



# SUMMER

OUR 60TH YEAR

CONTRA COSTA CHAPTER

March 2023

## Request for An Outside Payroll Service Recommendation

One of our NECA contractors averaging 7-10 field employees is looking for a reliable payroll provider as they are not happy with their current vendor.

In addition to weekly payroll for multiple IBEW Local Union areas, they would need full tax support and Certified Payroll support. They would be open to a regular payroll service (preferably with existing NECA/ IBEW clients) or an individual or company providing similar services.

If you are currently utilizing a vendor that you could recommend, please let us know at the Chapter office. If you are also struggling with this issue that would be useful information also.

## SOUND AND COMMUNICATIONS AGREEMENT UPDATE



Our [Northern California Sound and Communications Agreement](#), (also known as, Northern California Addendum No. 2 to the 9th District Sound and Communications Agreement) has been updated to reflect the changes that have taken place over the course of the past year. Those changes resulted from the negotiation process, from the settlement of grievances and from various areas wanting to be more specific about the Scope of Work in their jurisdictions.

The Scope of Work under this Agreement has been a struggle from the starting blocks in the 1980's, and continues as technology becomes a larger part of our universe. Other than the changes in the Wage Schedules on pages 34 to 38, here are the other changes you should be aware of:

- ◇ New Scope Item H Traffic Control on Public Works Projects (page 4) was added as the result of a grievance settlement, and requires fiber optic cabling on traffic control projects be performed by Inside Wireman. Splicing can be done by Sound and Communications personnel at Inside rates and fringes.
- ◇ Article III (page 12) (Hours, Wages, Holidays, Working Conditions) has been rearranged to make it easier to understand. No changes in actual verbiage, or intent.
- ◇ Article VIII (page 8) (Vacation/Dues Deduction) Reflects the change that was agreed to during the 2020 Negotiations establishing a Vacation/Dues plan to take care of the separate remittance for union dues from the employers. (See last month's newsletter [here](#)).
- ◇ Revised Memorandum of Understanding - Scope of Work - San Francisco (page 39), further restricting what can be performed under this agreement.
- ◇ New Memorandum of Understanding - Scope of Work - Sacramento (page 40) pretty much undoing New Scope Item H above for their area.

As you can probably see, the Scope of Work under this agreement requires almost constant attention because of the many changes in building technology and systems. We will do our best to keep you up to date on changes as they occur, in either direction.

# NEWS RELEASE



Release No. 2023-14  
February 4, 2023

## COVID-19 Prevention Non-Emergency Regulations to Protect Workers from COVID-19 in Effect

**Sacramento**—The COVID-19 Prevention Non-Emergency Regulations requiring employers to protect workers from hazards related to COVID-19 are now in effect, following their approval yesterday by the Office of Administrative Law. The new regulations will remain in effect through February 3, 2025, with recordkeeping requirements in effect through February 3, 2026.

### Notable provisions include:

**COVID workplace measures:** Employers may address COVID-19 workplace measures within their written [Injury and Illness Prevention Program](#) (IIPP) or in a separate document. Employers must maintain an effective written Injury and Illness Prevention Program that addresses COVID-19 as a workplace hazard and includes measures to prevent workplace transmission, employee training, and methods for responding to COVID-19 cases at the workplace. Employers are legally obligated to provide and maintain a safe and healthful workplace for employees, including the prevention of COVID-19 exposure.

**Close Contact Definition:** Close contact is determined by looking at the size of the workplace, as set forth in the California Department of Public Health (CDPH) [State Public Health Officer Order](#).

- For indoor spaces of 400,000 or fewer cubic feet per floor, close contact is defined as sharing the same indoor airspace as a COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case's infectious period as defined by this section, regardless of the use of face coverings.
- For indoor spaces of greater than 400,000 cubic feet per floor, close contact is defined as being within six feet of the COVID-19 case for a cumulative total of 15 minutes or more over a 24-hour period during the COVID-19 case's infectious period, as defined by this section, regardless of the use of face coverings.
- Offices, suites, rooms, waiting areas, break or eating areas, bathrooms, or other spaces that are separated by floor-to-ceiling walls shall be considered distinct indoor spaces.

**Infectious Period Definition:** Infectious period is defined by the California Department of Public Health (CDPH) [State Public Health Officer Order](#).

**COVID Testing:** Employers must make COVID-19 testing available at no cost and during employees' paid time, regardless of vaccination status to all employees of the employer who have had close contact in the workplace and who are not returned cases.

**Ventilation:** For indoor locations, employers must review applicable CDPH guidance and implement effective measures to prevent transmission through improved filtration and/or ventilation.

