



# SUMMER

OUR 58TH YEAR

CONTRA COSTA CHAPTER

MARCH 2021

## SOUND & COMMUNICATION SKILLED AND TRAINED WORKFORCE UPDATE

If your firm is operating under our Sound and Communication Agreement (Northern California Addendum #2 to the 9th District Sound and Communications Agreement) and you pursue [certain types](#) of Public Works Projects, we want to remind you of the [Skilled and Trained Workforce Requirements](#) on those Public Works Projects, and how the Sound and Communication JATC is addressing that additional training requirement.

On a relative basis, the Sound and Communication Industry has a much higher percentage of “organized” workers than workers that have graduated from our apprenticeship program. This is partly due to the fact that the Sound and Communication Apprenticeship Program didn’t really get rolling until the mid-1990’s, so it does not have the long history of training like our Inside Apprenticeship Programs.

Existing Skilled and Trained Workforce Requirements in the state Public Contracts Code require that workers on specified public works jobs be enrolled in a state certified apprenticeship program or are journeymen with either a certificate of completion from a certified apprenticeship program or have a record of sufficient hours in their apprenticeable trade to have completed an apprenticeship program.

As of January 1, 2020, there were additional public works jobs covered under Skilled and Trained Workforce statutes. You may also begin to see it on certain private PLA projects in the future. For both our Inside and Sound & Communication employers, 60% of all journey-persons are now required to have a graduation certificate in order to work on covered projects.

The penalty for non-compliance can be withholding of progress payments and retention and may also result in fines. While awarding authorities were initially slow to adopt the Skilled and Trained Requirements in their specifications for projects, they are becoming more common place and we anticipate this will continue. As a result, you may want to do an assessment of your workforce (if you have not already) and determine the number of apprenticeship program graduates you have. Your crew mix on affected jobs should take this into account.

Last fall, our Sound and Communication JATC sent this [memo](#) to all of our contractors working under the Sound and Communication Agreement. It explains how those individuals (Installers and Technicians) that are not apprenticeship program graduates can achieve a certificate of completion from the State of California, Division of Apprenticeship Standards.



You should encourage all of your organized installers and technicians to sign up for the training (See link below), which can be completed in six months or less. Doing so will make the individual more valuable to your firm by eliminating manpower scheduling issues and potential pay problems in the future.

### Skilled and Trained Workforce Program

<https://www.norcal-jatc.com/skilled-and-trained-workforce/>

# ELECTRI INTERNATIONAL



With advice and recommendations from the ELECTRI Council, the Foundation dedicates a portion of its annual investment income to commission studies in electrical construction and management at the finest universities and research institutes throughout the country.

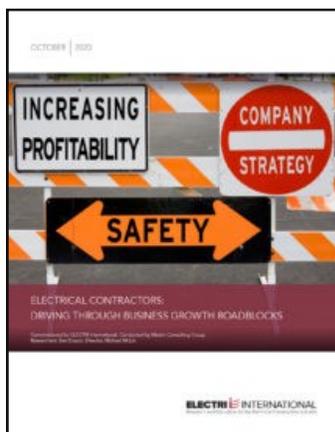
Each autumn, university-level investigators and private sector researchers are contacted to determine which approach and which research teams would best meet ELECTRI's needs. In addition, the Foundation issues a Request for Proposal to selected individuals to encourage even more ideas for research initiatives from the industry and academic community.

Potential projects are presented to the ELECTRI Council each January. Based upon each researcher's oral presentation and comprehensive written proposal, the Council makes its recommendations for funding, taking into consideration both the project worthiness and the amount of funding available from ELECTRI to support the research agenda for the coming year.

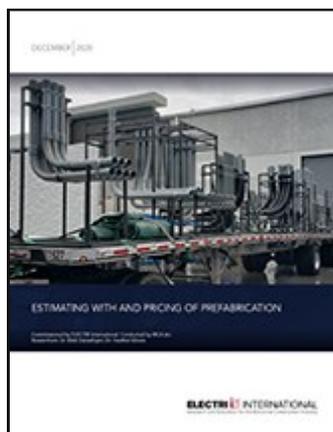
A unique feature of ELECTRI's approach to its research is the assignment of a voluntary industry-based Task Force to monitor and mentor each project. Task Force members work closely with the researchers and provide valuable advice and experience. Each research team provides regular written progress reports to its Task Force and to ELECTRI International. ELECTRI often invites its researchers to attend the July ELECTRI Council Meeting to provide a progress report on their work. Doing so also allows contractors to suggest any necessary modifications or recommended changes to the project scope.

At the completion of each research project, ELECTRI publishes and disseminates the findings and recommendations to the entire electrical contracting industry and our allied partners.

