



Synergy

OUR 51ST YEAR

CONTRA COSTA CHAPTER

JANUARY 2014



A Legend Retires

On December 31, Laramie Dorcy officially retired as a member of our Chapter staff. She had managed the accounting of the Chapter and the various Trust funds for over 20 years. At one time she managed the books of account for not only NECA, but also the Electrical Industry Trust, the NEBF, the Retirement Trust, the Apprenticeship Trust, the Labor-Management Trust, Mission 2000, the NECA West Bond fund and the Statewide LMCC as well as doing all of the data entry for every electrician who appeared on an employers payroll in Local 302's jurisdiction. That is an enormous volume of detail that has to be executed flawlessly. Legend has it, she once made a \$.29 transposition error, but we were never ever able to actually verify that.

Fabulous
Exceptional CONGRATULATIONS
Fabulous CONGRATULATIONS
Terrific OUTSTANDING
Fabulous OUTSTANDING
Exceptional Terrific

Rewired...



... not Retired!

Although she is officially retired she has agreed to continue to handle our accounting here at NECA for a while longer as an independent contractor. I'm certain that I speak for the entire industry in thanking Laramie for her fabulous work and being so much fun to work with. We wish her all the best in her retirement, but we are glad she will still be keeping an eye on us around here.



*The Dark Pink Rose:
Appreciation and Gratitude*

January Membership Meeting

The next regular meeting of the Chapter Membership will take place on Tuesday, January 28, 2014, beginning with cocktails at 6:00 p.m. at the Back Forty Texas BBQ Roadhouse, in Pleasant Hill, CA.



We will be reviewing the results of the Partnering Program and discussing the Inside Negotiations with IBEW Local 302, which are set to begin in March.

Pursuant to the Chapter Bylaws, an election will be held at the January meeting to fill two positions on the Chapter's Board of Directors. The terms of Ray Trebino and Skip Stewart will expire in January 2014. The Chapter Nominating Committee of Jim Szuch, Jr. and Casey Dias have renominated both Ray and Skip. Additional nominations may be made from the floor by any member in good standing.

As is the case in all Chapter matters requiring a vote, only the accredited representative or designated alternate will be eligible to vote at the January meeting.



Largest 75 Construction Projects Ranked by Construction Costs

Locally Researched by: Ahavah Revis, San Francisco Business Times

The San Francisco Business Times recently published its bi-annual list of the [Largest Construction Projects](#) in the Bay Area. I guess the term "Bay Area" can mean different things to different people. For purposes of the report, it includes Alameda, Contra Costa, Marin, San Francisco, and San Mateo counties and the city of Palo Alto. When I think of all the large projects going on in the Bay Area, the 49ers stadium and the new Apple campus come to mind among many other projects in Santa Clara county. They are omitted in this "Bay Area" compilation.

So I am looking through the report, waiting to see something here in Contra Costa to chirp about as we are traditionally well-represented in this survey. Still waiting after page one. Then page two. Nada. It's not until page three, Number 55 that ends up being our only mention on this rather elaborate list. It makes me wonder about the Las Vegas odds of that event occurring, and some of the reasons we are not participating in what many areas are calling a robust construction economy. More on that later. For now, let's call this the bottom, and hope it is all uphill from here.

CONTRA COSTA CHAPTER, NECA MARKETING SURVEY



SECOND REQUEST

Checking Our Assumptions

We hoped for a better response to our marketing survey and ask that all members please take(10) minutes or less to complete one if they have not already done so. We would like input from all NECA contractors — not just the permanent members of our Chapter, as we want to be sure to represent the interests of all NECA members. There is no identifying information that will be exposed by your responses.

Please give us the benefit of your input so that we can continue to do the very best possible job of representing you going forward.

Thank you.

Michael Geller

Department of Labor Will Survey Contractors in 2014

We have been notified that the U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division will be conducting a statewide survey of [Building Construction Wage Rates](#) on both federal and non-federal projects (both public and private) during fiscal year 2014.

Although we do not have a lot of federal facilities (relative to other areas) the work at the former Concord Naval Weapons Base, and the Social Security Administration in Richmond are representative federal facilities with plans for future expansion.

We will be asking for help from each of our contractors to make sure we are represented in the survey. Please do your part when Tim Pangilla, our Labor Compliance Facilitator calls on you to help provide data for the survey. The last time we did this (circa 1986), it took less than an hour for each contractor to put together the completed WP10 forms. Further details will be forthcoming.

**Wage Determinations OnLine.gov**

Safety Toed Footwear Issue Resolved

Chapter and Local 302 have come to resolution on an issue that has been troublesome for our industry over the past several years. In December, the Chevron Refinery in Richmond initiated a requirement that all employees of outside contractors have steel toed boots as a requirement of working in their facility. In December, our Local Management Cooperation Committee (LMCC) agreed to handle the issue in a manner similar to the TWIC Card (Transportation Worker Identification Credential) which is required of all individuals requiring unescorted access to secure areas of regulated facilities and vessels (Ports). Under the agreement, the LMCC will reimburse the individual the actual cost up to \$100 (with a receipt) provided the expense was incurred with a job where the owner established the footwear requirement as a condition of the job.

