

## The Seven Habits of High Performing Contractors

**Seminar**



**March 4th**

Dr. Awad Hanna

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.

High performing contractors are set apart by their ability to make more money than their peers while simultaneously satisfying their customers. There are seven distinct habits that characterize such contractors. These habits will be examined along with a detailed action plan for each. These habits will extend over estimating, project management, and the integration of estimating and project management. Habits related to field supervision including superintendents and foreman, will also be discussed.

The Seven Habits of High Performing Contractors will be presented at our Training Center in Martinez on Friday, March 4, 2016 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.

## **Wireman Agreement Wage/Benefit Increase Effective February 29, 2016**

The members of IBEW Local Union 302 voted to allocate their entire \$1.25 per hour increase on February 29, 2016, to wages. There will be an additional increase of \$1.25/hour on February 27, 2017 and February 26, 2018. Our Agreement with Local 302 will expire on May 31, 2018.

New Wage Sheets and Cost-Per-Hour Sheets reflecting the \$1.25 hour increase can be found at:

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

## **CW/CE Health Contribution Rate Increase**

Effective with hours worked January 1, 2016, the Health and Welfare Trust contribution rate for the CW/CE MOU will increase from \$5.01/hour to \$5.21/hour. The twenty cent increase is the only change in the agreement until June 1, 2016, when a cost-of-living increase will be applied to all wage rates. Please continue sending your fringe benefit transmittals for work under this MOU to the NECA office in Martinez, and not to the same address that you send your Inside Wireman Agreement benefits. Also note that contributions are due at the NECA office by the 15th of the month after the hours are worked.

## **Reminder:**

### **Post Summary of Injuries Through April 30**

[Cal/OSHA Reminder to Employers](#)

The image shows a sample of the Cal/OSHA Form 300, Appendix A, titled "Log of Work-Related Injuries and Illnesses". The form is a table with multiple columns for recording incidents, including date, time, location, description of injury/illness, and the employee's name. It is designed for employers to maintain a detailed record of workplace safety incidents.

California law requires employers to post Form 300A from February 1 to April 30 of every year. It must be displayed in a conspicuous location where notices to employees are customarily posted. A copy of the "Summary" must also be made available to employees who move from worksite to worksite and employees who do not report to any fixed establishment on a regular basis. You must also keep it on file for a period of five years following the year to which it pertains. If your organization had ten (10) or fewer employees at all times during the last calendar year (peak employment) you are not required to keep records. The ten or more includes employment for the entire organization and temporary employees supervised on a day-to-day basis. For most of our NECA members, this means bargaining unit personnel and overhead staff. The information on Form 300A is summarized from your Form 300 and must be signed (certified) by the highest ranking company official working at the establishment.

# A Very Different Kind of Safety Meeting

As the owner of a contracting enterprise, you understand that the safety of your employees is one of the most important aspects of running your business. If you flip open your company safety manual, your policy statement probably says something like “It is the responsibility of each employee to support the company safety program and to perform in a manner that assures his or her own personal safety and the safety of others, including customers, visitors and other trades.” A significant part of your safety effort is spent on providing information to your workforce so they do not injure themselves. But what would happen, God forbid, if someone on a jobsite or in your building has a very different idea?

Even before some of the most recent incidents garnering attention, [Violence and other injuries by persons or animals](#) (no editorial intended) was the second leading cause of workplace fatalities. This may be somewhat controversial, but you may want to include “[Surviving on Active Shooter](#)” in one of your next safety meetings. The odds of an “active shooter” incident occurring at a workplace involving your employees is very small, but it might give you some peace of mind to share the information. The message in the video is that the best chance is to run as a first choice, hide as a second choice, and fight as a last resort option.



Regardless of whether you decide to use the video as a safety meeting, we highly recommend you share [The Truth About Violence](#) with your immediate family. Our minds are not wired to deal with personal conflict with strangers in a logical manner. Just having the opportunity to think about various situations that might arise at home or while traveling, and how you should react could make a very big difference in your life some day.

