



SUMMER

OUR 57TH YEAR

CONTRA COSTA CHAPTER

March 2020



Navigating in Uncharted Waters

*The recent outbreak and fears associated with COVID-19 are causing substantial disruptions to our everyday routines and greatly impacting businesses. COVID-19 presents unique challenges for employers and their customers trying to maintain business operations amid potential jobsite closures, travel bans, and cancellations of major industry events. The Chapter is closely monitoring the situation and will attempt to keep you up to date with any major developments. It is important to understand that this is an extremely fluid situation and has been changing with new developments on a daily basis. **With that in mind, we are offering the following guidance as of 10:00 a.m. on Thursday, March 19, 2020.***

Shelter-In-Place Order for Contra Costa County

On Monday, March 16th, Contra Costa County along with a number of Bay Area Counties issued a [Shelter-In-Place Order](#) that took effect March 17th. Under Section 10. *Definitions and Exemptions, 10 f. – ix.*, “Plumbers, electricians, exterminators, and other service providers who provide services that are necessary to maintaining the safety, sanitation, and essential operation of residences, Essential Activities, and Essential Businesses” are considered Essential Businesses and are allowed to continue to operate. Further, in 10 c., “individuals may leave their residence to provide any services or perform any work necessary to the operations and maintenance of “Essential Infrastructure,” including, but not limited to, public works construction, construction of housing (in particular affordable housing or housing for individuals experiencing homelessness), airport operations, water, sewer, gas, electrical, oil refining, roads and highways, public transportation, solid waste collection and removal, internet, and telecommunications systems (including the provision of essential global, national, and local infrastructure for computing services, business infrastructure, communications, and web-based services), provided that they carry out those services or that work in compliance with Social Distancing Requirements as defined this Section, to the extent possible.”

This appears to mean that both our Inside and Sound and Communication contractors are allowed to work, if needed, provided the individual jobs they are working on have not been shut down. If we uncover information to the contrary, we will keep you advised.

A number of private jobs have been shut down as directed by the general contractor or customer. If you received such a directive verbally, we suggest you send a confirming email, for reasons that will become clear as you read further.

Jobsite Disruptions

On March 16, 2020, the National Office of NECA and the International Office of the IBEW issued a new "[National Disease Emergency Response Agreement \(NDERA\)](#)," which offers guidance on how to handle situations on the job when someone may present symptoms and offers a provision for the temporary furlough of employees that might not otherwise apply to certain labor agreements. Absent a local agreement covering the same topic, the national Agreement will apply. So far, only [Local 6/San Francisco \(SFECA\)](#) and [Local 332/Santa Clara Valley Chapter](#), NECA have local agreements.

Construction Law/Employment Law

Even if jobsites aren't shutdown, you can still expect significant impacts to ongoing construction projects, delaying project duration. Anticipating potential delay claim questions, we attach legal guidance on [Force Majeure Claims](#), and [related forms](#) provided by Cohen, Seglias, Pallas, Greenghall & Furman, and [Force Majeure Clauses Take Center Stage](#) provided by Trent Cotney, CEO of Cotney Construction Law.

We also anticipate that you will be faced with numerous employment law dilemmas as a result of this outbreak. For a guide on answering questions like: can an employee refuse to go to work, can you send home a sick employee, or the like, please refer to [Labor and Employment Q&A](#). Keep in mind that the agreement between NECA and IBEW will prevail in the event of a conflict with several of the provisions addressed in the Q&A. (See NDERA above.)

Cal/OSHA Guidance Update

Cal/OSHA is advising on what is required to protect workers from exposure to airborne infectious diseases such as the Coronavirus. Guidance documents, educational materials and model programs have been posted on [Cal/OSHA's website](#) to help employer's comply with the requirements. Cal/OSHA recommends employers review this guidance along with their existing procedures to ensure that their plans are effectively protecting workers.

