



SYNERGY

OUR 59TH YEAR

CONTRA COSTA CHAPTER

March 2022

REMINDER: INSIDE WIREMAN WAGE RATE INCREASE

Effective February 28th

The members of IBEW Local Union 302 voted to allocate their \$3.00 per hour increase effective February 28, 2022 as follows: \$1.50 Wages, \$1.00 Pension, \$0.50 Health & Welfare.

This is the final increase scheduled under the existing Inside Agreement, which expires on May 31, 2022. We are in the process of negotiating the successor agreement, and we will make you aware of any changes through this newsletter.



[New Wage Rates](#), [Cost-Per-Hour Sheets](#), and [Shift rates](#) reflecting the \$3.00 hour increase can be found at:

<http://www.ccneca.org/Wages.html>



REMINDER: Cal/OSHA is reminding California employers to post their 2021 annual summary of work-related injuries and illnesses, including those related to COVID-19, in a visible and easily accessible area at every worksite.

Instructions and form templates are available for download from Cal/OSHA's [Record Keeping Overview](#). The overview gives instructions on completing both the log (Form 300) and annual summary (Form 300A) of work-related injuries and illnesses. The annual summary must be placed in a visible and easily accessible area at each worksite.

Click [here](#) to read the entire News Release.

POLITICO ALERT

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COVID PAID LEAVE REINSTATED

Today Governor Newsom signed Senate Bill SB 114 which reinstates up to 80 hours of COVID-19 related Supplemental Paid Sick Leave (SPSL) for all employees working for California employers who employ more than 25 people.

The SPSL becomes effective immediately as the statute applies retroactively to January 1, 2022 and ends on September 30, 2022.

Rate of pay under SPSL is the same as normal paid sick leave under Labor Code Section 246 (wages only), with pay caps of \$511 per day and \$5,110 in aggregate.

Employers must provide employees with written notice that sets forth the amount of SPSL the employee has used through the pay period on either the employee's itemized wage statement or in a separate writing provided on each pay day. The employer shall list zero hours used if a worker has not used any SPSL.

If an employee is eligible for exclusion pay under the Cal/OSHA Emergency Temporary Standard, the paid leave provided under the Cal/OSHA Emergency Temporary Standard does not count towards SPSL (Cal/OSHA exclusion pay only applies when an employee cannot work due to work-related exposure or illness). In addition, employers cannot require the employee to use any other paid or unpaid leave, paid time off, or vacation time provided before the employee uses SPSL or in lieu of SPSL.

Employers are required to post a notice to be developed by the Labor Commissioner about SPSL. If an employer's covered employees do not frequent a workplace, the employer may satisfy this requirement by disseminating the notice through electronic means, such as e-mail.

There are two buckets of leave available under the new law, up to 40 hours each. The eligibility requirements for using SPSL in each bucket are as follows:

40 Hour Bucket #1- Qualifying Reasons:

1. The employee is subject to a quarantine or isolation period related to COVID-19 as defined by an order or guidelines of the State Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer who has jurisdiction over the workplace. If the covered employee is subject to more than one of the foregoing, the covered employee shall be permitted to use COVID-19 supplemental paid sick leave for the minimum quarantine or isolation period under the order or guidelines that provides for the longest such minimum period.

40 Hour Bucket #1- Qualifying Reasons continued:

2. The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
3. The employee is attending an appointment for themselves or a family member to receive a vaccine for protection against contracting COVID-19. An employers may limit the leave for symptoms for each vaccination or booster to 3 days (24 hours) unless the employee provides verification from a health care provider that the employee (or their family member) is continuing to experience adverse symptoms.
4. The employee is experiencing symptoms, or caring for a family member experiencing symptoms, related to a COVID-19 vaccine that prevent the employee from being able to work or telework.
5. The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
6. The employee is caring for a family member, as defined in subdivision (c) of Section 245.5 of the Labor Code, who is subject to an order or guidelines by an order or guidelines of the State Department of Public Health, the federal Centers for Disease Control and Prevention, or a local health officer who has jurisdiction over the workplace or who has been advised to self-quarantine by a health care provider.
7. The employee is caring for a child, as defined in subdivision (c) of Section 245.5 of the Labor Code, whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.

40 Hour Bucket #2 - Qualifying Reason:

If the employee or a family member for whom they are providing care tests positive for COVID-19. The employer may require documentation of positive test for the employee or family member. No paid leave is required if the employee or family member refuses to test or show documentation.

We continue to push for a dollar-for-dollar state tax credit to offset the costs of the leave for highroad construction employers who pay primum wages. We hope to achieve this solution during further budget discussions.

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COVID-19 Supplemental Paid Sick Leave (SB 114) **Notice Requirement**

As previously reported, Governor Gavin Newsom signed legislation (SB 114) on February 9, 2022, which reinstated COVID-19 Supplemental Paid Sick Leave (SPSL); providing eligible employees up to 80 hours of paid leave for COVID-19-related issues. As the measure was passed using early budget action, there was a 10-day grace period before employers had to comply with the new law on February 19, 2022. The SPSL is retroactive to January 1, 2022 and will remain in effect through September 30, 2022.

In addition to complying with the leave requirements by February 19, 2022, employers must also include certain information on employee paystubs and post notice about the law in the workplace.