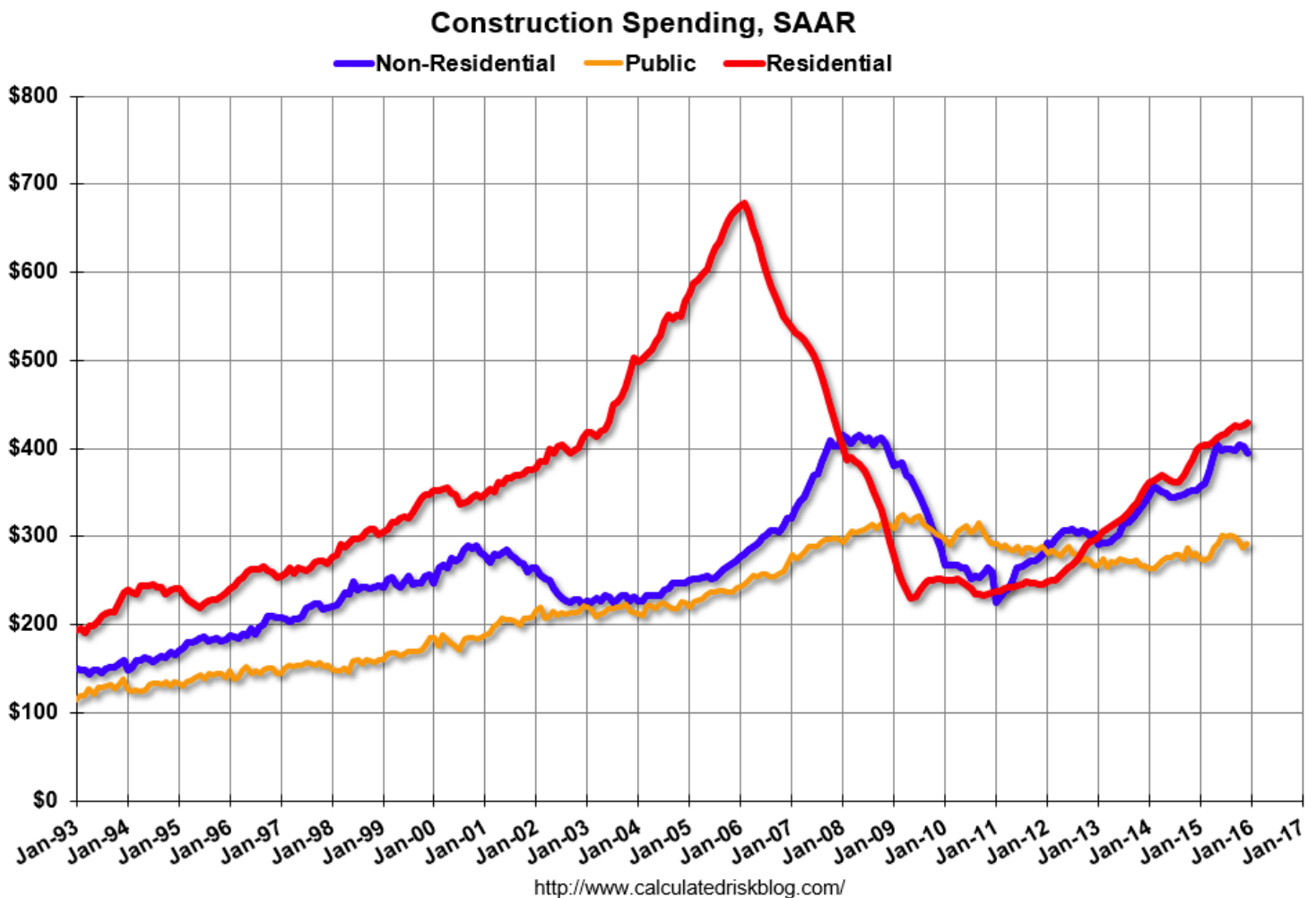
# **Contractor Guidelines During UNION ELECTIONS**

**From time to time, unions engage in the process of electing officers, delegates and representatives. Federal law requires that contractors and their supervisory personnel remain neutral throughout any such election process. With the Local 302 elections coming up in June, we thought it timely to present some guidelines that contractors and their supervisory personnel should follow.**

1. Never provide financial assistance to any union representative (aside from regular pay to stewards).
2. Never give or promise any type of benefit in exchange for employee's vote.
3. Never threaten discharge to influence an employee's vote.
4. Never ask employees to dissuade other employees from voting for a particular candidate.
5. Never distribute written materials or make statements to employees which disparage any union representative or candidate for office. Never distribute materials or make statements which favor one candidate over another or which advocate or suggest that employees vote for a particular candidate.
6. Never allow business representatives or candidates for office to campaign at the jobsite or place of business. Prohibit the posting of campaign materials.
7. Contractors (or contractor associations) may distribute materials to employees containing general factual information such as: the financial health of employee benefit trusts, the impact of a benefit increase on a pension fund's unfunded liability, and the loss of market to open-shop contractors. However, distribution of such materials in close proximity to a union election may be viewed as interfering with the election regardless of intent.

# CALCULATED RISK

Every picture tells a story, don't it?