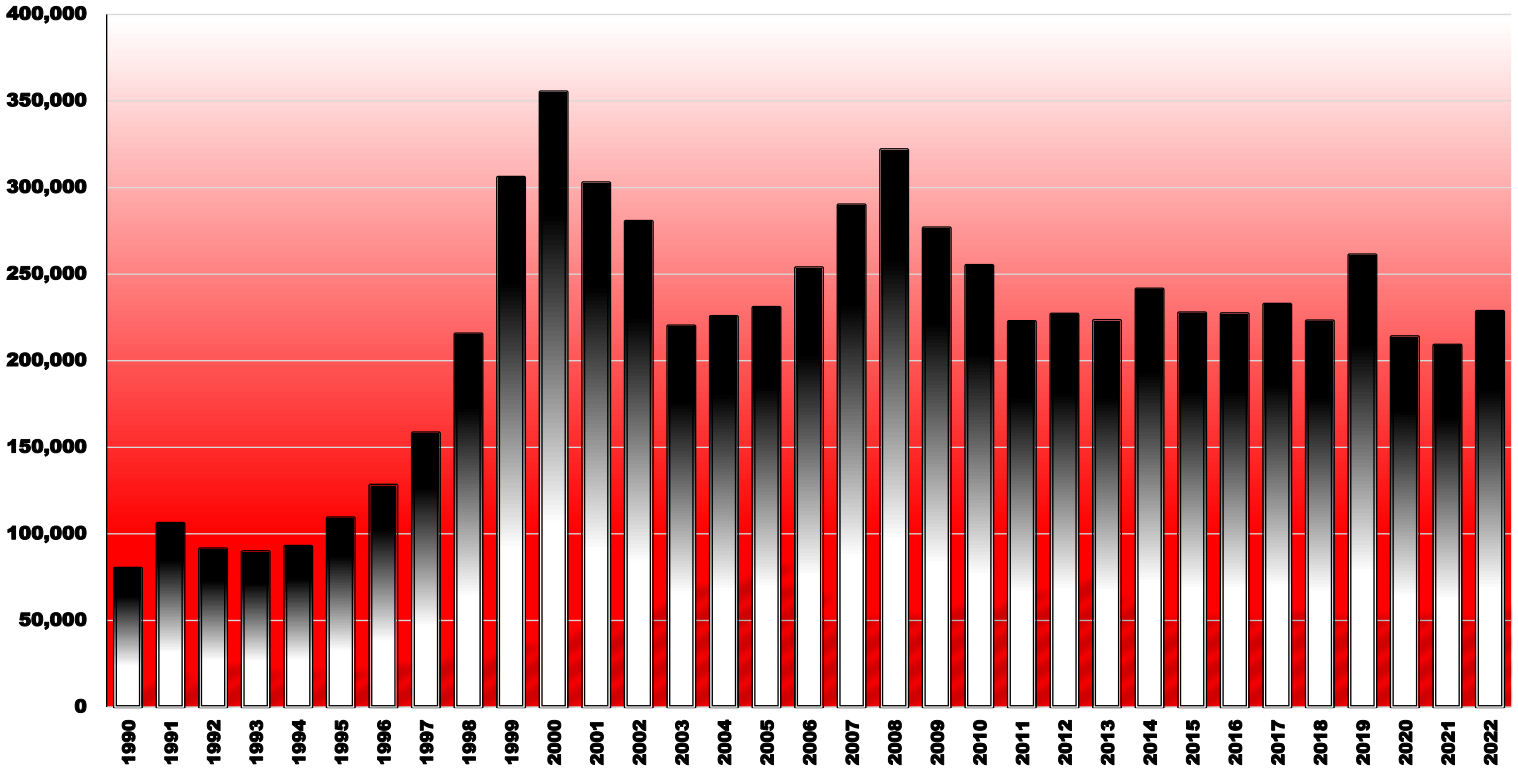
Cal/OSHA is updating its resources to assist employers with understanding their obligations required by the COVID-19 Prevention Regulations. [The COVID-19 Prevention Resources webpage](#) contains a fact sheet that describes the regulations, FAQs and an updated model program.

The California Division of Occupational Safety and Health, or [Cal/OSHA](#), is the division within the Department of Industrial Relations that helps protect California's workers from health and safety hazards on the job in almost every workplace. [Cal/OSHA's Consultation Services Branch](#) provides free and voluntary assistance to employers to improve their worker health and safety programs. Employers should call (800) 963-9424 for assistance from Cal/OSHA Consultation Services. Media Contact: [Communications@dir.ca.gov](mailto:Communications@dir.ca.gov), (510) 286-1161

