



SUMMER

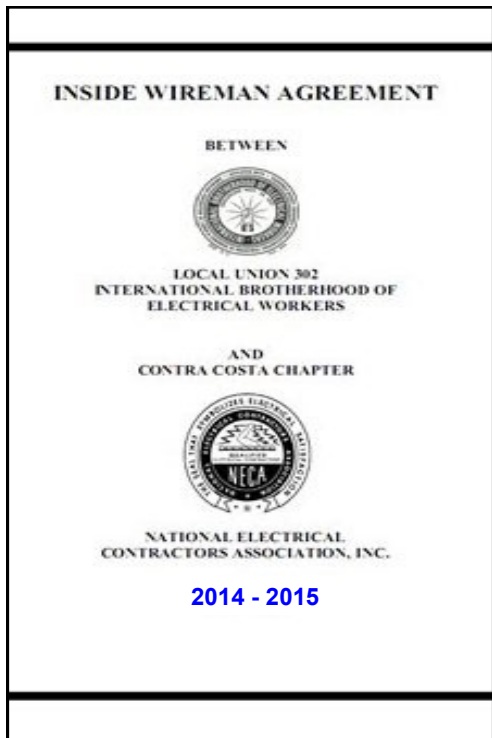
OUR 51ST YEAR

CONTRA COSTA CHAPTER

May 2014

Inside Negotiations Resolved

On April 15, 2014, the representatives of the Chapter and Local 302 arrived at a settlement of the Inside Wireman's Agreement. On May 8th, the members of Local 302 voted to approve the negotiated changes.



In a nutshell, here is what we agreed to:

- ◇ One Year Agreement
- ◇ \$.30 Increase to Health & Welfare Contribution Rate
- ◇ 50% reduction in Health & Welfare Contribution Rate for new, first year apprentices
- ◇ \$.12 Increase to Electrical Industry Trust
- ◇ Agreement to move forward with a Code of Excellence Program
- ◇ Agreement to move forward with an Industry Wide Drug Testing Program
- ◇ Agreement that Non-PLA residential work will be added to CW/CE MOU
- ◇ Modification of Foreman Call Provision
- ◇ Modification to Variable Pension Plan requiring higher contributions to plan with commensurate experience.
- ◇ Modification of "In on our time, out on yours" language
- ◇ No Change to existing Wage Rates

Summary of Agreement Changes and other Agreed Upon Items may be viewed at link below:

[Negotiations 2014 Summary](#)

While we didn't solve all the world's problems with this agreement, we did manage to move the stone. New wage sheets and cost-per-hour sheets will be available shortly.

On behalf of all our members, we want to say a special thank you to our Chapter Board of Directors, which also act as your representatives on the Negotiating Committee, the Grievance Committee, and the LMCC. Many thanks to Casey Dias, Michael Dias, Rick Henry, Sean McPeak, Skip Stewart, Jim Szuch, Jr., and Ray Trebino.

Analysis

Although neither side is pumping their chest over what they got out of this deal, there are three interesting things about this agreement that are worth mentioning . . .

- ⇒ We were one of the first NECA-IBEW plans in the country to include a variable pension option for our defined contribution retirement plan. When we agreed to it in bargaining in the mid 1980's, we conditioned our agreement on the full blessing of the IRS, as we spotted some issues with FICA and FUTA on the incremental contributions. We received our approval and things went along swimmingly until several years ago when the IRS changed its position on plans like ours. We have been advised to modify our plan to eliminate any elective or discretionary contributions. The new language in the agreement removes discretion from the individual but provides gradual, incremental increases in the contribution rate until the individual arrives at the maximum rate when they have six years experience at the journeyman level. Young journeymen will see the maximum amount on their check right after they turnout. Over time, the check amount will decline and retirement contribution will increase proportionately. This change required only a minor modification of the language within the agreement, and it solved the biggest immediate problem facing our industry. With that said, there will be individuals in your employ that will need to have their wage/pension allocation modified to conform with the new language. You should not do anything until and unless you receive notification from Local 302. We anticipate a number of affected individuals will want to adjust their withholding for the payroll period that begins June 1, so be sure to give your payroll department a heads-up that they should expect some extra work that week. Additional details regarding changes to individual classifications will be forthcoming.
- ⇒ A second, interesting by-product of this new agreement is a reduction in the Health and Welfare Trust contribution rate for the first year apprentices we will put to work later this year. The lack of residential work over the past five years has had a dramatic effect on our entire apprenticeship program. In June, we will have some apprentices in their sixth and seventh years. In other words, they completed the classroom instruction many moons ago, but still need on-the-job-training hours to gain journeyman status. While we have not been able to convince our counterparts from labor that we need a separate schedule of benefits for apprentices, they did agree to a reduction of 50% in the contribution rate for the first year, which means they should be more employable. It will be most interesting to see the effect it has on the demand for first year apprentices — which has been almost non-existent over the past several years.
- ⇒ Finally, we have added non-PLA (Project Labor Agreement) residential work (new construction) to the scope of the CW/CE MOU for our area. For the employers that pursue this work, this should also have an impact. We have pretty much agreed that most of the CW's will come off the apprenticeship list.

