

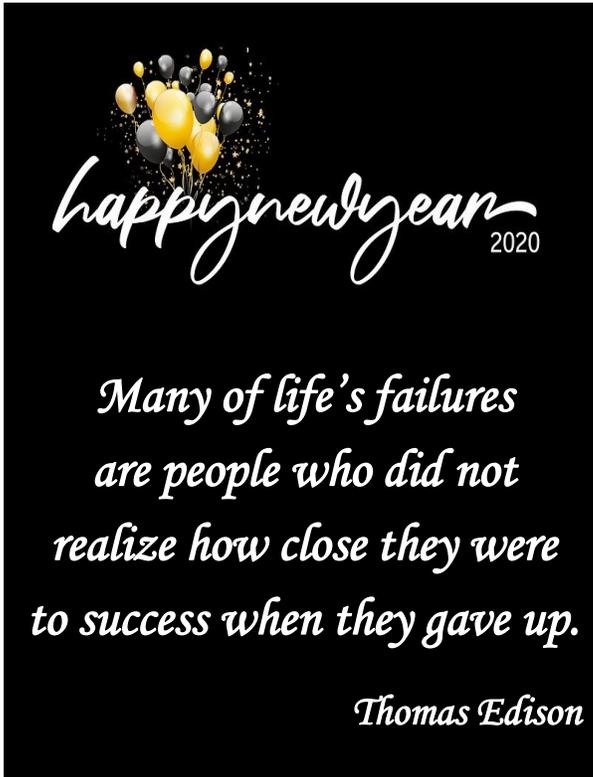


SUMMER

OUR 57TH YEAR

CONTRA COSTA CHAPTER

JANUARY 2020



Membership Meeting

January 21, 2020

The next regular meeting of the Chapter Membership will take place on Tuesday, January 21, 2020 beginning with cocktails at 6:00 p.m., at Zio Fraedo's Restaurant, 611 Gregory Lane, Pleasant Hill, CA.

Mr. Eddie Bernacchi, our legislative advocate in Sacramento, will be our featured speaker at the meeting. Always one of our most popular guests, Eddie will share his insight on what was accomplished in the most recent session of the legislature, as well as his legislative priorities for 2020. At the conclusion of each legislative session, Eddie publishes a report, which you can find [here](#), for 2019.

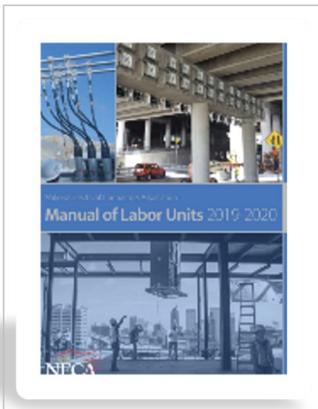
Pursuant to the Chapter Bylaws, an election will be held to fill one position on the Chapter's Board of Directors. The Chapter nominating Committee has nominated Skip Stewart of Crockett Electric. Additional nominations can be made at the meeting by any member in good standing. As is the case in all Chapter matters requiring a vote, only the accredited representative or designated alternate will be eligible to vote at the January meeting.



Click [here](#) to RSVP.

NECA Publications

Our National office recently updated three of its most used publications: The Manual of Labor Units, the Tool and Equipment Rental Schedule, and the Financial Benchmarker Report.

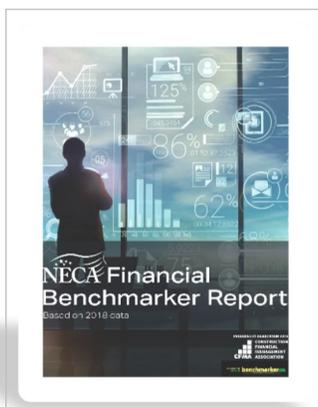


NECA, Inc. will be mailing a form to each member this week letting them know the Manual of Labor Units revised (2019-2020) edition is available and how to get their free copy. Additional copies are available. Member Price: \$90.00 each.



The Tool and Equipment Rental Schedule contains average rental rates that can be useful for internal cost control or quoting prices to customers. As with any other investment you make, a contractor must also seek a return on tools and equipment. NECA recommends that any cost of tools and equipment be factored into the estimate as direct job expenses and not as part of general overhead or operating expenses. Member Price: \$45.00

Click [here](#) to learn more about this guide.



The Financial Benchmarker Report (developed in conjunction with the Construction Financial Management Association) provides a valuable industry standard for use during audits, claims, change order negotiation or dealings with your banker or bonding agent. Using the information in the report, you can compare your own company's financial performance statistics (ratios) to identify your strengths, weaknesses and performance improvement opportunities. Member Price: \$45.00

POLITICO ALERT

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State Minimum Wage Increases January 1st

Please remember that in 2016 California passed legislation to increase the State minimum wage to \$15 per hour over time. Under the provisions of that law, California's minimum wage will increase on January 1, 2020 to \$13 per hour for employers with 26 employees or more and \$12.00 per hour for employers with 25 or fewer employees.

Below is the mandated schedule to raise the State minimum wage to \$15 by 2023. Please note that some [cities and counties](#) have a local minimum wage that is higher than the state rate.

