



## Making Sense of Posting Requirements

From time to time, the Chapter Office receives inquiries from members regarding sources for purchasing the various required notices to employees. One reliable source is the [California Chamber of Commerce](#), which sells the required Notices Kit, which includes the state and federal notices you must post, and copies of pamphlets you must distribute to your employees. Since workplace postings are available on the internet at no cost from the requiring agency, we don't necessarily recommend that you purchase the information unless you just don't have time to deal with it on your own. An inexpensive laminating machine (~\$200) might be a better investment, as you will find a variety of additional uses for it. Below are a number of resources you may find useful. Keep in mind that not every requirement will apply to your business – the requirements vary by statute and the statutes each have their own scope.

<b>RESOURCE LINKS:</b>	Federal Government Workplace Poster Requirements <a href="#">Workplace Poster Requirements</a>
	An OVERVIEW <a href="#">Posting Requirements for the State of California</a>
	<a href="#">Industrial Relations Workplace Postings</a>
	<a href="#">Cal/OSHA Publications Page</a>

To view answers to frequently asked questions, such as, “Is it legal to put postings in a binder if I don't have room to post materials?” visit [Frequently Asked Questions about Workplace Postings](#). On that page, you will see the following response regarding the use of binders for meeting posting requirements: “. . . under special circumstances. Some situations where this could be acceptable are a construction site where there is only an on-site trailer, or an agricultural site where the workplace is outdoors. If employers put postings in a binder, they must tell employees where the binder is located, have the binder available for employees, ensure employees have easy access to postings and don't have to walk a long distance or ask to see the material.”

One new posting that is required as of January 31, 2012 is a notice advising your employees of their [Employee Rights under the National Labor Relations Act](#). You can simply print it out as one 11" x 17" document or as two 8-1/2" x 11" documents, tape them together, and post in the same location as your other notices.

You can verify that you have the most up-to-date employer posters that California and federal laws require at the CalChambers Posters and Notices Web page [www.calchamber.com/requiredposters](http://www.calchamber.com/requiredposters). This is a free Web page that does not require CalChamber membership.

Of all the notices, pamphlets and company policies that you have to distribute, some of the most critical are your Injury and Illness Prevention Program, and other safety-related publications specific to our industry. In that regard, nobody does a better job at providing required, relevant publications for their members than the National Office of NECA (a.k.a. NECA, Inc.) [Click Here](#) to visit NECA's Website and view the line-up of safety services.



# Legislation

The 2011 legislative year was one of the most productive for NECA contractors in recent memory. NECA, through the Electrical Contractors of California Trust, has long been the leader in representing subcontractors at the State Capitol, protecting their rights and promoting legislation to better the industry. This year NECA went on the offensive, sponsoring and passing bills to correct unfair "type 1" indemnification contract provisions and to provide reforms in the areas of prompt payment and retention. Our industry was also able to secure positive changes in laws relating to closing workers' compensation loopholes for unscrupulous contractors within the Contractors State Licensing Law, increasing the punishment for copper theft and providing a deterrent to the escalating trend of cities and counties voting to ban the use of project labor agreements on their local projects.

In the link below you will find a copy of the 2011 Year End Legislative Report, an overview of the pertinent legislation that was passed into law during the 2011 legislative session. All the newly enacted laws will become operative January 1, 2012 unless otherwise noted.

[Year End Report](#)

## Important Notice

### **EMPLOYERS SIGNATORY TO THE WIREMAN'S AGREEMENT**

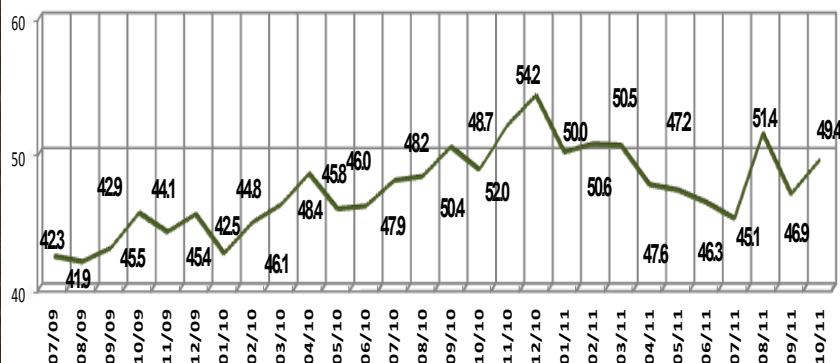
On May 31, 2012, our Inside Wireman Agreement with Local 302 will expire. The Chapter intends to negotiate a successor agreement that will be binding to all employers signed to a Letter of Assent A. The process begins in late February and will conclude by the end of May. The new agreement will become effective June 1, 2012.

