



Synergy

OUR 51ST YEAR

CONTRA COSTA CHAPTER

March 2014

The Top 10 Things Employers Do to Get Sued

As a member of NECA, you have no doubt come to realize that the focus of the Association is centered on our relationship with our industry partner — the IBEW. Much of that work becomes codified in various collective bargaining agreements which sometimes seem to dictate the terms and conditions of just about everything. Contrast that rigidity with the people that work inside your office, and the relative flexibility they enjoy, and you have the dichotomy of the employment relationship in full view.



This brings to mind [“Mending Wall,”](#) by Robert Frost, a story of two New England neighbors that meet every spring to walk either side of the rock wall between their property and restack the stones that had fallen the past year. Although they are not quite sure why, the conclusion reached is that “Good fences make good neighbors.”

This may sound counter-intuitive, but in the world of work the same may be true. My sense is that many companies need to pay more attention to personnel issues, and much like the neighbors in the New England countryside, good fences have their place.

We have enclosed a publication released by the California Chamber of Commerce called [“The Top 10 Things Employers Do To Get Sued.”](#) which we highly encourage you to read. As you will quickly appreciate, lawsuits filed against employers can come from anywhere. To illustrate just how serious some employers/employees take the rest period issue, [read this story](#) from last weeks Contra Costa Times.

We have asked Roger Mason, our Chapter Attorney to review some of the employment law issues he has seen employers struggle with over the years. He will be our speaker at the March membership meeting (see article page two) and we encourage all company owners to attend the meeting. This will be a great opportunity for you to assess the situation in your own company, and try to think about any changes you might need to make going forward. Our Chapter meetings are always enjoyable, be sure to make a special effort to attend our March 27th meeting.

March Membership Meeting

The next meeting of the Chapter Membership will be held Thursday, March 27, 2014, at Massimo Ristorante located at 1604 Locust Street, in Walnut Creek.



Mr. Roger Mason, with the law firm of Sweeney Mason Wilson & Bosomworth, will be our featured speaker at the meeting. We have asked Roger to review some of the most problematic employment law concerns that he sees on a day to day basis for employers like you. To get you thinking about the subject, please review the article from the California Chamber of Commerce called "[The Top 10 Things Employers Do to Get Sued](#)" (page one). It should grab your attention.

We will also provide an update on the 2014 negotiations with the IBEW over the Inside Wireman's Agreement at the meeting. The parties will exchange their opening requests at the first negotiating meeting on March 17th.

⇒ ***Problematic
Employment Law
Concerns***

⇒ ***Update on 2014
Negotiations***

⇒ ***Chapter Board
of Directors
Election***

Also pursuant to the Chapter Bylaws, an election will be held to fill a position on the Chapters Board of Directors. This years nominating committee is Jim Szuch and Casey Dias. If you have an interest in running for the Board, please contact Jim or Casey to let them know.

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 March meeting.



NECA
SEPT.
27-30 **2014**
CHICAGO



Save the Date!

Plan to attend the 2014 NECA convention & trade show at McCormick Place West in Chicago, IL.

<http://www.necaconvention.org/>



New ELECTRI International Research Project Now Available to NECA Members



Blueprint for Electrical Contracting Firm Business Development

(Summary Flyer)

The researchers created a manual that provides Electrical Contracting (EC) firms with an understanding of business development and explains why business development is crucial to a firm's continued success and survival. The manual also shows through examples and case studies how to implement – successfully – a business development strategy.

While the manual applies to EC firms of all sizes, its focus is on the smaller EC firms that make up the majority and may not have the time and resources to dedicate to business development.

The manual provides a step-by-step process to develop a business plan that addressed each of the seven key elements as follows:

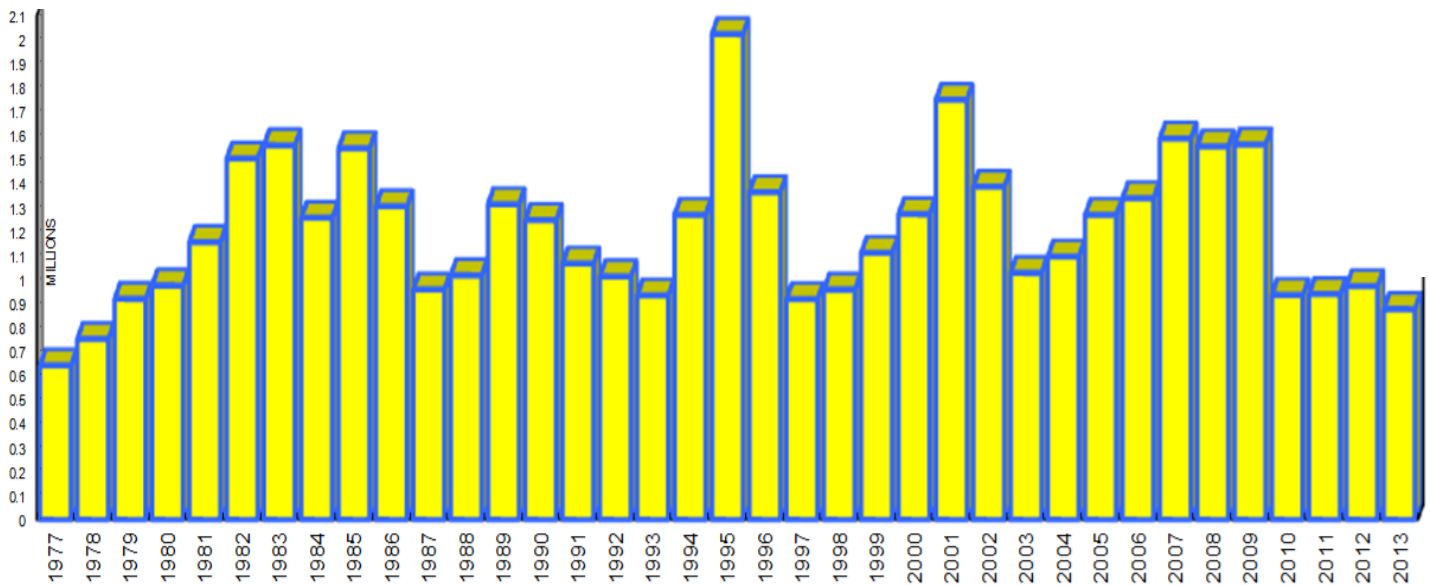
- ◇ Purchaser/Customer
- ◇ Product/Service
- ◇ People
- ◇ Production/Delivery
- ◇ Promotion
- ◇ Pricing
- ◇ Profit