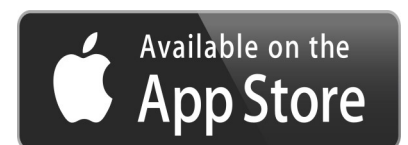
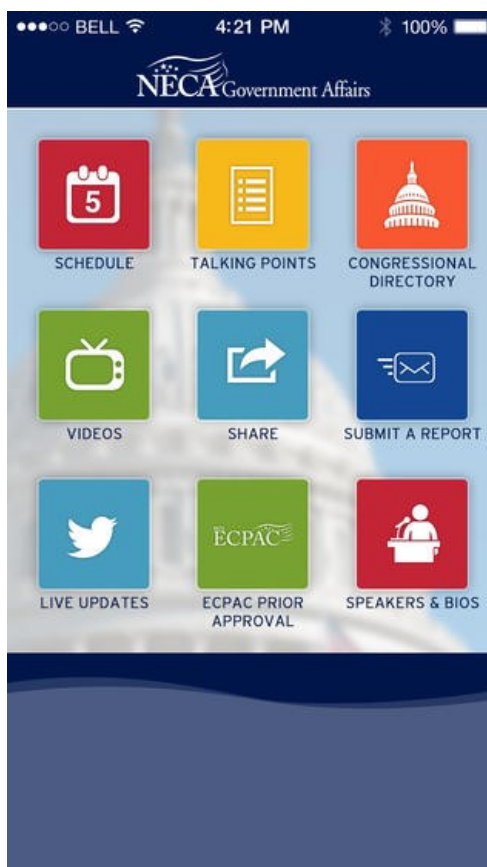
All things considered, this was a good negotiation as 95% of the time was spent in face-to-face discussion of the issues and 5% of the time was spent in caucuses.



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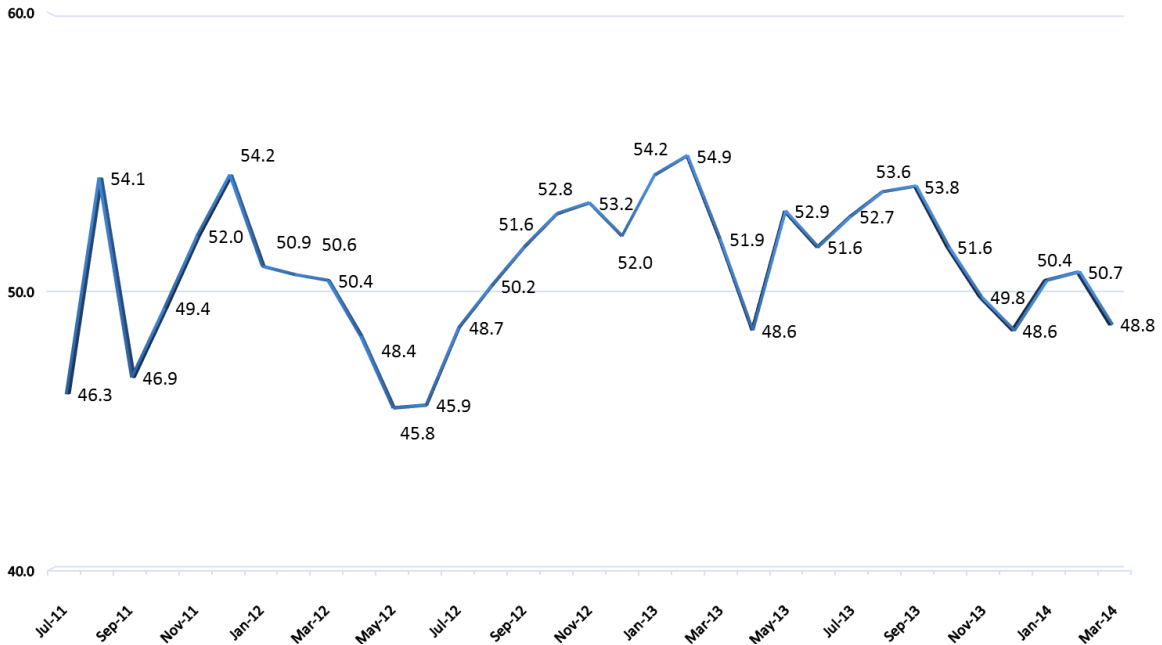
Questions like: What year was the term "electricity" first coined?

A) 1600 B) 1773 C) 1901 or D) 1872

Click [here](#) to begin.

Architecture Billings Index

March 2014—Index 48.8



Any score above 50 indicates an increase and score below 50 indicates a decline.
Click [Here](#) to read full article.



