

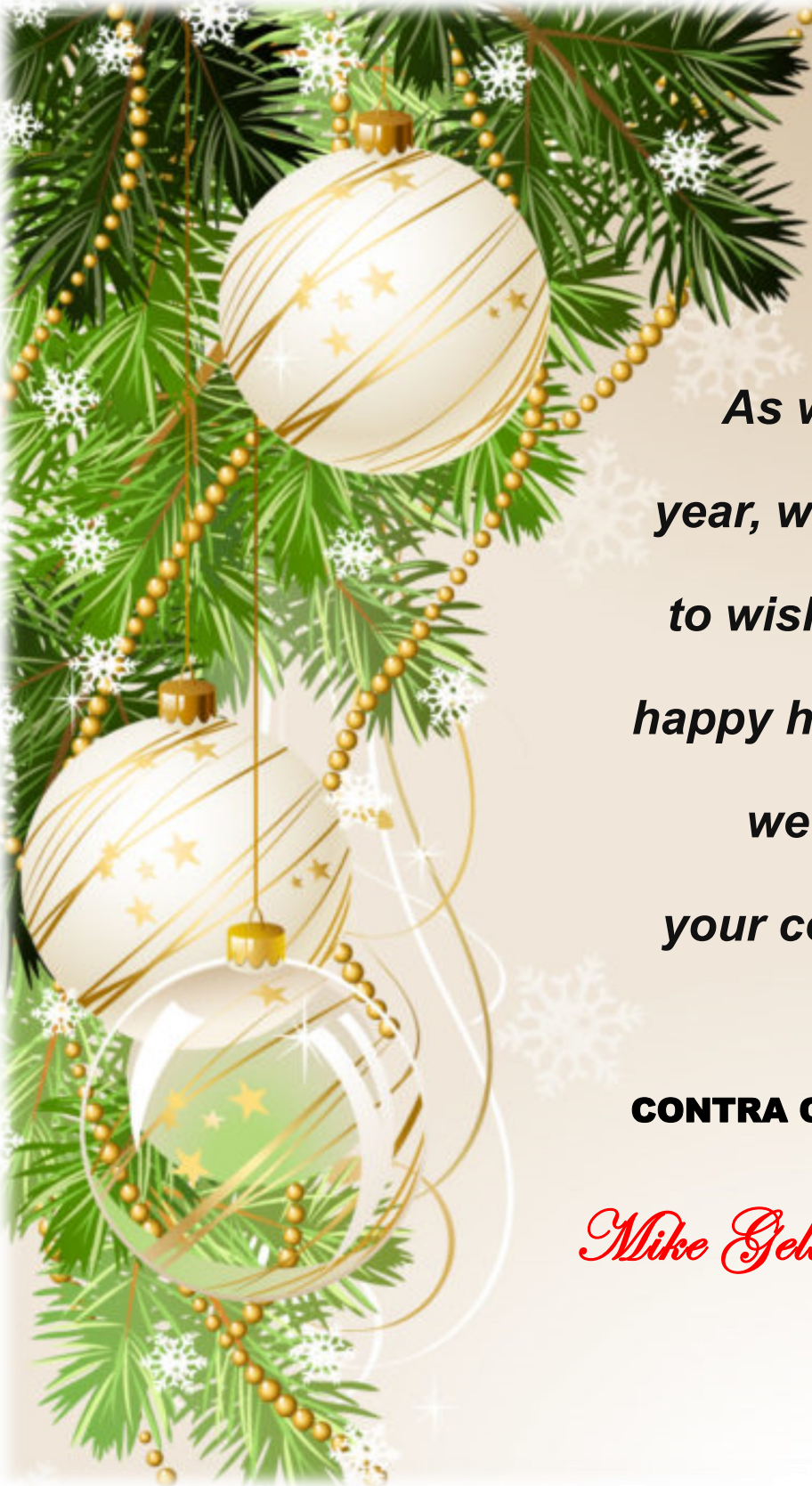


SYNERGY

OUR 53RD YEAR

CONTRA COSTA CHAPTER

DECEMBER 2016



*As we close 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 & Sharon Spare



Seasons Greetings come with Notable Changes:

Reminder: Foreman Call Language Changes January 1st

This will serve as a final reminder that in 2015 Inside Negotiations, the “Foreman Call” provision (page 10) of our agreement was changed. Beginning on January 1st of next year, in order to call an individual off the book as a Foreman, he or she must have completed the 32-hour Foreman Training Course through the JATC.

We purposely delayed the effective date of this provision to give individuals time to take the class through the JATC. To date, nearly 100 people have done so. The 32-hour class meets the state certification requirement for continuing education. Our thinking was that it would not hurt anyone to improve their supervisory skills, and we would like as many people in our workforce as possible to “Think and Act like the Boss.”

We should also point out that you have the right to chose who will act as foreman on any job. There is no requirement that an individual have the class -- it is only needed to take a foreman call.