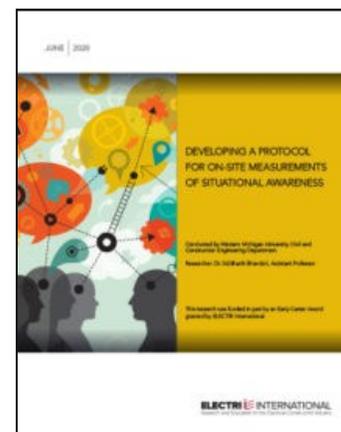
## Recently Featured Reports



[Electrical Contractors:  
Driving Through Business  
Growth Roadblocks](#)



[Estimating With and  
Pricing of Prefabrication](#)



[Developing a Protocol  
for On-Site Measurements  
of Situational Awareness](#)

**Click on The Below Link to Search Through Available Reports**

<https://electri.org/research-overview/research/>

*If not yet a member: it is free to sign up.*



# ELECTRICAL SAFETY IN THE WORKPLACE

The risks of shock, electrocution, arc flash, and arc blast are a significant health and safety concern in the workplace. Many electrical incidents could have been prevented through compliance with the latest safety codes and standards. *NFPA 70E*<sup>®</sup>, *Standard for Electrical Safety in the Workplace*<sup>®</sup>, is a critical document to help provide a working area for employees that is safe from unacceptable risk associated with the use of electricity in the workplace.

With the release of the latest edition for 2021, *NFPA 70E* clearly establishes safety processes that use policies, procedures, and program controls to reduce these risks to an acceptable level. The core objective is practical, accomplishable electrical safety that helps ensure the employee goes home safe at the end of the day.

The risk controls discussed in this standard are intended to be sound, viable, workable applications of safety procedures and policies to be implemented by both the employer and employee. The requirements at the heart of *NFPA 70E* are suitable for use and implementation by agencies and employers charged with the responsibility of electrical safety plan development, implementation, and maintenance.

## How NFPA 70E Works with Other Codes and Standards

Following and fostering basic installation safety, maintenance, and prudent work procedure rules is essential to employee safety. This can be accomplished by taking the following actions:

- Installing the electrical system in accordance with *NFPA 70*<sup>®</sup>, *National Electrical Code*<sup>®</sup> (*NEC*<sup>®</sup>);
- Maintaining the electrical system in accordance with *NFPA 70B*, *Recommended Practice for Electrical Equipment Maintenance* (in the absence of the specific manufacturer's instructions); and
- Following the safety policies, procedures, and process controls identified in *NFPA 70E*.



When these three key documents are used in concert, and correctly, they help provide for a complete electrical safety cycle. When one or more pieces are missing, it can leave the door open to catastrophic accidents. Whether you are the contracted electrician doing the initial installation, a business owner implementing an electrical safety plan to keep your employees safe, or the plant electrician maintaining equipment, your role is critical for the continued safety of all personnel.

## FAQs

### What is the relationship between OSHA's standards and NFPA 70E?

*NFPA 70E* is an internationally accepted American National Standard that defines electrical safety-related work practices. The US Department of Labor's Occupational Safety and Health Administration (OSHA) looks to the prescriptive-based requirements of *NFPA 70E* to fulfill the performance-based requirements included in its standards. *NFPA 70E* fleshes out how the performance-based requirements in the OSHA standards can be met by providing and defining minimum standard industry practices necessary for electrical safety. OSHA is the law, and *NFPA 70E* outlines ways to comply with OSHA's electrical safety requirements. This symbiotic relationship between *NFPA 70E* and OSHA electrical safety standards helps to increase safety in the workplace.

### Can NFPA 70E be used worldwide?

*NFPA 70E* is an internationally applied standard. The electrical safety-related work practices, safety-related maintenance requirements, and other administrative controls in *NFPA 70E* apply to all alternating

ELECTRICAL SAFETY IN THE WORKPLACE *CONTINUED*

and direct current systems. The requirements in *NFPA 70E* apply to all types of employees, employers, and facilities, including in-house employees, contract employees, contractor employees, general industrial workplaces, and construction workplaces regardless of their location in the world.

**Some Major Changes for NFPA 70E 2021 Edition**

- **Article 110:** Some requirements in Article 110 have been reorganized for a more logical progression, including moving general principles of lockout/tagout from Section 120.2 and general principles of an electrically safe work condition and energized work requirements from Section 130.2. New subsection 110.5(K) requires that an employer's electrical safety program include a policy on establishing an electrically safe work condition.
- **Article 130:** Sections 130.1 and 130.2 have been rewritten to accommodate the relocation of information from former Sections 130.2(A) to 110.3 and to keep the focus of Article 130 on requirements related to work involving electrical hazards.
- **Table 130.5(C):** Revisions have been made to Table 130.5(C), which can be used to help estimate the likelihood of occurrence of an arc flash incident, including a new entry for the initial circuit breaker or switch operation and again after maintenance, as each has a higher likelihood of an arc-flash event.
- **Section 350.9:** Energy thresholds for electrical equipment and systems in laboratories have been revised to accurately reflect the data in the Informational Note's resource document, and the capacitive circuit threshold has been deleted to prevent duplication and potential confusion with new Article 360.
- **Article 360:** This new article on the safety-related requirements for capacitors has been added.