State Benefits for Employees

Depending on the exact circumstances, your employees may be eligible for State Disability Benefits (if they have the supporting medical documentation), Paid Family Leave (if they are caring for a family member), or Unemployment Insurance Benefits (if their job is shut down or they are subject to quarantine. [EDD State of California Coronavirus 2019 \(COVID-19\) FAQs](#) will provide many questions and answers that both employees and their employers will have.

Federal Benefits for Employees

Yesterday, the Senate passed their version of HR6201, which had previously passed the House of Representatives. We are currently evaluating the applicability of the legislation and will provide further guidance early next week. For now, please see [NECA Alert: Phase II of Coronavirus Response Package to be Signed Into Law](#) from our CEO, David Long, and the associated links for the text of the full bill.

Apprenticeship/Referral

All Inside apprenticeship classes have been canceled until Monday, April 13th. Local 302 will dispatch people if you should need them. Their office is operating, the doors are locked.

Expanded Health Care Coverage Provisions

We have made provisions for prescription drugs and COVID-19 testing for all participants in the Electrical Workers Health and Welfare Plan for Contra Costa County. Those provisions can be found ([here](#)) and apply effective immediately.

Local Meetings Suspended

The Shelter-In-Place Order for Contra Costa County prohibits all public and private gatherings of any number of people. Until further notice, all scheduled Chapter-level meetings are postponed indefinitely.

NECA, Inc. Resources

NECA, Inc. is monitoring concerns over the impact of the coronavirus (COVID-19) very closely. The association has launched a dedicated [Website Resource Center](#) with direct links to information from the federal government, health organizations, and industry partners. This new web portal will be continually updated as further information becomes available.

NECA, Inc. is carefully reviewing all statements and guidance issued by the US Occupational Safety and Health Administration (OSHA), the US Centers for Disease Control (CDC) and the World Health Organization (WHO).

All NECA, Inc. members should monitor news releases from the CDC and WHO closely and review their internal policies, guidelines, and action plans.

The Contra Costa Chapter will continue to keep you updated with any developments as they become available. Please feel free to contact our office with any further questions or concerns (925-372-3222).

NECA Education

Take Advantage of FREE Webinars & Online Training

WITH TEMPORARY ADJUSTMENTS TO OUR WORK SCHEDULE AND WORKING CONDITIONS, THIS IS THE PERFECT TIME FOR EVERYONE TO UNDERGO PERSONAL DEVELOPMENT WITH ONLINE TRAINING.



NECA offers a wide range of on-demand online training classes on topics ranging from [Writing for Business](#) to [Microsoft Office](#) to [Project Management](#).

For a limited time NECA is offering more than 100 online training courses to all employees of NECA members for FREE!

Use the coupon [NECA2020](#) during checkout and view the [full list of courses here](#). NECA will be continually adding additional courses to these offering, so keep checking back.

IN ADDITION TO THIS, NECA IS BEGINNING A REGULAR SCHEDULE OF FREE WEBINARS TO PROVIDE OUR MEMBERS WITH QUALITY, TIME-SENSITIVE EDUCATIONAL OPPORTUNITIES.

Registration is now open for:

*Thursday, March 19 | 2:00-3:00 PM ET | **Doing More with Less – How Digital Tools Are Changing the Way We Work**, presented by Josh Bone, NECA's Executive Director of Industry Innovation. This session will cover construction technology trends that are replacing traditional outdated workflows. [REGISTER NOW!](#)*

*Thursday, March 26 | 2:00-3:00 PM ET | **NECA Government Affairs Update Webinar**, presented by NECA's Government Affairs team. This session will discuss legislative and regulatory updates, activities on Capitol Hill and in the Administration and updates on Coronavirus relief legislation and its impact on NECA Contractors. [REGISTER NOW!](#)*

What software do you want to learn about? One topic we would like to provide additional information on is the software programs and electronic tools that you can implement in your company. Please provide you feedback on what tools you'd like to learn more about [here](#).

Coronavirus:

Ten Reasons Why You Ought NOT To Panic

- I. We know what it is.
- II. We know how to detect the virus.
- III. The situation is improving in China.
- IV. 80% of cases are mild.
- V. People Recover.
- VI. Symptoms appear mild in children.
- VII. The Virus can be wiped clean.
- VIII. Science is on it, Globally.
- IX. There are already vaccine prototypes.
- X. Antiviral trials are underway.

