



OUR 59TH YEAR

CONTRA COSTA CHAPTER

JUNE 2022

Construction Electrician/Construction Wireman

Changes to the MOU Effective June 1, 2022

After a joint general discussion, the parties to the Market Advancement Initiative came to an agreement that resulted in a number of minor changes to the CE/CW MOU as follows:

- **18-Month Term**
(June 1, 2022 - December 31, 2023)
- **\$2.50 increase on June 1, 2022**
(\$2.00 to Wages and \$0.50 to Health & Welfare)
- **\$0.50 increase on January 1, 2023**
(to Wages)
- **Restructured Pay Brackets:**
 - ⇒ **CW1:** 0-2000 hours (60%)
 - ⇒ **CW2:** 2001 - 3500 hours (70%)
 - ⇒ **CW3:** 3501 - 5000 hours (75%)
 - ⇒ **CW4:** 5001 -8000 hours (80%)

CW/CE Wages & Fringe Benefits
California Bay Area Region
Effective June 1, 2022

[Download here.](#)

After the \$2.50 increase on June 1st of this year, future raises will take place on January 1st of subsequent years, as that is when the NECA/IBEW Family Medical Plan adjusts its rate.

We encourage all of our employers to utilize this agreement (Click [here](#) to view/download). If you do, please pay particular attention to the scope of work. The exclusions are found on [page two](#). The inclusions are found on [page nine](#).



Looking for Accubid Instructor

Our Electrical Industry Trust would like to sponsor a half-day program on “Accubid for the Beginning User.” If your firm uses the Accubid estimating software and you have someone knowledgeable that would like to teach as a “side hustle,” please have them contact the Chapter office at (925) 372-3222 . Accubid offers its own program, but it is limited to ten students and is significantly more expensive than the approach we would be attempting.



Also, if you have one or more individuals in mind for the class, please let us know that as well.



Seven Tips to Control Identity Theft

Given heightened geopolitical tensions, the risk of cyber-attacks and identity theft are becoming even more pervasive. Identity theft occurs when someone steals your personal information to commit fraud, such as fraudulently opening accounts, gaining access to accounts, filing tax returns, filing for unemployment benefits, obtaining medical services, or sending fake bills to your health insurer, etc. While these are core steps to take, this is not designed to be an exhaustive list of all steps you may need to take to prevent identity theft. To learn more you can also [click here to watch our most recent webinar on the topic of cybersecurity](#).

- 1** Freeze your credit for free with all three credit bureaus. A credit freeze will prevent someone from applying for and getting approval for a credit account or utility services in your name. This is the best way to prevent identity theft.
- 2** Review your accounts and credit reports regularly to ensure no suspicious activity.
- 3** Enable two-factor authentication for any online accounts, especially for email, social media and financial accounts.
- 4** Use a password manager to generate, manage and store unique passwords for your accounts. Do not reuse passwords!
- 5** Encrypt and password protect all computers and mobile devices.
- 6** Sign up for banking and credit card alerts via email or text message.
- 7** Know the sender of email! Before clicking any link or downloading any file, be 100% certain of the sender. If in doubt, open a new browser and navigate to your account or confirm with the sender that they sent you something. One downloaded file can result in malicious software being installed on your computer.



UPDATE - COVID-19 Prevention Emergency Temporary Standards What Employers Need to Know About the April 21 Standards

May 7, 2022

On April 21, the Occupational Safety and Health Standards Board readopted the Cal/OSHA COVID-19 Prevention Emergency Temporary Standards (ETS) for the third time. These emergency standards include important revisions in light of updated guidance from the California Department of Public Health (CDPH) and make the ETS more flexible if changes are made to CDPH guidance in the future. The emergency standards became effective on **May 6, 2022 and will remain in effect through December 31, 2022**, and apply to most workers in California not covered by the [Aerosol Transmissible Diseases standard](#).

Important unchanged requirements in the COVID-19 Emergency Temporary Standards include:

- Employers must establish, implement, and maintain an effective written COVID-19 Prevention Program that includes:
 - ◊ Identifying and evaluating employee exposures to COVID-19 health hazards.
 - ◊ Implementing effective policies and procedures to correct unsafe and unhealthy conditions.
 - ◊ Allowing adequate time for handwashing
- Employers must provide effective training and instruction to employees on how COVID-19 is spread, infection prevention techniques, and information regarding COVID-19-related benefits that affected employees may be entitled to under applicable federal, state, or local laws.

Important revisions to the COVID-19 Prevention Emergency Temporary Standards include:

Face Coverings

Face covering requirements are the same for all employees regardless of vaccination status and are no longer required in all indoor locations.

- Face coverings are mandatory in the ETS when CDPH requires their use.
- Employers must review [CDPH Guidance for the Use of Face Masks](#) to learn when face coverings are required.
- **Note:** Employees can still request face coverings from the employer at no cost to the employee and can wear them at work, regardless of vaccination status and without fear of retaliation.

Respirators

- Employers must provide respirators to employees who request them for voluntary use regardless of vaccination status.

Cleaning and Disinfecting

- The ETS no longer includes any cleaning and disinfecting requirements.