**How does NFPA 70E address the roles of both the employer and the employee regarding electrical safety?**

Electrical safety is a shared responsibility between employers and employees. Compliance with safety regulations is not just an employer responsibility—the electrical safety of employees requires a collaborative effort between workers and management. Employers are required to have an electrical safety program (ESP) for employees to follow. And in turn, the employees are required to put into practice the policies and procedures of the ESP, which includes the training to perform their tasks safely and the use of required tools and safety equipment. *NFPA 70E* is not just about the actions an employer took before an incident's investigation—it is about preventing the worker from being injured. Regardless of the employer's ESP, it is the employee who can have the biggest impact on his or her own electrical safety.

**Learn More****▶ [nfpa.org/70E](https://nfpa.org/70E)**

Access the full text of the standard, submit technical questions to NFPA staff, sign up to receive email alerts, view the latest news and research, check on the status of the next edition, and more.

**▶ [nfpa.org/facesoffire](https://nfpa.org/facesoffire)**

Read stories of people impacted by electrical incidents and learn about the need for continued education and awareness about electrical hazards on the job and at home.

**▶ [nfpa.org/ElectricalSolutions/70e](https://nfpa.org/ElectricalSolutions/70e)**

Explore information on electrical safety in the workplace and the suite of products available, including publications, online training, and certifications.

**▶ [nfpa.org/LiNK](https://nfpa.org/LiNK)**

Sign up for a free trial of NFPA LiNK™ to access the new information delivery platform for NFPA codes and standards.



# OSHA Clarifies that Vaccinated Workers Must Still Mask Up!

The Federal Occupational Safety and Health Administration (OSHA) released updated guidance clarifying that workers who have received the COVID-19 vaccine should still wear masks and practice sanitization and social distancing. This is partially because we do not have comprehensive data on how vaccines affect transmission of the virus. **It is possible that someone vaccinated against COVID-19 can still be a carrier and transmit the virus to others.**

The guidance therefore emphasizes that regardless of employees' vaccination status, employers should continue to follow existing protocols for COVID-19 prevention by [conducting a hazard assessment](#); [identifying a combination of measures that limit the spread of COVID-19 in the workplace](#); and [adopting measures to ensure that workers who are infected or potentially infected are separated and sent home from the workplace](#), among other things.

**We confirmed this through the Cal/OSHA site:**

## **[COVID-19 Emergency Temporary Standards Frequently Asked Questions](#)**

*Updated February 26, 2021*

It is noted that once an employee is vaccinated, the ETS must still be followed. For now, all prevention measures must continue to be implemented. The impact of vaccines will likely be addressed in a future revision to the ETS.

The ETS requires employers to provide employees with face coverings (or reimburse employees for the cost) and ensure they are worn over the nose and mouth when indoors and when outdoors, and within 6 feet of another. Exceptions include: when an employee is alone in a room, when eating or drinking, when using a respirator or other respiratory protection, when an employee cannot use a face covering due to a medical or mental condition; if hearing impaired or communicating with a hearing-impaired person; or when specific work tasks cannot be performed with a face covering. Other measures to protect against COVID-19 infection must be implemented when face coverings cannot be used.

# How To Support The Mental Health Of Your Employees During COVID-19

The COVID-19 pandemic has taken a toll on everyone's mental health. People have experienced financial hardship, additional challenges with childcare and school cancellations, job loss, reduced hours, sickness, and grief. The future is uncertain, and the present is extra stressful. And to make matters worse, many of the networks and practices that people use to support their mental health are currently unavailable due to social distancing.

... *click [here](#) to read full article*

Here are some links to other helpful resources about stress, anxiety, and the pandemic:

- ◆ [Managing coronavirus anxiety: 4 easy tools and tips to share with your team](#)
- ◆ [How to stay calm and be more productive](#)
- ◆ [Coronavirus anxiety: I'm trying not to pass it along to my kids](#)
- ◆ [Find an online village to help you get through coronavirus stress](#)



**SYNERGY**  
eLinks

**Inside Wireman Wage/Fringe Increase Effective March 1, 2021**

**[New Wage Rates](#), [Cost-Per-Hour Sheets](#), and [Shift rates](#)**

**[Skilled and Trained Workforce Requirements](#)**

**[Sound and Communication Skilled and Trained Workforce Program](#)**

**[Electri International Reports](#)**

**[COVID-19 Emergency Temporary Standards Frequently Asked Questions](#)**

**Updated February 26, 2021**



**CONTRA COSTA CHAPTER**  
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# March 2021

Sun	Mon	Tue	Wed	Thur	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12 Retirement Trust 11:00 a.m. Video Conference	13
 15		16	17 	18	19	20
21	22	23	24 District IX Meeting 1:00 - 3:00 p.m. Video Conference	25	26	27
28	29	30 JATC 2:00 p.m. Video Conference	31			