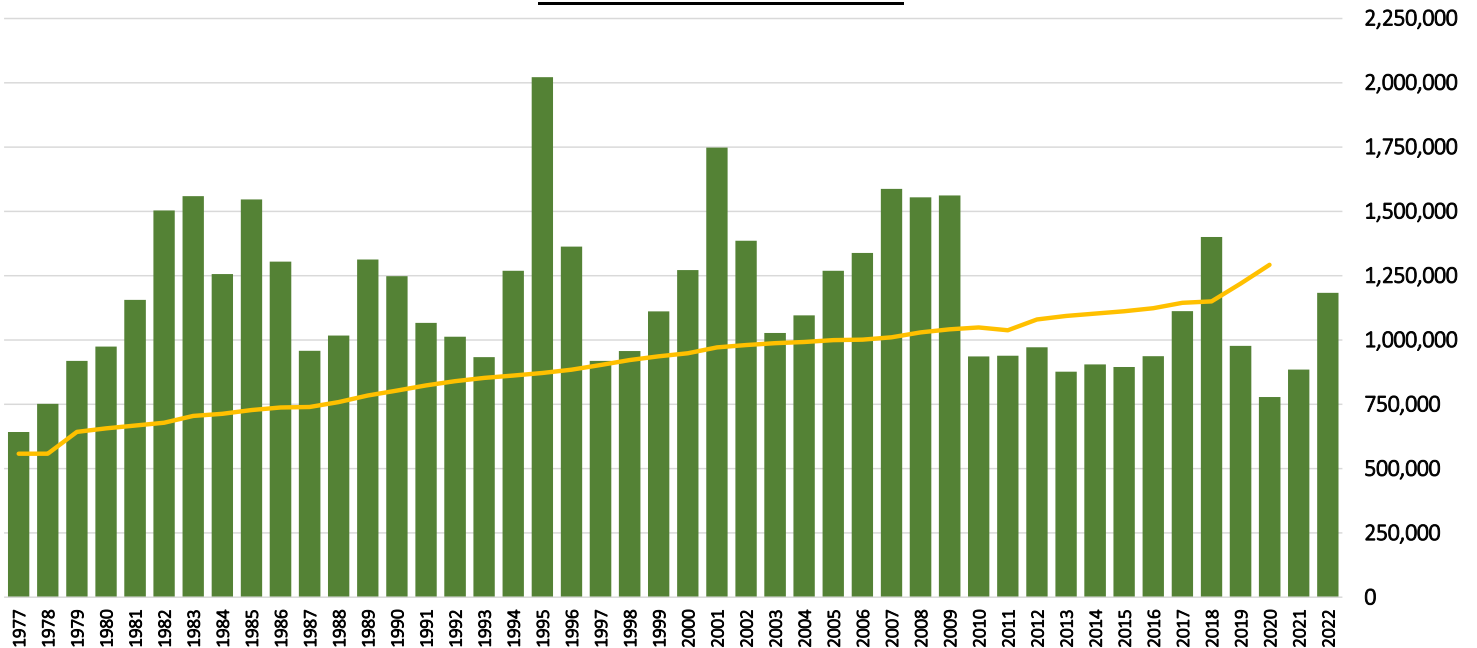
**Employers with Questions on Requirements May Contact:** [InfoCons@dir.ca.gov](mailto:InfoCons@dir.ca.gov), or call your [local Cal/OSHA Consultation Office](#)

# IBEW LOCAL UNION 302

## Sound and Communications Manhours Worked



## Inside Wireman/Maintenance Manhours Worked





## **Tips for Businesses to Battle Sleep Deprivation after a Time Change**

Businesses should beware of “business as usual” approaches to work during the first week after springing forward. Employers should consider:

- ◆ Adjusting work processes to account for darker mornings
- ◆ Provide additional illumination for those performing tasks both outside and inside to mitigate the additional hazards inherent in under-lit areas
- ◆ Rescheduling hazardous work for later in the week
- ◆ Modify start times to allow those in hazardous positions to start later on the first few days after the time change and gradually returning to normal schedules
- ◆ Implement extra safety precautions for those first few days till attention levels readjust



### **SYNERGY**

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

Inside Wireman: [New Wage Rates](#), [Cost-Per-Hour Sheets](#), and [Shift rates](#) Effective February 27<sup>th</sup>

[Northern California Sound and Communications Agreement](#),

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

[Sound and Communications Apprenticeship Applications](#)

March 2023



Mount Diablo

Sun Mon Tue Wed Thur Fri Sat

1 2 3 4

5 6 7 8 9 10 11

**Inside Wireman Negotiations**  
Mangia Bene  
4:20 p.m.

**Health & Welfare Trust**  
Local 302  
11:00 a.m.

**Jt Trusts**  
Training Center  
Martinez  
Noon

12 13 14 15 16 17 18

**Spring Forward**

**Inside Wireman Negotiations**  
Mangia Bene  
4:20 p.m.

**Retirement Trust**  
Local 302  
11:00 a.m.

19 20 21 22 23 24 25

**Sound & Comm. Interviews**  
Training Center  
Martinez  
9:00 a.m.

**Inside Wireman Negotiations**  
Mangia Bene  
4:20 p.m.

26 27 28 29 30 31

**Industry Trust**  
TBA