Testing and Exclusion

- Employers are now required to make COVID-19 testing available at no cost and during paid time to employees with COVID-19 symptoms regardless of vaccination status and regardless of whether there is a known exposure. COVID-19 testing must also be made available to employees who had a close contact in the workplace, during outbreaks, and during major outbreaks.
- The detailed prescriptive requirements for exclusion of employees after close contact have been deleted. Instead, employers must review [CDPH guidelines](#) for individuals who had close contact and implement quarantine and other measures in the workplace to prevent COVID-19 transmission in the workplace.
- The requirements for employees who test positive for COVID-19 have been updated to reflect the most recent [CDPH isolation and quarantine guidelines](#). Regardless of vaccination status, positive employees can return to work after 5 days if the employee has a negative test, symptoms are improving, and they wear a face covering at work for an additional 5 days. Otherwise most employees can return after 10 days.

Definitions

- “Close contact” and “infectious period” are now defined so that their meaning will change if CDPH changes its definition of the term in a regulation or order. This will allow more flexibility and consistency with CDPH.
- “COVID-19 test” was simplified to make it easier to use self-administered and self-read tests. A video or observation of the entire test process is no longer necessary; just a date/time- stamped photo of the test result will now be sufficient.
- “Fully vaccinated” was deleted as this term is no longer used in the regulations. All protections now apply regardless of vaccination status and requirements do not vary based on an employee’s vaccination status.

**This guidance is an overview, for full requirements
see Title 8 sections [3205](#), [3205.1](#), [3205.2](#), [3205.3](#), [3205.4](#)**



For assistance with developing a COVID-19 Prevention Program, employers may contact Cal/OSHA Consultation Services at 1 800 963 9424 or InfoCons@dir.ca.gov

For Consultation information or publications, access the following link or copy the site address: DOSHConsultation www.dir.ca.gov/dosh/consultation.html

What Employers and Workers Need to Know about COVID-19 Isolation & Quarantine

May 6, 2022

This fact sheet provides employers and workers not covered by the [Aerosol Transmissible Diseases standard](#) with information on when and for how long workers must be excluded from the workplace if they test positive or are exposed to someone who has COVID-19. The chart below reflects the new California Department of Public Health (CDPH) isolation and quarantine periods guidance from April 6, 2022 and the third re-adoption of the Cal/OSHA COVID-19 Prevention Emergency Regulation effective May 6, 2022.

More information is available on [Cal/OSHA's ETS FAQs](#) and [CDPH's Isolation and Quarantine Guidance](#).

Employees who test positive for COVID-19 must be excluded from the workplace as described in Table 1. For employees who had a close contact, employers must review [CPDH guidance](#) and implement quarantine and other measures in the workplace to prevent COVID-19 transmission in the workplace. Please refer to table 2 and table 3 below for CDPH quarantine guidance after close contact.

Where the tables below refer to action to be taken on a specified day (e.g. "day 5" or "day 10"), day 1 is the first day following the onset of symptoms or, if no symptoms develop, the day following the first positive test.

Table 1: Exclusion Requirements for Employees Who Test Positive for COVID-19

<p>Requirements apply to all employees, regardless of vaccination status, previous infection, or lack of symptoms.</p>	<ul style="list-style-type: none"> • Employees who test positive for COVID-19 must be excluded from the workplace for at least 5 days after start of symptoms or after date of first positive test if no symptoms. • Isolation can end and employees may return to the workplace after day 5 if symptoms are not present or are resolving, and a diagnostic specimen* collected on day 5 or later tests negative. • If an employee's test on day 5 (or later) is positive, isolation can end and the employee may return to the workplace after day 10 if they are fever- free for 24 hours without the use of fever-reducing medications. • If an employee is unable to or choosing not to test ⁱ, isolation can end, and the employee may return to the workplace after day 10 if they are fever- free for 24 hours without the use of fever-reducing medications. • If an employee has a feverⁱⁱ, isolation must continue and the employee may not return to work until 24 hours after the fever resolves without the use of fever-reducing medications.ⁱⁱⁱ • If an employee's symptoms other than fever are not resolving, they may not return to work until their symptoms are resolving or until after day 10. • Employees must wear face coverings around others for a total of 10 days. Please refer the FAQs regarding face coverings for additional information <p>*Antigen test preferred.</p>
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ⁱ An employer may require a test. More information is available in the [Department of Fair Employment and Housing FAQ](#).

ⁱⁱ A fever is a measured body temperature of 100.4 degrees Fahrenheit or higher.

ⁱⁱⁱ A fever resolves when 24 hours have passed with no fever, without the use of fever-reducing medications.

