



SUMMER

OUR 54TH YEAR

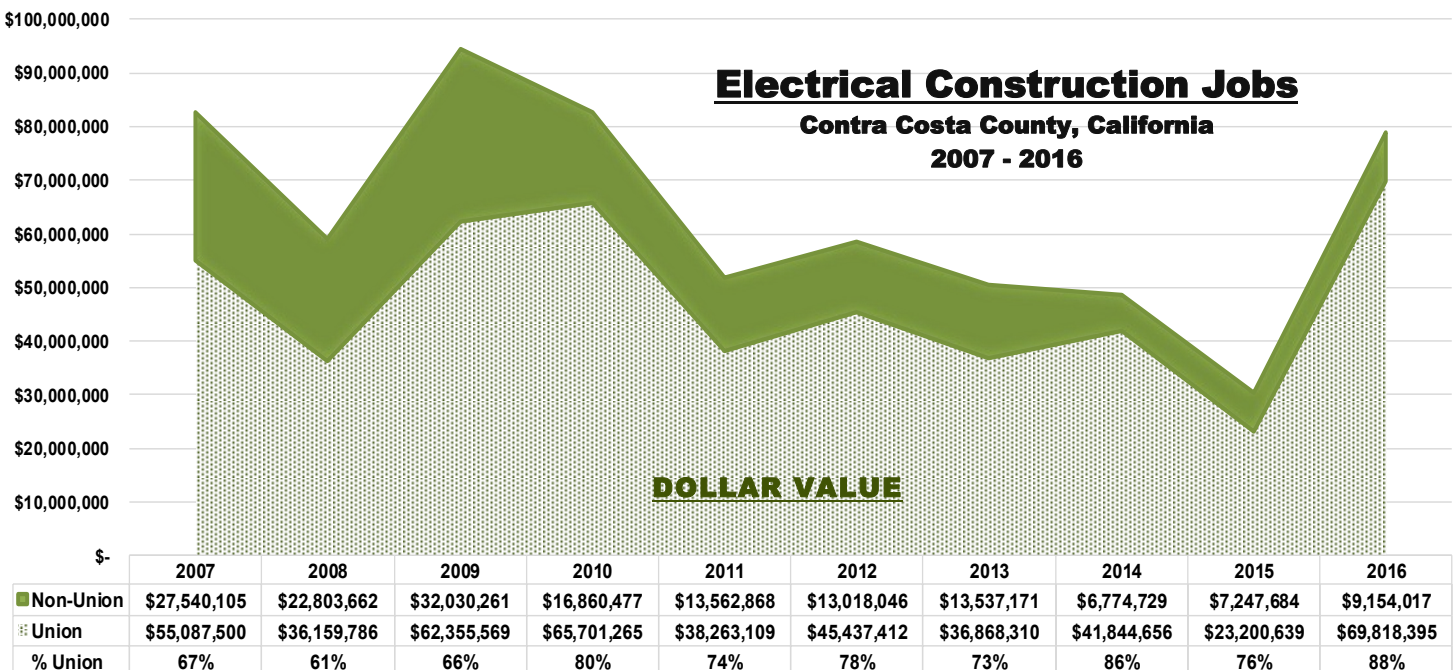
CONTRA COSTA CHAPTER

JANUARY 2017

2016 Public Works UPDATE 2017

Public Works projects have always been an important source of work for our local contractors. Although there are a number of downsides to contracting with government entities, from a signatory contractors perspective there are two major forces that make it appealing. The first is the Davis-Bacon Act and its companion at the state level that require the payment of “prevailing wages and benefits” by all contractors on such projects. In California, because of the method the state utilizes to compute the prevailing rate, that essentially means the locally negotiated union Building Trades rates.

MEASURING UP: From time to time we like to bring you up-to-date on our effort to be certain that all contractors performing public works are complying with the various laws and regulations that govern such work. Our effort began in earnest with our “Mission 2000” program in 1997 along with the Northern California Chapter of NECA and Locals 180, 302, and 595. In 2008, Local 302 and the Contra Costa Chapter developed our own program focused entirely on projects here in Contra Costa County. We hired Tim Pangilla as Compliance Facilitator, and he has built a very cost-effective program, the net result of which is approximately 20% more public works dollars going to our NECA-IBEW employers. We have linked a copy of Tim’s entire [Year-End Report](#) so that you can see where the numbers come from for all public works projects, with concentration in the areas of schools, roads, water and municipal.