Click [here](#) to read entire article.



SYNERGY
eLinks

[SHELTER-IN-PLACE ORDER EFFECTIVE
MARCH 17, 2020](#)

[IMPLEMENTATION OF MITIGATION STRATEGIES FOR
COMMUNITIES WITH LOCAL COVID-19 TRANSMISSION](#)

[NATIONAL DISEASE EMERGENCY RESPONSE
AGREEMENT \(NDERA\)](#)

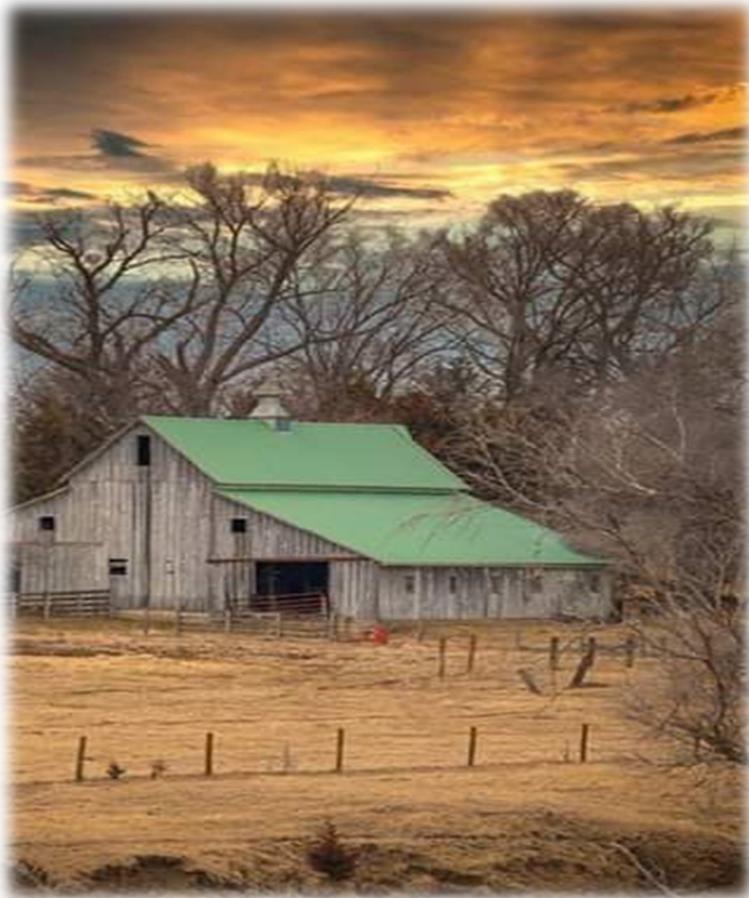
[NECA CORONAVIRUS RESOURCE CENTER](#)

[EXPANDABLE HEALTH CARE COVERAGE PROVISIONS](#)

[CALIFORNIA STATE BENEFITS FOR EMPLOYEES](#)

[CAL/OSHA GUIDANCE ON REQUIREMENTS
TO PROTECT WORKERS FROM CORONAVIRUS](#)

[NECA LABOR RELATIONS TOP TEN NECA CONTRACTOR
CORONAVIRUS LABOR AND EMPLOYMENT Q&A](#)



CONTRA COSTA CHAPTER

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March 2020

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16 <u>National Disease Emergency Response Agreement Issued</u>	17	18	19 <u>Free Webinar</u> NECA: Doing More w/Less & How Digital Tools are Changing the Way We Work	20	21
22	23	24	25	Shelter-In-Place		
				26 <u>Free Webinar</u> NECA: Govern- ment Affairs Up- date Webinar	27	28
Shelter-In-Place						
29	30	31	<p><u>Until further notice:</u> All Chapter Level Meetings postponed indefinitely.</p>			
Shelter-In-Place						