INSIDE WIREMAN AGREEMENT

Article II, Section 12 -

The Employer shall have the right to call foreman by name provided: . . .

iv. Effective January 1, 2017:

The individual must have completed the 32-hour Foreman Training Course through the Joint Apprenticeship and Training Committee.



Expanded Manpower Portability Agreement with Locals 332 & 595 Terminated

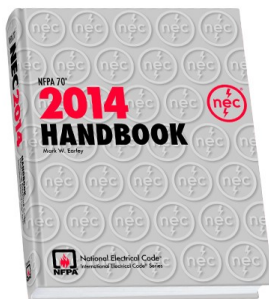
We received [notification](#) from Gerald Pfeiffer, Business Manager of IBEW Local 332, that he was terminating the [Expanded Manpower Portability Agreement](#) between Locals 302, 332 and Local 595, effective December 4, 2016.

As a result of this cancellation, Contra Costa-based employers that have work in Locals 332 and/or 595 *operating under the Expanded Manpower Portability Agreement* will be reduced to the National Portability rule effective December 4, 2016.

The [National Manpower Portability Agreement](#) allows up to four bargaining unit employees to work in another local union area (jurisdiction). There are other portability agreements that exist between NECA and IBEW at various levels that you may be able to use as well.

We would also like to make clear that this in no way affects our employers that operate under the Sound and Communication Agreement, as you have full portability under that agreement.

2014 National Electrical Code



Beginning with permits issued after January 1st, the 2014 NEC will govern electrical work in California. We suggest you familiarize yourself with the [most significant changes](#) provided by Michael Johnston, Director of Standards and Safety at our National office. You will also need new reference publications. We will be ordering copies of the NEC 2014 Handbook from NFPA for our members that wish to purchase them.

The softbound Code book is \$85.50, while the Code Handbook sells for \$162.00. The handbook contains the entire NEC as well as commentary (which in many cases is much more useful) and designates sections that have been added, modified or deleted. In fact, I am not sure why anyone would want a regular code book anymore.

If you would like to order, please let us know by December 20th via email at sspare09@sbcglobal.net or call 925-372-3222 x10.

Seminar:



February 3rd

**Dr. Awad Hanna, Ph.D., P.E.
President, Hanna Consulting Group, Inc.
Professor, University of Wisconsin, Madison**

Will be presenting:

QUANTIFYING, PRESENTING & NEGOTIATING the Cumulative Impact of Change Orders

We are pleased to announce that the Electrical Industry Trust will be sponsoring another educational program featuring [Dr. Awad Hanna](#). For those of you who have not had the opportunity to attend one of his seminars in the past, Dr. Hanna is a professor at the University of Wisconsin, Department of Civil and Environmental Engineering and is considered today's leading North American researcher working in the area of construction productivity. In fact, he literally "wrote the book" on construction productivity.

This seminar will address logically and efficiently, how to remove the emotion, take the facts and assemble them in a way that allows the client can to understand your intent is not enrichment, but an equitable adjustment to the contract amount. You will also receive instruction in presenting narrative and verbal presentations and negotiation techniques that are reasonable and not inflammatory.

Quantifying, Presenting and Negotiating the Cumulative Impact of Change Orders will be presented at our Training Center in Martinez on Friday, February 3, 2017 from 8:30 a.m. to 12:30 p.m. The program, including all materials and lunch, is free of charge to anyone representing one of our signatory contractors. The class is limited to 30 participants and will fill quickly. If you would like to attend, please respond [here](#) at your earliest convenience.

Maximizing Your IIPP

Every employer should know it is important to have an Injury and Illness Prevention Program (IIPP) that complies with [Cal/OSHA's safety standards](#). The difference between a good IIPP and a great IIPP can mean the difference between life and death for your employees. A great IIPP sets the tone and expectations for the safety culture and behaviors in a company. If your IIPP is a dusty template in a binder and not a living, breathing guide, your employees cannot make changes to maximize its effectiveness.

When was the last time your IIPP was audited?

An annual audit insures that the IIPP reflects the status of your company's:

- Employees
- Work tasks
- Equipment and materials in use

Are all of the following items up to date?

- The safety committee members.
- The resources and contacts.
- The responsibilities assigned to each employee.
- All company locations and operations.
- Safety documents for: communications, trainings, hazard identification, and corrective actions.



Set the tone for safety in the introduction of your IIPP document.

- Have your company leader write an introduction and the leadership team sign the first page.
- Clearly state the goals and expectations for the company's safety program.
- Identify the ways that safe behaviors will be encouraged and unsafe choices will be evaluated and corrected.
Review the critical hazard identification, control, and correction steps that your company takes, and document them in your IIPP.
- Outline how frequently site and equipment inspections should take place. Provide step-by-step instructions on how to conduct inspections and document them. Supply inspection form examples and templates in an easily accessible and usable format.
- Identify the process for conducting job hazard analyses (JHA). Provide a template for evaluating job classifications and tasks to control and prevent hazardous exposures.
- Give easy to follow steps for accident, incident reporting, and investigation. Include forms and report templates to make the investigations useful and beneficial to prevent future incidents.
- Make hazard-reporting forms available for employees to communicate safety hazards and concerns; ensure this process has a clear chain of command to evaluate and respond to the reports and employees.