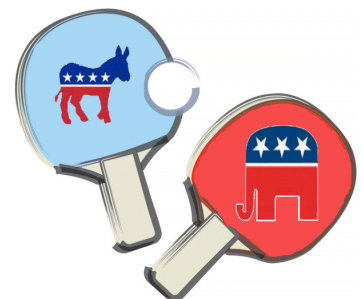


Contra Costa Governmental Entities With Project Labor Agreements

	<u>Threshold</u>
West Contra Costa USD	≥ \$1,000,000
Pittsburg USD	≥ \$1,000,000
John Swett USD	≥ \$1,000,000
Antioch HS Measure B Projects	≥ \$1,000,000
Contra Costa County	≥ \$1,000,000
Contra Costa Community College District	≥ \$2,000,000
Contra Costa Water District Board Selected Projects ...	≥ \$2,000,000
Federal Government	≥ \$12,000,000
BART- Federal Limits Board Selected	≥ \$12,000,000
East Bay MUD	≥ \$25,000,000
Pinole/Hercules Wastewater Treatment Plant Board	Selected Project
City of Brentwood.....	Selected Projects

PLA'S MAKE A DIFFERENCE: The second aspect of some public works projects can be even more important – the ability of a governmental entity to enter into an agreement with the Building Trades for a Project Labor Agreement (PLA), which generally require additional provisions to ensure projects get performed by qualified contractors rather than just the low bidder. The Contra Costa County Building Trades and IBEW 302 have been a driving force behind securing PLA's in California. Nearly 25 years ago, Contra Costa County was the first governmental entity in California to require contractors to perform work under a PLA. Since then, a number of other local entities have adopted PLA's, perhaps the most important of which is the West Contra Costa Unified School District. The important point we need to make here is that our reality is somewhat different from most of California and very different from the rest of the country.

One thing we will be looking for in the weeks ahead will be our new Presidents position on Project Labor Agreements (PLA's) on Federal Projects, and more importantly for us, Federally funded projects. President Obama signed an [Executive Order](#) shortly after taking office that re-established and allowed the practice. That order essentially reversed a similar order issued by George W. Bush that disallowed the practice. Bush's order essentially reversed Bill Clinton's order allowing the practice, which reversed George H.W. Bush's order disallowing the practice. Well, you get the idea . . . While I am not a fan of any Presidential Executive Orders (*as the first sentence of the Constitution's first article says, "All legislative powers herein granted shall be vested in a Congress"*), Donald Trump has said he plans to reverse every Executive Order of the previous administration. If the new administration convinces Congress to increase the Federal investment in infrastructure, and those dollars flow to the states, his decision on the existing Executive Order could prove to be very significant. He does have a history of utilizing the Building Trades on his projects. It will be interesting to see what happens. If past practice is a reliable guide, we should know by the end of February.



January Membership Meeting



The next regular meeting of the Chapter Membership will take place on Tuesday, January 31, 2017, beginning with cocktails

at 6:00 p.m., at Locanda-Ravello in Danville, CA.

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. This years' Chapter Nominating Committee is Michael Dias and Rick Henry. If you are interested in running for a Board position, please contact one of them.

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.

Click [Here](#) to RSVP



*Coming
Soon!*

DATE:

*February 3rd
2017*

LOCATION:

*Electrical Industry
Training Center
1255 Muir Road
Martinez, CA*

TIME:

8:30 a.m. - 12:30 p.m.

*As always, program
is free of charge
(including lunch
and materials) to
anyone representing
one of our Signatory
Contractors.*

Seminar

Sponsored by the Contra Costa County Electrical Industry Trust

Dr. Awad Hanna, Ph.D.

President, Hanna Consulting Group, Inc.,
Professor, University of Wisconsin, Madison

**"Quantifying, Presenting and
Negotiating the Cumulative
Impact of Change Orders"**

Space is Limited

Click [Here](#) to RSVP Today!

(or call 925-372-3222 x10)



Sweeney, Mason, Wilson & Bosomworth

A Professional Law Corporation

SMWB ALERT!

California Raises Minimum Wage

As of January 1, 2017, California's minimum wage will increase to **\$10.50/hour for businesses with 26 or more employees** and will increase every year until the minimum wage is \$15.00/hour in 2023. For businesses with 25 or fewer employees, the minimum wage will remain at its current rate of \$10.00/hour until January 1, 2018, when it will increase to \$10.50. It will increase every year until the minimum wage is \$15.00/hour for all employees in 2023.

Once the minimum wage reaches \$15.00/hour for all businesses, wages can be increased up to 3.5% each year to account for inflation, as measured by the National Consumer Price Index.

