



OUR 54TH YEAR

CONTRA COSTA CHAPTER

DECEMBER 2017

Negotiations Update:



9th District Northern California Addendum #2 Sound and Communication Agreement

December 1, 2017 - November 30, 2019

The process of negotiating the new Sound and Communication Agreement took a number of interesting twists and turns this year. It was not until last Saturday, December 2nd, that we learned the final allocation and the resulting wage and fringe benefit rates. We regret any inconvenience this may cause with your payroll department, but the new rates became effective last Friday, December 1st.

After reaching agreement between the employer representatives and the union representatives on November 1st, the IBEW presented the tentative agreement to their members for a vote on Saturday, November 11th. The membership voted down the proposed settlement, therefore, the matter was submitted to the Council on Industrial Relations (CIR) on November 14th for final and binding resolution. Although the CIR issued their decision just prior to Thanksgiving, the IBEW was not able to schedule their allocation meeting until December 2nd. To view the full CIR decision, click [here](#). Most notable with the decision is that Locals 180, 302, and 551S will now be moved out of Schedule A and into Schedule E for work performed in those areas. Work performed in Locals 234, 332, 595W and 617 will carry a slightly higher wage rate. Work performed in Local 6 (Schedule D) has always been \$1.00 higher as the result of the buy out of a San Francisco paid sick leave ordinance from many years ago (\$0.50 wages, \$0.50 pension).

Highlights

- ⇒ In all areas (all Schedules), the employer is relieved of complying with California Paid Sick Leave, as consideration for that has been included in this wage adjustment.
- ⇒ The holiday schedule has been changed back to the ten (10) named holidays that were in the agreement prior to the 2014-2017 agreement. This means that Sound and Communication holidays are no longer linked to the Inside Agreement holidays or off-days. There will be no Off-Days in Local 302 under this agreement going forward.
- ⇒ There is now an alternate shift available at a straight 25% premium that you can structure around the needs of your customer.
- ⇒ The Apprentice ratio's have been clarified and stated in a manner that is more easily understood.
- ⇒ An Editorial Committee was also established to present the entire agreement in a manner that is geared to the Northern California area, rather than the somewhat confusing method of trying to tie two different agreements together. We anticipate that the new agreement will be available in electronic format within the next several weeks and printed format sometime during the first quarter of 2018.

Finally, we want to say thank you to all of our employer representatives on this years negotiating committee, especially Aaron Colton from Integrated Communications Systems, who acted as the spokesperson for our committee in a very difficult negotiating environment. As you know, there is a shortage of manpower throughout the area, and it is reflected in the numbers you see on the following page.





Sound & Communication Wage and Fringe Benefit Rates

Effective December 1, 2017 - November 30, 2018

Schedule A	<u>Local 234, 332, 595W, and 617</u> Monterey, San Benito, Santa Cruz, Santa Clara, Alameda and San Mateo County
	<u>Wage Rates</u>
Schedule B	<u>Local 100, 551N, 595E, and 684</u> Fresno, King, Madera, Tulare, Calaveras, San Joaquin, Mariposa, Merced, Stanislaus, Tuolumne, Del Norte, Humboldt, Lake, and Mendocino Counties
	<u>Wage Rates</u>
Schedule C	<u>Local 340</u> Sacramento
	Wage Rates (No Change for 90 Days)
Schedule D	<u>Local 6</u> City and County of San Francisco
	<u>Wage Rates</u>
Schedule E	<u>Local 180, 302, and 551S</u> Contra Costa, Napa/Solano, and Marin/Sonoma Counties
	<u>Wage Rates</u>



NECA - ELECTRICAL CONTRACTORS of CALIFORNIA TRUST

2017 End of Year Legislative Report

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Introduction

The California Legislature wrapped up the 2017 legislative session on October 15th which was the deadline for Governor Brown to sign or veto legislation.

Overall, 2017 was a positive legislative session with our biggest win coming in the form of extending the 5% retention cap on public works projects. That policy is something that was fought hard for and extending it for another 5 years was a priority. Victories were also brought home in the areas of protecting and expanding prevailing wage and improving the skilled and trained workforce requirements as Politico Group expands the footprint of that policy.

In addition, the leading role was taken in opposing many measures that would have been harmful to our contractors and the industry overall.

An overview of the pertinent legislation that was passed during the 2017 legislative session can be viewed [here](#). All of the newly enacted laws will become operative January 1, 2018, unless otherwise noted.

If you have any questions or comments, or would like additional information, please contact Eddie Bernacchi via email at bernacchi@politicogroup.com or by phone (916) 444-3770. Complete text of legislation can be found at www.politicoonline.com. Look under "Find a Bill" in quick links and enter the bill number.

Eddie will be our featured speaker

at the next Chapter Meeting on January 9th, 2018.



IMPORTANT NOTICE!