SYNERGY
eLinks

[Negotiations 2014 Summary](#)

[NECA 2014 Convention Website](#)

[EC&M's Electrical Trivia Challenge](#)

[Annual Funding Notice for NEBF](#)

[Personal Best](#)

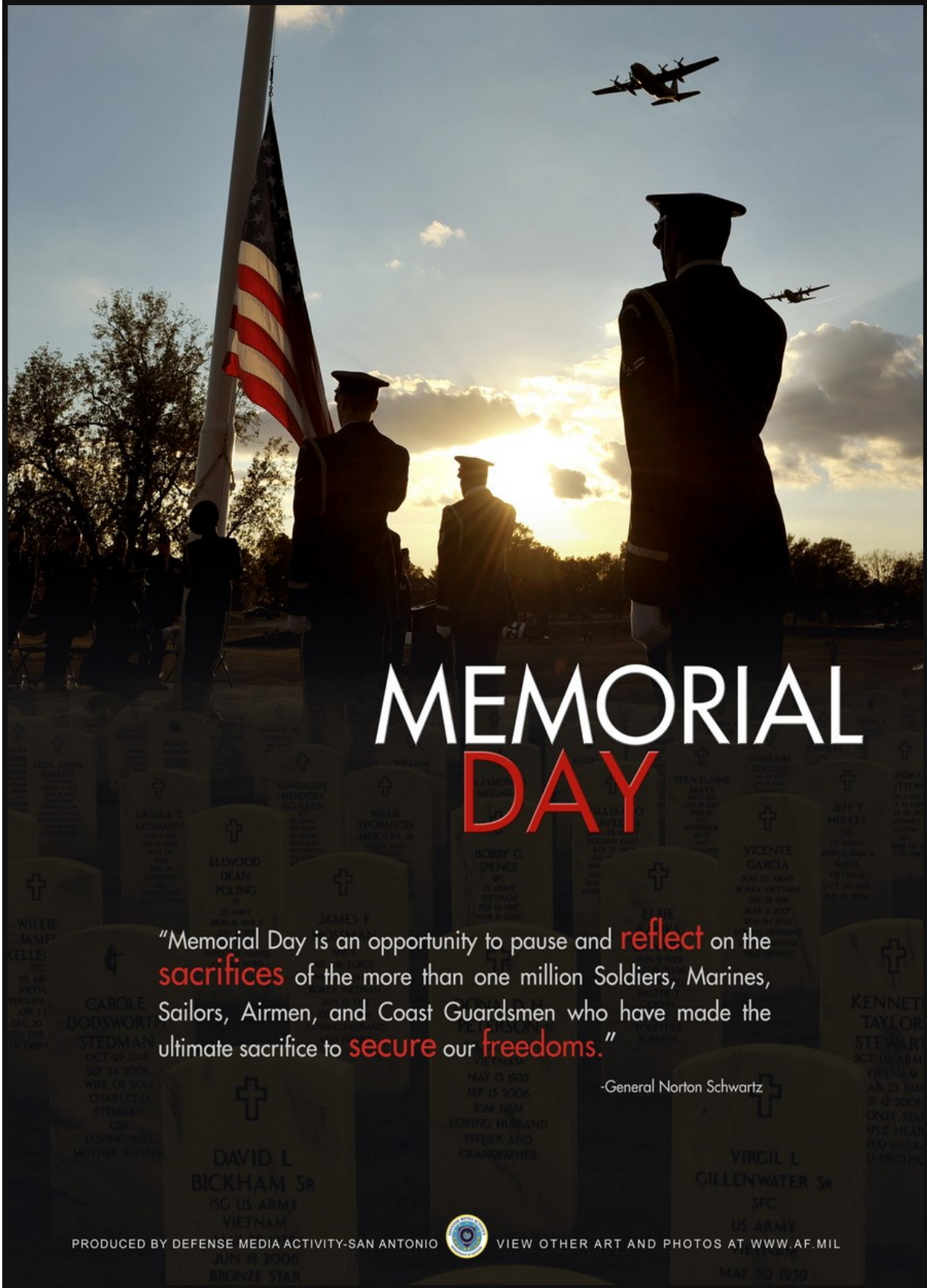


May 2014

Sun	Mon	Tue	Wed	Thur	Fri	Sat
				1	2	3
4	5	6 Retirement Trust 10:00 a.m.	7	8	9	10
11	12	13 Health & Welfare Trust 1:00 p.m.	14	15 JATC 10:00 a.m.	16	17
18	19	20	21	22 Sound & Communication Apprentice Interviews 10:00 a.m.	23 <i>Carpenter Off Day</i>	24
25	26 <i>Memorial Day</i>	27 NECA Board 4:30 p.m. Chapter 6:00 p.m.	28 Sound & Communication Steering Committee 10:00 a.m. San Leandro	29 Apprentice Turn Out Dinner 6:30 p.m. Crowne Plaza Concord	30	31



CONTRA COSTA CHAPTER
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MEMORIAL DAY

"Memorial Day is an opportunity to pause and **reflect** on the **sacrifices** of the more than one million Soldiers, Marines, Sailors, Airmen, and Coast Guardsmen who have made the ultimate sacrifice to **secure** our **freedoms**."

-General Norton Schwartz

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