Effective Date (January 1)	More than 25 Employees	25 or fewer Employees
2017	\$10.50	\$10.00
2018	\$11.00	\$10.50
2019	\$12.00	\$11.00
2020	\$13.00	\$12.00
2021	\$14.00	\$13.00
2022	\$15.00	\$14.00
2023	\$15.00	\$15.00
2024	Indexed	Indexed

These increases also impact exempt employees as California requires exempt employees to be compensated at a monthly salary that is equivalent to no less than two times the minimum wage for full time employment. As the minimum wage increases, the salary requirement will automatically increase as well. On January 1, 2017, for businesses with 26 or more employees, **exempt employees must be paid at least \$3,640 per month (\$43,680 annually).**

What does this mean for employers?

In addition to increasing the wages for minimum wage hourly employees, employers must also review the salaries of all exempt employees to make sure that all are compensated at or above the new threshold.

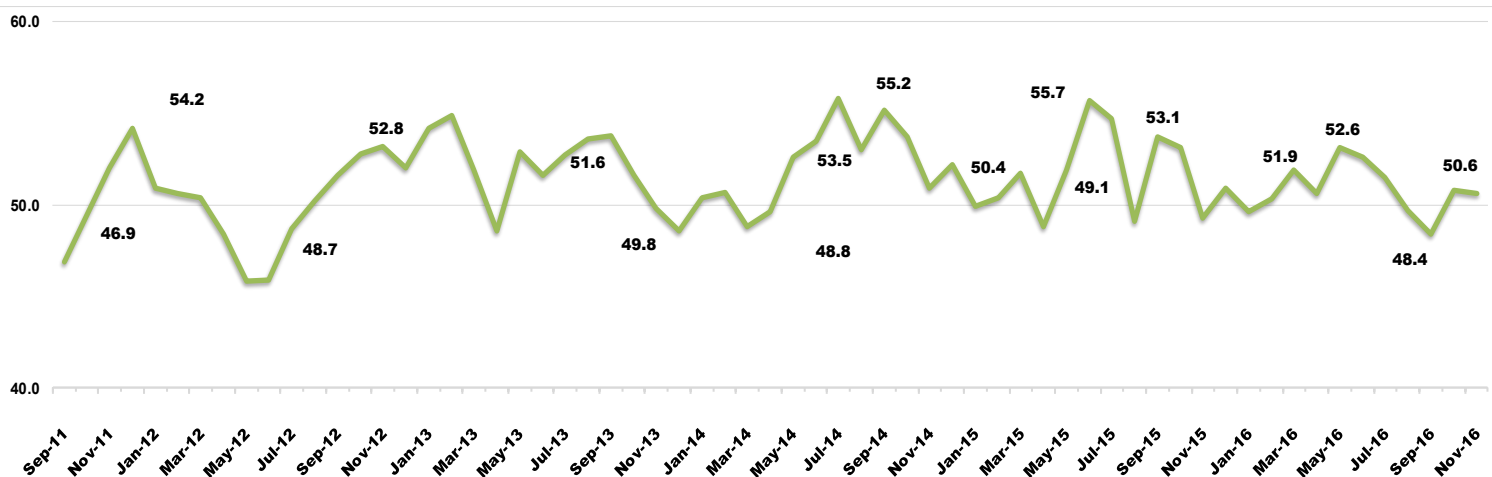
Stay tuned! Sweeney, Mason, Wilson & Bosomworth will continue to provide updates. For more information, please contact Roger Mason at mason@smwb.com or Rachael Binder at REB@smwb.com.

Architecture Billings

ABI November 2016: Another modest increase for billings . . . [read more](#).

November ABI 50.6

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



SYNERGY eLinks		
EXECUTIVE ORDER 13502 - USE OF PROJECT LABOR AGREEMENTS FOR FEDERAL CONSTRUCTION PROJECTS	YEAR-END COMPLIANCE REPORT 2016	REPORT: OPTIMISM AMONG SMALL- BUSINESS OWNERS SOARS NATIONALLY AFTER ELECTION
WILL HAIGHT TRUMP HATE?	UPDATED HOLIDAY MATRIX	2017 LOCAL 302 HOLIDAYS



Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2 <u>Holiday</u> New Years Day Observed	3	4	5	6	7
8	9	10	11	12	13	14
15	16 <u>Holiday</u> Martin Luther King Jr. Day	17 <u>JATC</u> 3:00 p.m. Training Center Martinez	18	19	20	21
22	23	24 <u>Sound & Communication</u> Employers Meeting 10:00 a.m. Crown Plaza Union City	25	26	27	28
29	30	31 <u>NECA</u> Board: 4:30 p.m. Chapter: 6:00 p.m. Locanda-Ravello Danville	<p>2017 Holidays</p> <p>The updated Holiday Matrix for 2017 can be accessed here.</p>			



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