



OUR 59TH YEAR

CONTRA COSTA CHAPTER

May 2022

2022 Inside Wireman Negotiations

RESOLUTION

On Tuesday, March 15th, the Chapter and IBEW Local 302 reached tentative Agreement on a new contract covering Inside Wireman. The membership of Local 302 voted to approve the Agreement on Wednesday, April 13th.

- ◇ 1 year term, through May 31, 2023
- ◇ \$4.00 on February 27, 2023 to be allocated to Wages/Fringe Benefits
- ◇ No other changes

Because there are no other changes to the Agreement, we will not be printing new Agreement booklets. The most important thing you need to know now is there is a large wage/fringe benefit adjustment under the new Agreement on February 27th of next year. Several years ago we modified our wage/fringe adjustments to line up with the schedule the State of California uses to post their prevailing rates. Note also that the increase comes due just three months prior to the expiration of the Agreement on May 31, 2023.

On behalf of all of our members, the Chapter office would like to recognize the contractor members of your negotiating team. A big thank you to Casey Dias, Charlie Hadsell, Rick Henry, Barry McGraw, Jordan Nunez, Jose Oseguera, and Jim Szuch.

Thank you!

POLITICO ALERT

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NECA Launches Statewide Campaign

Supporting Financial Relief for Cost of Paid COVID Leave

We are pleased to announce that beginning on Monday, April 25th we went live with our digital advertising campaign targeting the Administration and Legislature, asking them to support the union construction industry and provide financial relief for our contractors to cover the cost of Paid COVID Leave. Our [Support Union Construction](#) website is also live and all digital ads will direct to this site.

Attached are initial screen shots of the digital ads that can be found in all major regional newspapers including the Sacramento Bee, LA Times, San Diego Union Tribune, SF Chronicle, East Bay Times, the San Jose Mercury News and also in the Sacramento "insider" political blogs, [Rough&Tumble](#) and [The Roundup](#).

The plan is to run the ads for a month to coincide with California state budget discussions. The goal of this campaign is to keep a spotlight on this important issue for elected officials, which will assist our lobbying efforts to secure the relief. Additionally, the campaign will provide NECA with increased political exposure, upping our political muscle. If you see the ads while reading the news, please click on them!

Also, we have updated our [grassroots advocacy](#) to match the messaging of our digital ads. The simple message is that the Governor and Legislature should provide some type of financial relief to California's union signatory contractors because the Paid COVID Leave mandate unfairly hits our industry the hardest.

As we have updated the grassroots campaign, we are asking all NECA contractors to send a preformulated [email](#) today (even if you have already done so before). It's important that Governor Newsom and your state representatives hear from you. Be sure to also share on Twitter when prompted by the advocacy page.

[SEND AN EMAIL TO GOV. NEWSOM AND YOUR STATE REPS](#)

[ASKING FOR FINANCIAL RELIEF FROM THE COSTS OF PROVIDING PAID COVID LEAVE](#)

POLITICO ALERT

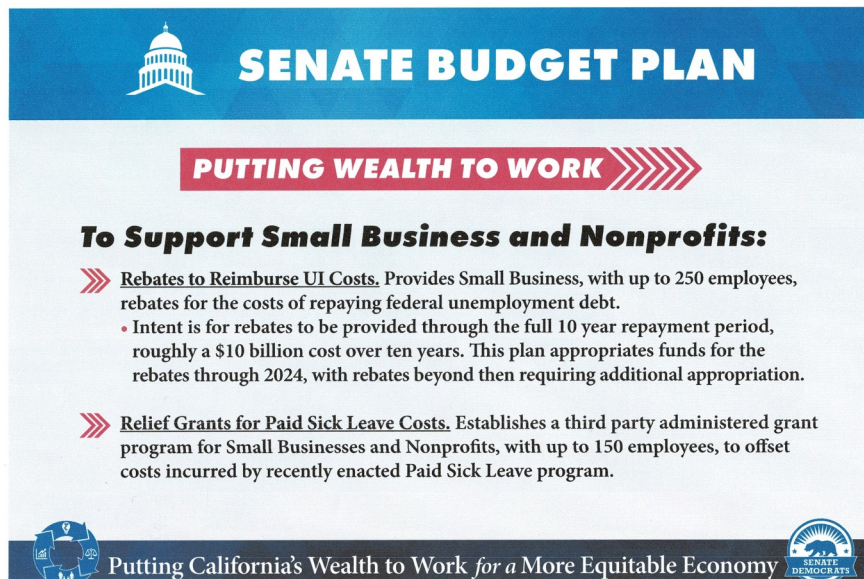
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California Senate Proposes Financial Relief for Paid COVID Leave

Our efforts to secure financial relief for contractors, to cover the costs of providing the reinstated Paid COVID Leave, continues to gain momentum. Much of this is due not only to our tireless lobbying efforts, but to our industry's investment in grassroots advocacy and a formal public relations campaign.

As proof of this progress, this morning, the California State Senate released their budget plan and it includes a proposal for a relief program to provide employers "with up to 150 employees" ... *"grants to offset the cost incurred by the recently-enacted Paid Sick Leave program."* This is an important first step in the budget negotiations process that will continue through June 15th. Those negotiations will also incorporate proposals from the California State Assembly and the Governor's office (through his May budget revise that will be released on May 15th).