What other resources can you add to ensure that the IIPP is a living, breathing document that employees use for safety advice, actions, directions, and evaluations?

Consider developing procedures and resources for:

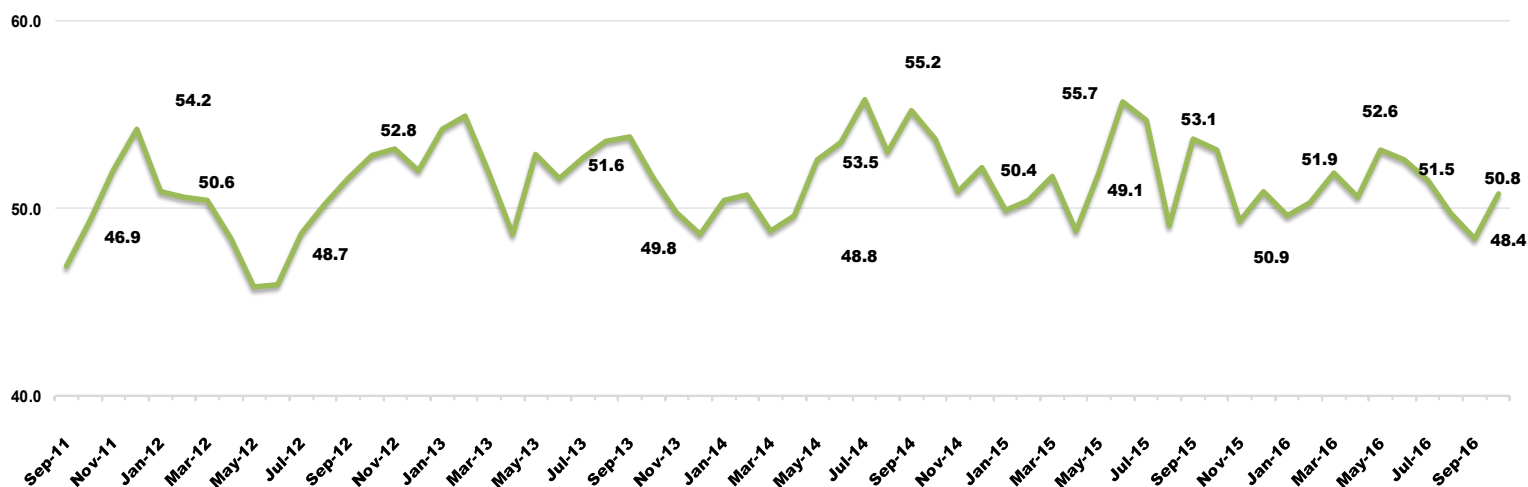
- Enhancing communication in regards to safety hazards, corrections, and activities.
- Developing the required safety programs for your workplace hazards.
- Adding language and elements to address hazards that do not require a separate written program.
- Providing all hazard-training needs through various methods to ensure employee retention and understanding.
- Tracking safety indicators and using metrics to measure your company's safety process.
It is difficult to achieve safety perfection, but if the company IIPP and culture includes a dynamic method to identify and correct safety issues, steady and continuous improvement in safety performance can be achieved.

Architecture Billings

Business conditions improve modestly. Gross revenue at firms expected to increase by 2 percent in 2017 . . . [read more.](#)

October ABI 50.8

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



SYNERGY eLinks		
SOUND & COMMUNICATION WAGE RATES EFFECTIVE DECEMBER 1, 2016	JATC INSIDE APPLICATION ANNOUNCEMENT	BAY AREA RESIDENTIAL BUILDERS
SOUND & COMMUNICATION COST PER HOUR SHEETS EFF. 12/01/16	JATC SOUND & COMMUNICATION APPLICATION ANNOUNCEMENT	NEBF SUMMARY PLAN INFORMATION
SMWB ALERT: FEDERAL JUDGE BLOCKS NEW OVERTIME RULE	NEW REPORT: U.S. ACHIEVING MASSIVE ENERGY SAVINGS FROM LEDs	2017 LOCAL 302 HOLIDAYS



December 2016

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
				1	2	3
4	5 <u>RETIREMENT</u> Martinez Training Center 10:00 a.m.	6	7	8 <u>HEALTH & WELFARE</u> Martinez Training Center 11:00 a.m.	9	10
11	12	13	14 <u>CODE COMMITTEE</u> Zio Fraedos 11:45 a.m.	15	16	17
18	19	20	21	22	23	24
25 Christmas	26 <u>HOLIDAY</u> Christmas Observed	27	28	29	30	31 New Years Eve



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