NECA Members may download this manual in PDF (at no cost) at the following website:

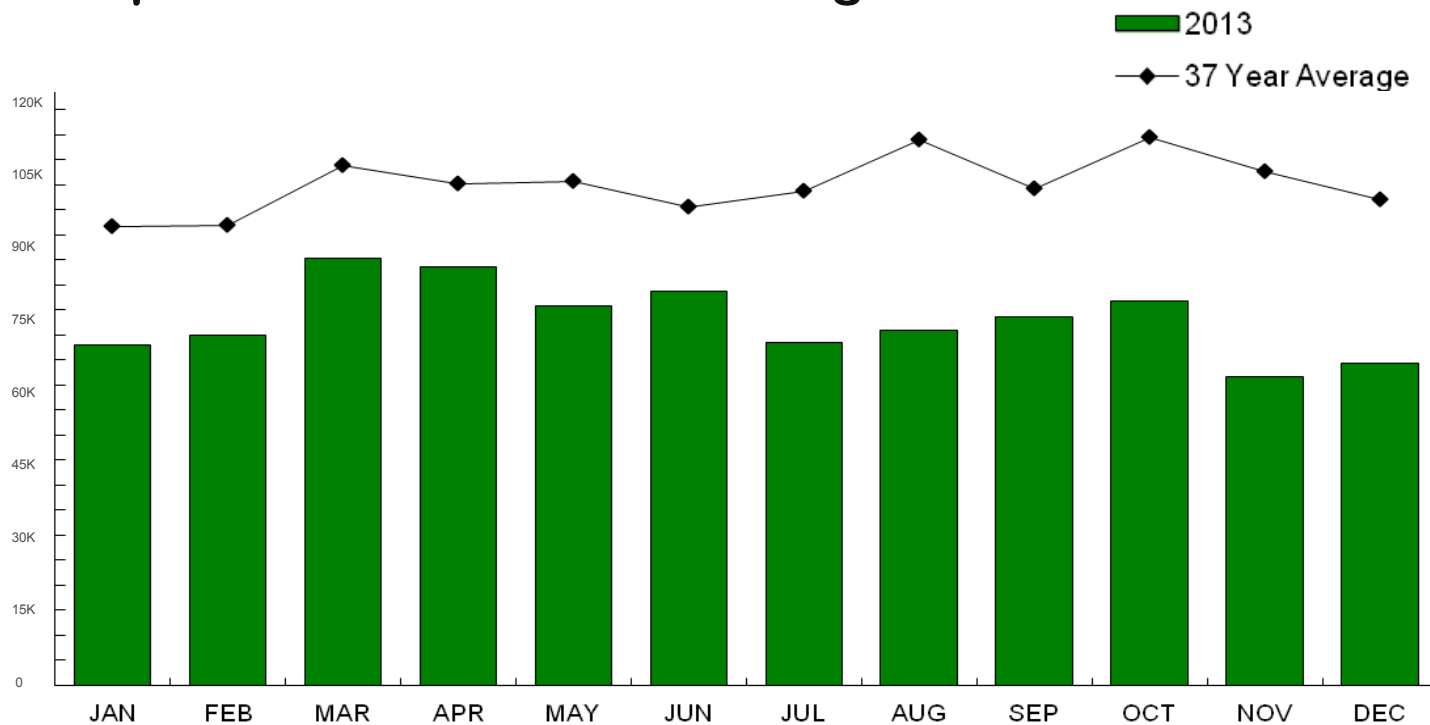
<http://www.electri.org/research/blueprint-electrical-contracting-firm-business-development>

(click on "Obtain Report").

Construction Manhours For IBEW Local 302 Electricians



Construction Manhours Compared with Historical Average



Architecture Billings Index

January 2014—Index 50.4



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

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



SYNERGY
eLinks

[“Mending Wall”](#)

[The Top 10 Things Employers Do to Get Sued](#)

[Contra Costa Times Article \(from Page One\)](#)


[Court Rejects PUC’s Approval of Oakley PG&E Plant](#)

[Blueprint for Electrical Firm Business Development Flyer](#)

[Personal Best](#)



March 2014

Sun	Mon	Tue	Wed	Thur	Fri	Sat
						1
2	3 JATC 3:00 p.m. Martinez Training Cent	4	5	6	7	8
9	10	11	12	13	14	15
16	17 INSIDE NEGOTIATIONS 4:00 p.m. Martinez Training Center	18	19	20 		21
						22 Frank Maio Retirement Dinner 5:00 p.m. Crown Plaza Concord
23	24 INSIDE NEGOTIATIONS 4:00 p.m. Mtz Training Center	25	26	27 NECA Board 4:30 p.m. Chapter 6:00 p.m. Massimo's Walnut Creek	28	29
30	31					



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