PAYSTUBS

Employers must provide employees with written notice that sets forth the amount of SPSL the employee has used through the pay period on either the employee's itemized wage statement or in a separate writing provided on each pay day. The employer shall list zero hours used if a worker has not used any SPSL.

WORKPLACE POSTING

The law requires the Labor Commissioner's office to create and make available, no later than February 16th, a workplace posting notice. That posting is now available on the Labor Commissioner's [website](#).

Employers must post the notice in a conspicuous location at their worksite and provide it to employees working remotely. Under the law, employers are expressly authorized to electronically distribute the poster to their remote workforce using email.

We continue to pursue a tax credit to offset the costs of the SPSL mandate that is usable by construction employers. To assist in that effort, we have developed a grassroots platform to allow individual contractors to be heard. If you haven't already, please go to www.unioncontractorvoice.com to alert Governor Newsom and your legislative representatives that you support a dollar-for-dollar tax credit for high wage paying employers to offset the cost of the leave.

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Support a Dollar-for-Dollar Tax Credit to Offset the Cost of COVID Paid Leave – Get your Union Contractor Voice Heard!

We continue to pursue a tax credit to offset the costs of the reinstated COVID-19 Supplemental Paid Sick Leave, and because this issue is so important, we developed an additional tool to get our contractors' voices heard. See link below:

www.UnionContractorVoice.com

UnionContractorVoice.com is a grassroots platform dedicated to California union-signatory construction employers. We will use the platform to focus on the most pressing issues impacting the union construction industry and empower union contractors, large and small alike, to take action. This new tool will ensure that the unique, collective voice of California's union-signatory contractors is heard.

Now contractors have a new and improved way to engage on the COVID paid leave tax credit issue and other top issues facing the union construction industry in the future.

Please take a moment to visit the [site](#), take action, and ensure your Union Contractor Voice is heard!

Basic Estimating of Electrical Construction Virtual Classroom

Tuesday, March 15 - Thursday, March 31, 2022

10:00 a.m. - 12:00 p.m. ET

or

Tuesday, March 15 - Thursday, March 31, 2022

1:00 p.m. - 3:00 p.m. ET

To register for either of the two sessions, log in to the [NECA National Website](#) then click the “Education” tab and scroll down to see Upcoming Courses. Contact Sharon Spare at the Chapter office (925-372-3222) if you need any assistance.

This interactive, live, online event presents a blended learning course that focuses on process for assembling an estimate including: developing material lists, applying labor unit data, material takeoff and application of direct job costs, overhead, and profit.

This live online classroom brings the best of NECA's Basic Estimating program to a virtual environment. This class will cover the same objectives and activities as NECA's renowned in-person class.

This program focuses on understanding the cost components of electrical estimating, instilling industry best practices, all while developing a sound estimating process. Topics are presented in a lecture format followed by hand-on estimating exercises to reinforce the principles learned. Through the hands-on exercises participants will be expected to perform a takeoff, develop a material list, lookup and apply labor units using the NECA Manual of Labor Units, summarize the costs of the estimate, and apply overhead and profit to the estimate. Each lesson builds upon the previous one, with all the learning coming together through a simulated bid opening on the final day.

Through active participation and completion of this course participants will be able to:

- Define estimating terminology
- Recognize and identify electrical symbols
- Identify potential estimating errors and correct them
- Understand the costs associated with electrical construction
- Prepare an estimate for a commercial electrical project including identifying the scope of work, organizing a material takeoff, applying labor units, summarizing costs and calculating a bid price for the project.

Class Setup and Organization

This class will take place virtually over several weeks. Participants are required to participate in each class session and complete all homework. Facilitators will be available for office hours to answer any questions you have.



New Member



3D Technical Services, Inc. located in Clayton, is our newest Chapter Member.

Mr. Dan Farley is the accredited representative. Their office number is (925) 691-5543.



SYNERGY
eLinks

[UPDATED: COVID Paid Sick Leave FAQs.](#)

[Bill Text - SB-114 Employment:](#)

[COVID-19: supplemental paid sick leave. \(ca.gov\)](#)

[New NEBF Option to Receive In-Service Distributions at Age 72](#)

[Updated Inside Wireman Wage Rates - Effective February 28th:](#)

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

[Sound and Communications Wage/Fringe Benefit Schedules](#)

[CE/CW Wage and Fringe Benefits](#)

[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](#)



March 2022

Sun	Mon	Tue	Wed	Thur	Fri	Sat
		1 Negotiations Session No. 3 Local 302 @ 5:30 p.m.	2	3 JATC Training Center Martinez 2:00 p.m.	4	5
6	7	8 Negotiations Session No. 4 Local 302 @ 5:30 p.m.	9 Retirement Trust Local 302 @ 9:00 a.m.	10 Sound & Communications Apprentice Interviews Training Center MTZ @ 9:00 a.m.	11	12
13 	14	15 Health & Welfare Trust Local 302 @ 11:30 a.m. Negotiations Session No. 5 Local 302 @ 5:30 p.m.	16	17 	18	19
20	21	22	23	24	25	26
27	28	29	30	31	District IX 2022 Meeting Indian Wells, CA	