Date	Minimum Wage for Employers with 25 Employees or Less	Minimum Wage for Employers with 26 Employees or More
January 1, 2019	\$11.00/hour	\$12.00/hour
January 1, 2020	\$12.00/hour	\$13.00/hour
January 1, 2021	\$13.00/hour	\$14.00/hour
January 1, 2022	\$14.00/hour	\$15.00/hour
January 1, 2023	\$15.00/hour	

The change in minimum wage has a domino effect on other California employment compliance areas that are linked to the state minimum wage. Many of the exemptions afforded to construction employers' signatory to a collective bargaining agreement (CBA) are dependent on the CBA providing for "premium" wage rates. The following are some of the key areas the minimum wage increase may impact construction employers.

Collective Bargaining Agreements – Hours and Days of Work

Under California Industrial Welfare Commission Wage Order 16, construction employers and unions are permitted to bargain hours and days of work different from those required by the Wage Order, so long as their employees are covered by a valid CBA designating wages, hours and working conditions and the employees' regular hourly rate of pay is not less than 30 percent more than the state minimum wage. Employers should determine whether their union agreements or other procedures are affected.

Paid Sick Leave

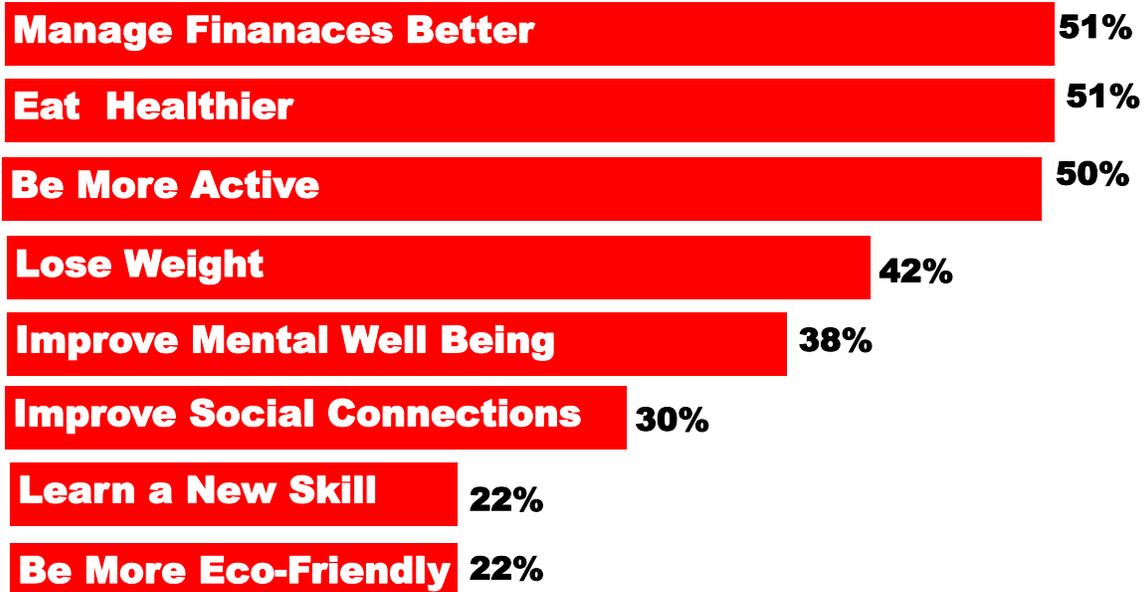
Construction employers in California must provide paid sick days to their employees, unless the employees are covered by a valid CBA and fall under the exemptions included in Labor Code Section 245.5. The construction exemptions to the California paid sick leave law require premium regular hourly rate of pay of not less than 30 percent more than the state minimum wage rate. Be sure to check your CBA rates to determine whether all of the rate classifications will remain exempted from providing paid sick leave.

Tools or Equipment

Employers who require employees to provide their own tools or equipment may also be affected pursuant to Industrial Welfare Commission Wage Order 16. Generally, when tools or equipment are required by the employer or are necessary to the performance of a job, they must be provided and maintained by the employer. However, employees who earn at least two times the state minimum wage can be required to provide and maintain their own hand tools and equipment customarily required by the trade or craft. If employers are taking advantage of this provision, they should ensure they are paying employees twice the new state minimum wage.

America's Top New Year's Resolutions for 2020

Most Popular New Year's Resolutions Among Those Planning to Make One or Several



Survey of 2,111 U.S. adults, Nov. 12-14
Source: Ipsos for Urban Plates



SYNERGY
eLinks

[PERTINENT LEGISLATIVE OVERVIEW FOR 2019](#)

[Bleyco Equipment for Sale](#)

[DISCLOSURE ABOUT AN EMPLOYER'S PARTICIPATION IN A MULTIEMPLOYER PLAN](#)

[2020 INSIDE WIREMAN & SOUND HOLIDAYS](#)

[NOTICE OF SUMMARY PLAN INFORMATION FOR THE NATIONAL ELECTRICAL BENEFIT FUND \(NEBF\)](#)

[NEBF 2018 ANNUAL FUNDING NOTICE](#)



January 2020

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
			1 <u>New Year's Day</u>	2	3	4
5	<u>6</u> LMCC 5:30 p.m. Electrical Training Center	7	8	9	10	11
12	13	14	15	16	17	18
19	<u>20</u> Martin Luther King Jr. Day	21 NECA Board of Directors 4:30 p.m. Chapter 6:00 p.m.	22	23	24	25
26	27	28 JATT Training Center Martinez 2::00 p.m.	29	30	31	

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