The last time this issue surfaced was in 2009, when the Shell Refinery in Martinez, had a similar requirement. The Council on Industrial Relations (CIR) ultimately ruled that the employers failure to pay for the additional safety gear did not violate our agreement.



Our Labor Management Cooperation Committee (LMCC) is funded by an equal 23 cent per hour contribution from both the employer and the employee. The LMCC reimbursement seems a legitimate compromise, as both will share in the expense.

If the requirements for any of your projects in Contra Costa County require either the TWIC Card or Steel Toed Safety Boots, please direct your affected employees to Local 302 for reimbursement.



New Employment Laws Affecting Businesses In 2014

The California Chamber of Commerce has a list of new employment laws (link below) that took effect on January 1, 2014 unless otherwise specified.





Workers Compensation Dual Wage Verification Update

Change in Payroll Record Requirements Will Benefit Unionized Employers

In addition to increasing the dual wage thresholds in ten different construction classifications, including electrical wiring, the Insurance Commissioner recently approved amendments to the California Workers' Compensation Uniform Statistical Reporting Plan—1995 (USRP) to require that a collective bargaining agreement may be used to verify the hourly wage for purposes of assignment of a high wage classification. Both changes will take effect on Jan. 1, 2014.

Under changes adopted by the WCIRB in 2008, contractors in dual wage classes were forced to produce time cards showing all start and stop times for the workers if they are reporting wages in the high wage classification. Employers that didn't meet this standard faced the prospect of having their entire high wage payroll moved to the low wage classification at increased rates.

Historically, our contractors record only the total hours worked rather than maintaining time cards that list actual start and stop times. The 2008 change created unneeded paperwork and cost for most of our employers. Under the new rule, union employers will be able to prove the hourly rate paid by producing their collective bargaining agreement.

The change didn't come easy and was debated at length by WCIRB's Classification and Rating committee. Some carrier members expressed concerns that this will increase the complexity of the payroll audits and/or dilute their effectiveness. The rule change allows auditors to either use time cards as usual to validate the hourly rate of pay or go to the collective bargaining agreements to determine the hourly wage.

Payroll Record Requirements



The new rule reads as follows:

The assignment of a high wage classification to any non-salaried employee is contingent on verifying that the employee's hourly wage equals or exceeds the specified wage threshold. The determination of the regular hourly wage must be supported by one of the following sources:

- Original time cards or time book entries for each employee. Original records must include the operations performed, the total hours worked each day and the times the employee started and ended each work period throughout the workday. At job locations where all of the employer's operations cease for a uniform unpaid meal period, recording the start and stop times of the uniform break period is not required.
- A valid collective bargaining agreement that shows the regular hourly wage rate by job classification of a worker. If using a collective bargaining agreement, the records must include an employee roster by job classification that permits the reconciliation of individual employees to the job classifications set forth in the collective bargaining agreement.

Architecture Billings Index

December 2013—Index 49.8



Any score above 50 indicates an increase and score below 50 indicates a decline.

Click [Here](#) to read full article.

Existing Project Labor Agreements in Contra Costa County

Entity	Threshold
Contra Costa Community College District	\$2,000,000
East Bay Municipal Utility District Contra Costa County (Pending)	\$2,000,000
West Contra Costa Unified School District	\$1,000,000
Pittsburg Unified School District	\$1,000,000
Contra Costa Water District (Not Official)	\$1,000,000
Federal Government	\$5,000,000
Bay Area Rapid Transit	Project by Project.

[NECA Logo Gallery](#)



All NECA members are encouraged to use our logo on business cards, advertising, contract proposals, etc. You can access the different file formats you might need for various printing projects at the above link "Neca Logo Gallery."

SYNERGY eLinks

[Contra Costa Chapter Marketing Survey](#)

[Largest Construction Projects](#)

[New Employment Laws](#)

[Personal Best](#)

JANUARY

2014



NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

CONTRA COSTA CHAPTER

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Sun	Mon	Tue	Wed	Thur	Fri	Sat
			1 <u>NEW</u> <u>YEARS</u> <u>DAY</u>	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 <u>HOLIDAY</u> Martin Luther King, Jr. Day	21	22	23 <u>JATC</u> 3:00 p.m. Training Center Martinez	24	25
26	27	28 <u>NECA</u> Bd 4:30 p.m. Chapter 6:00 Back Forty Pleasant Hill	29	30	31	



*On behalf of the Chapter Board of Directors and Staff
and our National Association,
we thank you for your continued support.*