**“Calculated Risk” a Finance and Economic blog by Bill McBride.**

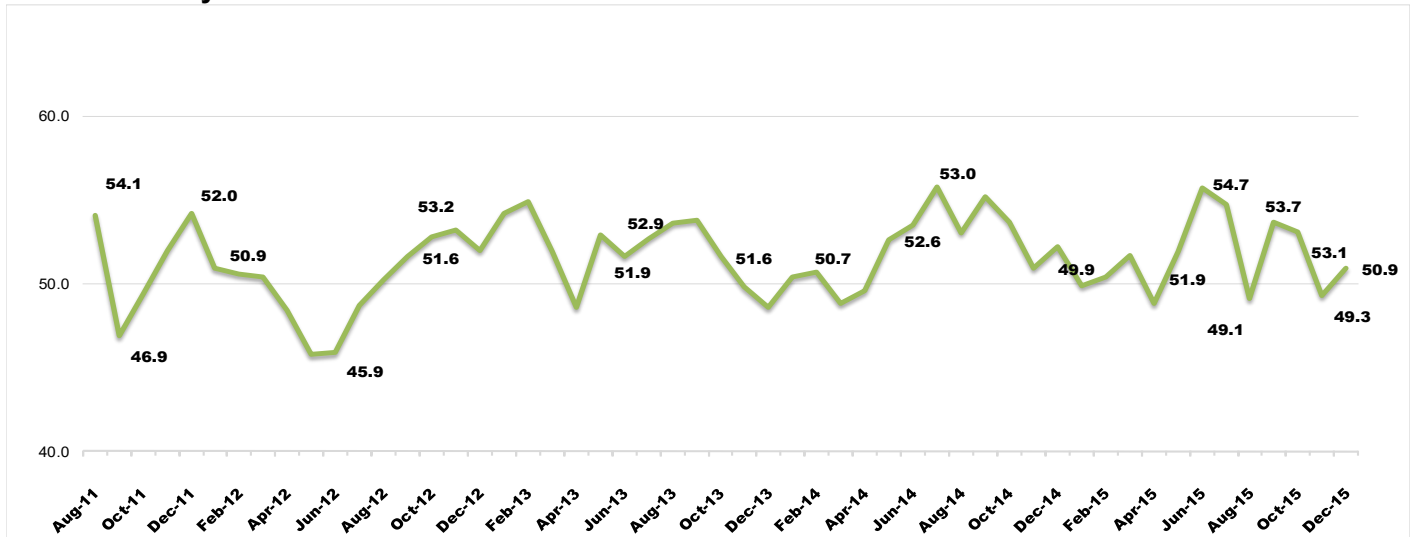
If you want to subscribe yourself, see the link below.

Click [Here](#).

# Architecture Billings Index Closes 2015 in Positive Territory . . . [read more](#)

## December ABI 50.9

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



## SYNERGY


<a href="#">NOTICE OF SUMMARY PLAN INFORMATION FOR THE NATIONAL ELECTRICAL BENEFIT FUND (NEBF)</a>	<a href="#">CALIFORNIA CONTRACTORS LICENSE LAW &amp; REFERENCE BOOK</a>	<a href="#">MAINTAINING YOUR CONTRACTORS LICENSE</a>
<a href="#">ACA REPORTING</a>	<a href="#">2016 HOLIDAYS FOR LOCAL 302</a>	<a href="#">SOUND &amp; COMMUNICATION WAGE RATES</a>
<a href="#">INSIDE WIREMAN WAGE RATES EFFECTIVE FEBRUARY 29, 2016</a>	<a href="#">INSIDE WIREMAN SHIFT RATES EFFECTIVE FEBRUARY 29, 2016</a>	<a href="#">SOUND &amp; COMMUNICATION COST/HOUR</a>
<a href="#">INSIDE WIREMAN WAGE RATES EFFECTIVE FEBRUARY 29, 2016</a>	<a href="#">INSIDE WIREMAN SHIFT RATES EFFECTIVE FEBRUARY 29, 2016</a>	<a href="#">COST PER HOUR SHEETS EFFECTIVE FEBRUARY 29, 2016</a>

[EMPLOYER CONTRIBUTION DUE DATE CHANGE EFFECTIVE MARCH 1, 2016](#)





*February 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	6
7	8	9	10	11	12	13
					<i>Off-Day</i>	
14	15	16	17	18	19	20
						
21	22	23	24	25	26	27
		Retirement <u>Trust</u> Training Center Martinez 10:00 a.m.		<u>JATT</u> Training Center Martinez 3:00 p.m.		
28	29					



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