applying the IBEW dues according to the bylaws of each local union and the remainder will go toward the individuals Vacation Account. You will no longer be transmitting union working dues to individual Local Unions on a separate reporting form.

The driver behind the new arrangement is the fact that the signatory local unions were unable to arrive at a uniform dues deduction. Most of the Local Unions have a working dues structure at about 3%, some more and some less. So of the 6% you are withholding, roughly half is for working dues and the remainder will go toward the Vacation Account.

Your employees will have the option of having their vacation portion sent to a bank account of their choosing. To do so, they will need to fill-out an [Electronic Funds Transfer](#) (EFT) application. If they choose not to have the funds sent to one of their accounts, UAS, our plan administrator will maintain an account for them (non-interest bearing) and they will be allowed to make quarterly withdrawals. If there are no withdrawals during the year, they will get a check mailed to them at the end of the year on December 15th.

Because you already have signed authorizations for union dues deduction, you do not need to get a new authorizations for your existing employees. For any new hires, the Local Unions will need to get a signed authorization for the working dues deduction. If you have an employee that has not completed the working dues deduction authorization, the entire amount of his 6% withholding will go to vacation.

With the new Vacation Account/Dues Deduction (Section 8.01) going into effect February 6th, employers are instructed to extend the inclusion period for January 2023 (hours worked) to February 5th and put those hours and contributions on their NECAS^tar transmittals.

Summary

- ⇒ Effective with hours worked on Monday, February 6th, begin withholding 6% of gross labor payroll for the new Vacation Account/Dues Deduction for all employees working under our Sound and Communications Agreement.
- ⇒ Extend your inclusion period for January 2023 (hours worked) to February 5 and put those hours and contributions on your January NECAS^tar transmittal. For Union dues covering January, continue to pay and forward to the local union (s) as you have in the past.
- ⇒ After the end of February and before March 15th, submit your NECAS^tar Transmittal for hours worked from February 6th through the 28th, which will include payment for the normal fringe benefits and Vacation/Dues. A sample transmittal can be viewed [here](#).
- ⇒ Additional Questions and Answers may be viewed [here](#).

Please be sure that these instructions get to the proper person in your firm.

Inside Wireman Wage/Fringe Increase Effective February 27, 2023

Inside Wage Adjustment

The members of IBEW Local Union 302 voted to allocate their \$4.00 per hour increase effective February 27, 2023 as follows: \$3.00 Wages, \$0.50 Pension, \$0.50 Health & Welfare. [New Wage Rates](#), [Cost-Per-Hour Sheets](#), and [Shift rates](#) reflecting the \$4.00/hour increase can be found at: <http://www.ccneca.org/Wages.html>



**Our Current Agreement Expires
on May 31, 2023.**

We will be entering negotiations in early March.

*Remembering
Ray Trebino
1929 - 2023*



It is with great sadness that we convey the passing of Ray Trebino, of Alhambra Electric. Ray was very active in the Chapter, from the time he purchased the business in the mid 1960's until 2018. He was a member on our Chapter Board of Directors, holding every office including President and Governor. He also served as a Trustee on the Electrical Industry Trust, the Labor Management Cooperative Committee, and the Electrical Workers Retirement Trust.

The service is scheduled for this Friday , February 3rd, at 12:30 p.m. at Christ the King Church in Pleasant Hill.



SYNERGY

[Contra Costa County JATC
Job posting for Part Time Instructor](#)

[Notice to Retirees
Temporary Return to Work Amendment to the Plan of Benefits for the NEBF](#)

[Sound and Communications Wage Schedules Effective December 1, 2022
Employer Cost Per Hour Schedule E Shift Rates Schedule E](#)

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

[Sound and Communications Apprenticeship Applications](#)

February 2023



Sun	Mon	Tue	Wed	Thur	Fri	Sat
			1	2	3	4
				<p><i>Long-Range Planning Meeting Waters Edge, Tiburon</i></p>		
5	6	7	8	9	10	11
				<p>JATC 2:00 p.m. Training Center Martinez</p>		
12	13	14	15	16	17	18
		<p>Valentine's Day</p>		<p>Joint Trusts Meeting Training Center Martinez</p>		
19	20	21	22	23	24	25
	<p>Presidents Day Holiday Inside Wireman And Sound & Communications</p>					
26	27	28				