The graphic is a blue and white document titled "SENATE BUDGET PLAN" with a white silhouette of the California State Capitol building. Below the title is a red banner with the text "PUTTING WEALTH TO WORK" followed by four white chevrons. The main heading is "To Support Small Business and Nonprofits:". There are two bullet points, each preceded by a red double chevron. The first bullet point is "Rebates to Reimburse UI Costs. Provides Small Business, with up to 250 employees, rebates for the costs of repaying federal unemployment debt. Intent is for rebates to be provided through the full 10 year repayment period, roughly a \$10 billion cost over ten years. This plan appropriates funds for the rebates through 2024, with rebates beyond then requiring additional appropriation." The second bullet point is "Relief Grants for Paid Sick Leave Costs. Establishes a third party administered grant program for Small Businesses and Nonprofits, with up to 150 employees, to offset costs incurred by recently enacted Paid Sick Leave program." At the bottom left is a circular logo with a gear and a person. At the bottom right is a circular logo with the text "SENATE DEMOCRATS". The footer text reads "Putting California's Wealth to Work for a More Equitable Economy".

SENATE BUDGET PLAN

PUTTING WEALTH TO WORK

To Support Small Business and Nonprofits:

- » **Rebates to Reimburse UI Costs.** Provides Small Business, with up to 250 employees, rebates for the costs of repaying federal unemployment debt.
 - Intent is for rebates to be provided through the full 10 year repayment period, roughly a \$10 billion cost over ten years. This plan appropriates funds for the rebates through 2024, with rebates beyond then requiring additional appropriation.
- » **Relief Grants for Paid Sick Leave Costs.** Establishes a third party administered grant program for Small Businesses and Nonprofits, with up to 150 employees, to offset costs incurred by recently enacted Paid Sick Leave program.

Putting California's Wealth to Work for a More Equitable Economy

Senate Budget Plan page eleven.

Details on the Senate proposal are limited, including the size of the grant, the definition of "up to 150 employees," and any additional guardrails that may apply to the grant program. Specific language will be released in the upcoming weeks. You can review the proposed plan [here](#).

There is still a long road ahead before anything would become law, however, **this is a very positive and essential first step in securing relief for many in our industry.**

Contractor
Guidelines

During:

Union Elections

From time to time, unions engage in the process of electing officers, delegates and representatives. Federal law requires that contractors and their supervisory personnel remain neutral throughout any such election process. With the Local 302 elections coming up in June, we thought it timely to present some guidelines that contractors and their supervisory personnel should follow.

- ⇒ **Never provide financial assistance to any union representative (aside from regular pay to stewards).**
- ⇒ **Never give or promise any type of benefit in exchange for employee's vote.**
- ⇒ **Never threaten discharge to influence an employee's vote.**
- ⇒ **Never ask employees to dissuade other employees from voting for a particular candidate.**
- ⇒ **Never distribute written materials or make statements to employees which disparage any union representative or candidate for office. Never distribute materials or make statements which favor one candidate over another or which advocate or suggest that employees vote for a particular candidate.**
- ⇒ **Never allow business representatives or candidates for office to campaign at the jobsite or place of business. Prohibit the posting of campaign materials.**
- ⇒ **Contractors (or contractor associations) may distribute materials to employees containing general factual information such as: the financial health of employee benefit trusts, the impact of a benefit increase on a pension fund's unfunded liability, and the loss of market to open-shop contractors. However, distribution of such materials in close proximity to a union election may be viewed as interfering with the election regardless of intent.**



Cyber-Security Free to NECA Members

NECA has partnered with Data Net to offer free Cyber-Security to NECA Members! You can contact Matt Slaughter, with Data Net, today to discuss how you can capitalize the free service via [email](#) or call (760) 466-1245.

Network & Security Scans:

Data Net analyzes your network to identify vulnerabilities that could leave your organization at risk. They will get you a 6-8 page Executive Summary that will provide you with an overview of the devices on the network, along with a Risk Score and analysis of potential issues.

Security Awareness Training:

They will provide 60-days of engaging training programs, along with simulated phishing campaigns to empower your employees to spot potential dangers and make the right decisions. Implementing routing security awareness training and phishing detection training can greatly decrease the likelihood of a disaster.

Dark Web Monitoring:

Data Net will also monitor the Dark Web for 60-days to see if any of your company's credentials have been compromised. If they find anything, they will alert you right away and recommend that those passwords be changed immediately. Proactive monitoring allows you to respond immediately.

NECA Learning Center

Lessening the Impact of Material and Labor Shortages

Thursday, May 12th, 2022 | 2:00 PM - 3:00 PM ET

According to the US Chamber of Commerce Commercial Construction Index, the labor shortage and material supply chain disruptions are two of the largest obstacles specialty contractors face today. See how Procore can help you stay profitable under these difficult market conditions.

You'll learn how to...

- Mitigate the risk of labor and material cost overruns to stay on schedule and budget.
- Lessen the impact of the ongoing labor shortage by boosting productivity.
- Stay profitable under difficult material supply chain conditions.

***Scheduled On-line Course
Registration Fee \$0.00***

[Register Here](#)

***Please contact the Chapter Office if you need assistance accessing the NECA Learning Center
(925) 372-3222***

SYNERGY
eLinks

**[Warren Buffett Leaves The Audience SPEECHLESS](#)
[One of the Most Inspiring Speeches Ever](#)**

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



May 2022

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
1	2	3 JATC 2:00 p.m. via Zoom	4	5	6	7
8 <i>Mother's Day</i>	9	10	11	12 Industry Trust 11:45 a.m. TBD	13	14
15	16	17	18 Traffic Contractors Meeting 2:00 p.m.	19	20	21
22	23	24	25	26	27 Off-Day (Inside Only)	28
29	30 Memorial Day Holiday (Inside & Sound)	31				



CONTRA COSTA CHAPTER
National Electrical Contractors Association
 1024 Court Street, Martinez, CA 94553