



SYNERGY

OUR 59TH YEAR

CONTRA COSTA CHAPTER

April 2022

Membership Meeting



The next regular meeting of the Chapter Membership will take place on Tuesday, April 12, 2022, beginning with cocktails at 6:00 p.m., at Zio Fraedo's Restaurant, 611 Gregory Lane, Pleasant Hill, CA.

Mr. Roger Mason, of Sweeney Mason, will be our featured speaker at the meeting and will answer any questions you may have about COVID-19 related issues as well as any other employment law related matters.

We have added a number of new member firms since our last in-person Chapter Meeting in January of 2020. This is a great opportunity to visit old friends and make new ones. As always, this event is hosted by the Chapter (drinks and dinner). All you have to do show up!

If you have not yet had a chance to RSVP, please click on the link below and let us know how many from your firm will be attending.



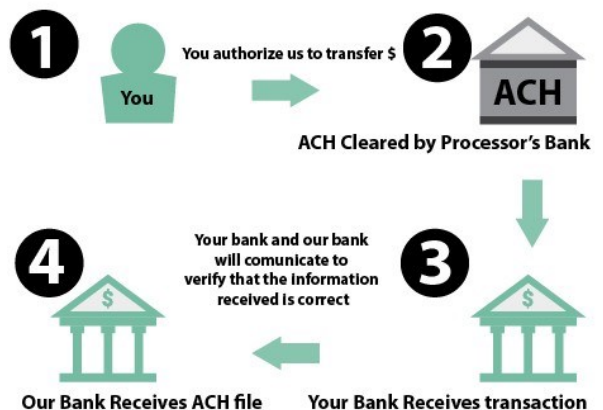
We look forward to seeing all of you in person again!

Inside Wireman Fringe Benefit Contributions

Please be aware there are changes to both the Pension and Health Trust contributions you will make in April for March hours. The Pension contribution increased by \$1.00 across the board for all classifications, including apprentices. The Health contributions increased by \$0.50 across all classifications (except 1st year apprentices).

One of the major improvements we have made in our Trust Fund Administration over the past several years is utilizing NECA-Star as the vehicle for reporting your hours and contributions on the monthly transmittals. It has been brought to our attention however, that only a couple of handfuls of our employers are utilizing the ACH Transfer feature. We want to make you aware it is available in one of two formats. You can push the \$ to us or we can pull the \$ from your account. Utilizing the ACH transfer mechanism will mean that you would no longer need to mail your monthly transmittal to Union Bank. Feel free to take advantage of this feature as it should allow you more flexibility in making your benefit contributions. Below are the ACH Transfer Instructions:

When you pay using ACH



ACH Transfer Instructions

Contra Costa County Electrical Workers IBEW Local 302

Union Bank Routing#: 122000496

Lockbox Account #: 2391000490

Welcome
to our



New Members

All Systems Global, LLC

located in San Ramon.

Mr. Jarod Buna is the accredited representative and their office number is (925) 242-1777.

&

Greysam Industrial Services

located in Martinez.

Ms. Denyal Stewart is the accredited representative and their office number is (925) 595-1577.

POLITICO ALERT

www.PoliticoOnline.com "Connecting you to California"

1127 11th St., Suite 747 / Sacramento, CA 95814 / (916) 444-3770 / FAX (916) 442-6437

Keep Making Your Voice Heard

Support Financial Relief for the Costs Associated with Paid COVID Leave

We continue the fight in Sacramento to secure tax relief related to the costs associated with providing Supplemental Paid COVID Leave, and grassroots advocacy is a key component to this effort. The simple message is that the Governor and Legislature should provide a reimbursable tax credit to California's union signatory contractors because the COVID paid leave law unfairly hits our industry the hardest.

Due to the fast pace of news cycles, we need to keep a spotlight on this issue. Governor Newsom and your state representatives need to hear from you. If you haven't done so already, please send a preformulated [email](#) today, and if you have, send it again! Be sure to also share on Twitter when prompted by the advocacy page.

**SEND AN EMAIL TO GOVERNOR NEWSOM & YOUR STATE REPS
ASKING FOR FINACIAL RELIEF FROM THE COSTS OF PROVIDING
PAID COVID LEAVE**

Your Employees Want to Know What You're Thinking

Tips for Offering Feedback

Feedback is best served warm. In other words, provide feedback as soon as possible after (or even during) the activity, whether it be a near miss, improper use (or non-use) of personal protective equipment or another lapse in safety adherence that needs to be addressed right away. The longer the time gap between the action and the feedback, the harder it will be for the recipient to tie the two together. The impact or benefit is much reduced if the person has difficulty recalling all of the facts regarding the action due to lapsed time.

Use your words wisely. Feedback should be a respectful, professional discussion aimed at producing a positive outcome. Our language and behavior should be in line with this objective. It's better to use the word "I" in demonstrating the impact and refrain from using the word "you," which can sound judgmental of the person rather than the behavior.

Provide feedback in digestible doses. If you expect your feedback to have an impact on future performance, it is better for the recipient to walk away with one action item regarding one safety issue. Storing up several items for discussion results in a confusing mess for the recipient to sort out after the discussion.

Focus on performance, not personality. Always deliver feedback in reference to specific actions or behaviors, either by expressing appreciation for an action and the resulting benefit or discussing an action or behavior that you want to see improved. "You're so smart" is not nearly as valuable as "I really appreciated the way that you helped the team come to that conclusion." With the latter, the person understands the action and the benefit to the team.

Regarding corrective feedback, a statement such as, "That incident led to a shipment not being delivered on time, which resulted in a big cost penalty from our customer" can lead to a discussion of reasons and corrective action. On the other hand, "You really messed up, as usual" is likely to simply prompt a defensive reaction.

Balance negative or corrective feedback with affirmational or positive feedback. People respond more strongly to negative than positive statements. That's why relationships are stronger when positive statements outweigh negative statements by a factor of 5:1 or even 8:1. Even when giving corrective feedback, a safety leader should find some positive things to say about the other person: the part of the task that was done correctly and safely, a belief in their ability to improve, etc. When a person only hears negative comments or criticism from a boss, they lose heart and look for the door.

Focus on the future. The goal of feedback is not to criticize a person or to gather a history. The goal is to help the recipient to grow and improve. The discussion of the situation or the past history is just to establish the need for an action plan. Therefore, all such discussions should be weighted in favor of the future, with positive expectations for improvement and growth.

[*Full Article May be Read Here*](#)

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

[**COVID Paid Sick Leave FAQs.**](#)

Updated Inside Wireman Wage Rates - Effective February 28th:

[**Wage Rates**](#) [**Cost-Per-Hour**](#) [**Shift Rates**](#)


[**California Harassment Prevention Training Fact Sheet for Employers**](#)

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

[**Notice of Summary Plan Information for the National Electrical Benefit Fund**](#)



April 2022

Sun	Mon	Tue	Wed	Thur	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12 NECA Board: 4:30 p.m. Chapter: 6:00 p.m. @ Zio Fraedo's RSVP	13	14 JATC Applicant Testing 1:00 p.m. @ IBEW LU302	15 JATC Applicant Testing 9 a.m. / 1 p.m. @ IBEW LU302 <i>Good Friday!</i>	16
17  <i>Happy Easter</i>	18	19	20	21 JATC Applicant Testing 1:00 p.m. @ IBEW LU302	22 JATC Applicant Testing 9 a.m. / 1 p.m. @ IBEW LU302	23
24	25	26	27	28	29 JATC Applicant Testing 9 a.m. / 1 p.m. @ IBEW LU302	30



CONTRA COSTA CHAPTER
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