EMPLOYERS SIGNATORY TO THE WIREMAN'S AGREEMENT

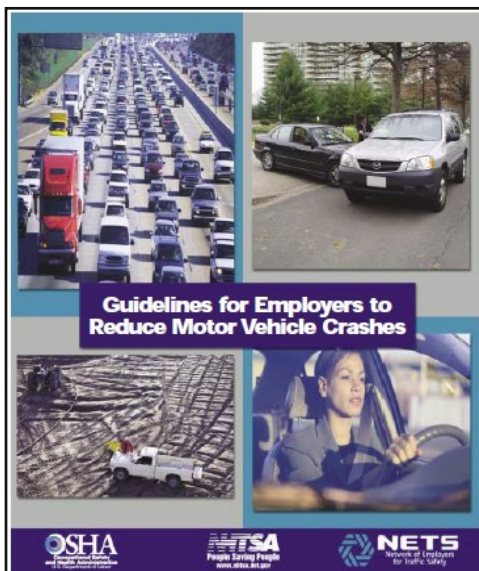
On May 31, 2018, our Inside Wireman Agreement with Local 302 will expire. The Chapter intends to negotiate a successor agreement that will be binding to all employers signed to a Letter of Assent A. The process begins in late February and will conclude by the end of May. The new agreement will become effective June 1, 2018. 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 2017. For employers signed to a Letter of Assent B, the notification to the union must be sent prior to February 20, 2018. 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.

Set Up a Safe Driving Program to Keep Your Employees Safe of the Road

Every 12 minutes someone dies in a motor vehicle crash, every 10 seconds an injury occurs and every 5 seconds a crash occurs. Many of these incidents occur during the workday or during the commute to and from work. Employers bear the cost for injuries that occur both on and off the job. Whether you manage a fleet of vehicles, oversee a mobile sales force or simply employ commuters, by implementing a driver safety program in the workplace you can greatly reduce the risks faced by your employees and their families while protecting your company's bottom line.

You need a driver safety program:

- ⇒ To save lives and to reduce the risk of life-altering injuries within your workforce.
- ⇒ To protect your organization's human and financial resources.
- ⇒ To guard against potential company and personal liabilities associated with crashes involving employees driving on company business.



Guidelines for Employers to Reduce Motor Vehicle Crashes

A document representing a joint effort by NETS, NHTSA and OSHA to reduce motor vehicle - related deaths and injuries in the nation's workforce, outlines ten steps for building a driver safety program in your workplace. Download [Here](#).

Motor Vehicle Safety Programs Factsheet

Download [Here](#).





Why Are Christmas Trees Pointy on Top and Wide at the Bottom ???

Christmas is coming and so like last year, I'm answering the question that arises when we sit around our decorated trees: Why are Christmas trees shaped the way they are, pointy on top and wide at the bottom?

It's because their growth is regulated by hormones. One such hormone (called auxin) is produced at the growing tip of the treetop and inhibits the growth of new leaves and stems near the source of the hormone. As the hormone diffuses slowly downward through the tree, it gets diluted along the way. So, the closer branches are to the base of the tree—and the greater the distance from the source of hormone—the more they grow. This is what you encourage in your basil plant when you pinch off the growing tips to make it get bushier and produce more tasty leaves.

Now, I know what you are thinking: tall redwoods usually don't have any branches down near the base of the tree and they should if hormones cause branches to grow when the branches are far away from the treetop! You are right and yet hormones only control growth under "happy" growth conditions, i.e. when there is a lot of sunlight for photosynthesis. When trees get big enough that they shade their lower branches, those shaded branches die because they can't feed themselves.

Really, this is all related. Auxin prevents branch growth at the top of the tree to make sure that the mid-crown branches get enough sunlight to survive. If it wasn't for auxin, our redwoods and Christmas trees would be round like bushes and would not be nearly as tall.

As you notice brightly decorated Christmas trees this holiday, thank tree hormones for making it all possible!

by [Emily Burns](#)

*Giant sequoias with pointy top in Mariposa Grove.
Photo by Garden Beth, Flickr Creative Commons*



In Memory Of...



Henry "Hank" Dias
(1931 – 2017)

Memorial Contributions may be made to the [American Heart Association](#).



SYNERGY eLinks

WAGE RATES	SOUND AND COMMUNICATION CIR DECISION	2017 END OF YEAR LEGISLATIVE REPORT
IN MEMORY OF HENRY "HANK" DIAS MEMORIAL CONTRIBUTIONS SITE: AMERICAN HEART ASSOCIATION	GUIDELINES FOR EMPLOYERS TO REDUCE MOTOR VEHICLE CRASHES	MOTOR VEHICLE SAFETY FACT SHEET



December 2017

Sun	Mon	Tue	Wed	Thur	Fri	Sat
					1	2
3	4	5	6 <u>RETIREMENT</u> Martinez Training Center 10:00 a.m.	7 <u>INDUSTRY TRUST</u> Scotts Restaurant 11:45 a.m.	8 <u>HEALTH & WELFARE</u> Martinez Training Center 11:00 a.m.	9
10	11	12 <u>CODE</u> Zio Fraedo's Sub-Comm. 10:30 a.m. General: 11:45 a.m.	13	14	15	16
17	18	19	20	21 Happy First Day of Winter! 	22	23
24	25	26	27	28	29	30
31  Christmas Day						