Table 2: CDPH Guidance for Close Contacts – Employees Who Are Exposed to Someone with COVID-19. (Applies to All Employees Except those in High-Risk Settings)

<p>For employees who are asymptomatic.</p> <p>Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> Exposed employees must test within three to five days after their last close contact. Persons infected within the prior 90 days do not need to be tested unless symptoms develop. Employees must wear face coverings around others for a total of 10 days after exposure. Please refer to the FAQs on face coverings for additional information. If an exposed employee tests positive for COVID- 19, they must follow the isolation requirements above in Table 1. Employees are strongly encouraged to get vaccinated and boosted
<p>For employees who are symptomatic.</p> <p>Applies to all employees, regardless of vaccination status.</p>	<ul style="list-style-type: none"> Symptomatic employees must be excluded and test as soon as possible. Exclusion must continue until test results are obtained. If the employee is unable to test or choosing not to test, exclusion must continue for 10 days. If the employee tests negative and returns to work earlier than 10 days after the close contact, the employee must wear a face covering around others for 10 days following the close contact. CDPH recommends continuing exclusion and retesting in 1-2 days if testing negative with an antigen test, particularly if tested during the first 1-2 days of symptoms. For symptomatic employees who have tested positive within the previous 90 days, using an antigen test is preferred.

Table 3: CDPH Guidance for Close Contacts – Specified High-Risk Settings

<p>Applies to employees who are:</p> <ul style="list-style-type: none"> Not fully vaccinated, OR Not infected with SARS-CoV-2 within the prior 90 days. <p>AND who work in the following high-risk settings:</p> <ul style="list-style-type: none"> Emergency Shelters Cooling and Heating Centers Long Term Care Settings & Adult and Senior Care Facilities* Local correctional facilities and detention centers* Healthcare settings* <p>* Please note that some employees in these high-risk settings are covered by the Aerosol Transmissible Diseases standard (section 5199) and are subject to different requirements. Please see the Scope of Coverage section of the FAQ for additional information.</p>	<ul style="list-style-type: none"> Exposed employees must be excluded from work for at least five days after the last known close contact. Exclusion can end and exposed employees may return to the workplace after day 5 if symptoms are not present and a diagnostic specimen collected on day 5 or later tests negative. If an employee is unable to test or choosing not to test, and symptoms are not present, work exclusion can end and the employee may return to the workplace after day 10. Employees in these settings must wear a face covering while indoors and around others in accordance with CDPH's universal masking guidance. Employees are strongly encouraged to get vaccinated or boosted. If employees develop symptoms after returning to work, they must be excluded from the workplace and test as soon as possible. If employees test positive, they must follow the isolation requirements in Table 1.
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Commonly Asked Questions

When do workers need to be paid exclusion pay if exposed to COVID-19?

When workers are required to be excluded from work due to work-related COVID-19 exposure, they must be paid exclusion pay. Workers should speak with their employers about available exclusion pay. Some exceptions apply, for example if the worker can work from home, or they are receiving disability pay or Workers' Compensation Temporary Disability Payments.

What does CDPH guidance require if a worker was exposed to COVID-19 but tests are not available?

If a worker in a non-high-risk setting cannot be tested as required but never develops symptoms, the worker may continue to work but must wear a face covering for 10 days after the close contact. If the worker works in a high-risk setting, they should continue isolation for 10 days, as explained in the table.

This guidance is an overview, for full requirements see Title 8 sections [3205](#), [3205.1](#), [3205.2](#), [3205.3](#), [3205.4](#)

Update History

- January 19, 2022 – Updated to clarify this fact sheet does not apply to workplaces covered by the Aerosol Transmissible Diseases Standard.
- May 6, 2022 – Updated to align with new CDPH guidance for general population and adding high-risk settings.



For assistance with developing a COVID-19 Prevention Program, employers may contact Cal/OSHA Consultation Services at 1 800 963 9424 or InfoCons@dir.ca.gov

For Consultation information or publications, access the following link or copy the site address: DOSHConsultation www.dir.ca.gov/dosh/consultation.html

NECA AUSTIN 2022



[Watch Now](#)

Get Ready For Austin, Texas

Registration for NECA 2022 Austin will be opening up next month! Get pumped to visit an invigorating city built by NECA Contractors. Check out the video to get to know Austin, Texas a bit better and don't forget to keep an eye out for convention registration next month!

SYNERGY
eLinks

[California Bay Area Region](#)

[CE/CW Wage & Fringe Benefits Effective June 1, 2022](#)

[Market Advancement Memorandum of Understanding](#)

[UPDATE - COVID-19 Prevention Emergency Temporary Standards What Employers Need to Know About the April 21 Standards](#)




[What Employers and Workers Need to Know about COVID-19 Isolation & Quarantine](#)

[MCAA, NECA and SMACNA Release a Joint Tool and Equipment Rental Guide](#)

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



June 2022

Sun	Mon	Tue	Wed	Thur	Fri	Sat
		1	2	3	4	
		Retirement Trust @ Local 302 9:00 a.m.	JATC  Apprentice Graduation Hilton Concord			
5	6	7 Election Day 	8	9	10	11
					Health & Welfare Trust @ Local 302 11:00 a.m.	
12	13	14 JATT 2:00 p.m. via Zoom	15	16	17	18
19	20	21 Summer Begins 	22	23	24	25
Father's Day					Electrical Industry Trust @ Martinez Training Center 11:45 a.m.	
26	27	28	29	30	Upcoming Holidays <u>July 1st - Off Day</u> (Inside Only) <u>July 4th - Independence Day</u> (Sound and Inside)	



CONTRA COSTA CHAPTER
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