As a practical matter, this is not an issue for most of our employers. However, if you intend to terminate your relationship with the IBEW, you must do so in a timely manner by notifying the union of your intention. For employers signed to a Letter of Assent A, that notification must be sent to the Chapter and the Local Union prior to the end of December 2011. For employers signed to a Letter of Assent B, the notification to the union must be sent prior to February 20, 2012. Since bargaining is a complicated legal process, an employer choosing to terminate should not do so without competent legal counsel.

If you have any specific items you would like addressed during negotiations, please contact Mike Geller at the Chapter Office.



## **Architecture Billings Index Edged Up to 49.4 In October**



*Any score above 50 indicates an increase in billings.*

Wikipedia: I know everything!  
Google: I have everything!  
Facebook: I know everybody!  
Internet: Without me you all are nothing!



Electricity: Keep talking, rug rats!

12/09

Electrical Industry Trust to Sponsor

## Basic Competent Person Training for **“Scaffolding”**

*Still  
Time to  
Register*

### **TOPICS COVERED**

**What it takes to be a Competent Person**  
**OSHA Safety Standards (state and federal) for Scaffolding**  
**Working Around Scaffolding**  
**How to Handle an OSHA Inspection at your Scaffolding Site**



On Friday, December 9, 2011, our Electrical Industry Trust will be sponsoring a program called “Competent Person Training Course for Scaffolding,” featuring Jeff Juhala, Independent Safety Consultant, and former Safety Director for Contra Costa Electric, Inc.

Who is a Competent Person? A competent Person is someone who, through training and/or experience, is knowledgeable of the various Occupational Safety & Health Administration (OSHA) standards that apply to their workplace, is capable of identifying workplace hazards relating to their specific operations, and has the authority invested in him or her by their employer to correct the hazards to protect workers. Therefore, it is the responsibility of Employer, and not OSHA, to determine who is the Competent Person (s) for their particular construction sites.

The “Competent Person Training Course for Scaffolding” will begin promptly at 8:00 a.m. and will conclude by noon at our Training Center in Martinez. The program is being offered free of charge to all participants. If you plan to attend or send others from your firm and have not registered yet, please return the registration form ([Registration for Basic Competent Person Training for “Scaffolding”](#)) as soon as possible.

There is no single OSHA construction standard that establishes all of the specific responsibilities of a “Competent Person”. Instead, there are numerous references to a Competent Person that appear in the various OSHA construction standards. For a listing of Cal/OSHA Safety and Health Training and Instruction Requirements visit their website by clicking on the link below:

[http://www.dir.ca.gov/dosh/dosh\\_publications/trainingreq.htm#competent](http://www.dir.ca.gov/dosh/dosh_publications/trainingreq.htm#competent)



## December Holidays

This year Christmas Day and New Years Day fall on Sundays. Our Agreements with the IBEW provide for the relocation of Sunday holidays to the following Monday; therefore December 26, 2011, and January 2, 2012 will be the holidays. In addition, our Sound and Communication agreement provides for both Christmas Eve and Christmas Day as holidays, resulting in a four day weekend under that agreement.

*At the close of another year,  
we gratefully pause to wish you  
a warm and happy  
holiday season, and we thank  
you for your continued support.*

**CONTRA COSTA CHAPTER, NECA**  
*Mike Geller, Laramie Dorcy,  
& Sharon Spare*



  
**SYNERGY**  
eLinks

Registration for Basic  
Competent Person Training  
for "Scaffolding"

Personal Best



**Contra Costa Chapter**  
**1024 Court Street**  
**Martinez, CA 94553**  
**(925) 372-3222**

**Board of Directors**

**Casey Dias**  
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**Michael Geller**

# December 2011

Sun	Mon	Tue	Wed	Thur	Fri	Sat
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		1	2	1	2	3
4	5	6	7	8	9	10
			<b><u>Electrical Code</u></b> <b>Zio Fraedos</b> <b>Pleasant Hill</b> <b>Sub: 10:30 a.m.</b> <b>Gen: 11:45 a.m.</b> <b>Martinez</b>		<b>Competent Person</b> <b><u>"Scaffolding"</u></b> <b>Training Course</b> <b>Training Center</b> <b>Martinez</b> <b>8:00 a.m.</b>	
11	12	13	14	15	16	17
18	19	20	21	22	23	24
		<b><u>Retirement</u></b> <b><u>Trust</u></b> <b>Training Center</b> <b>Martinez</b> <b>10:00 a.m.</b>		<b><u>JATC</u></b> <b>Training Center</b> <b>Martinez</b> <b>12:00 p.m.</b>		
25	26	27	28	29	30	31
<i>Merry Christmas</i>			<i>2012</i>			

*Happy New Year !!!*