



OUR 52ND YEAR

CONTRA COSTA CHAPTER

July 2015

***UPDATE!!!***

## **Healthy Workplaces, Healthy Families Act of 2014**

In the fall of 2014, California enacted the Healthy Workplaces, Healthy Families Act which requires virtually all employers to provide paid sick leave benefits to certain employees. In our [January Newsletter](#) we conveyed the highlights of the new law. You may want to refer to it again as it contains several important links to websites you will need in order to verify that your firm is compliant with the new law. This is a complex and confusing law, and we expect to see continued legal guidance over the coming months.

**Here is what our NECA/IBEW employers need to know now:**

- ⇒ The new law will not apply to Sound and Communication bargaining-unit employees until the matter is dealt with in negotiations (2017) because of a statutory exemption for labor agreements in effect prior to January 1, 2015.
- ⇒ The new law will not apply to several other IBEW Inside Locals (6, 340, 595E & W, 617) until their existing agreements expire as those agreements fall under the exemption for labor agreements in effect prior to January 1, 2015.
- ⇒ The new law will not apply to bargaining-unit Inside employees while working in Contra Costa County (IBEW Local 302) because of a statutory exemption for labor agreements that provide a waiver of the sick pay requirement. During negotiations with Local 302 this spring, we arrived at a waiver, and \$.57/hour of the \$1.25 June 1 increase was due to the buy-out of sick pay. Locals 180, 332 and 684 are also exempt under the waiver provision.
- ⇒ The new law will apply to bargaining-unit Inside employee's in Locals 234 (Monterey) and 551 (Marin/Sonoma) as the provision was not negotiated out in the recently concluded negotiations.
- ⇒ This new law will apply to your non-bargaining personnel.

**Here is a brief reminder of what the law requires beginning on July 1<sup>st</sup> for the employees that do not meet one of the exemptions mentioned above:**

Employees who work 30 or more days within a year in California are entitled to paid sick leave, including part-time and temporary employees. Paid sick leave can be provided as a stand-alone benefit, or as part of a combined PTO (vacation and sick) benefit.

Paid sick leave accrues at the rate of one hour per every 30 hours worked (including overtime hours). (Exempt employees are generally assumed to work 40 hours per week.) Accruals begin on the first day of employment or July 1, 2015, whichever is later. Employees may begin using accrued days beginning on their 90th day of employment. Accrued sick leave may be carried over to the following year, and can be capped at 48 hours / six days. However, the employer can limit the use of paid sick days to 24 hours / three days per year.

Employers also have the option of "front-loading" at least 24 hours / three days of paid leave at the beginning of each year, with no additional requirement for accruals or carry-over. The law also provides specific guidelines regarding sick leave usage, employee protections, and record-keeping.

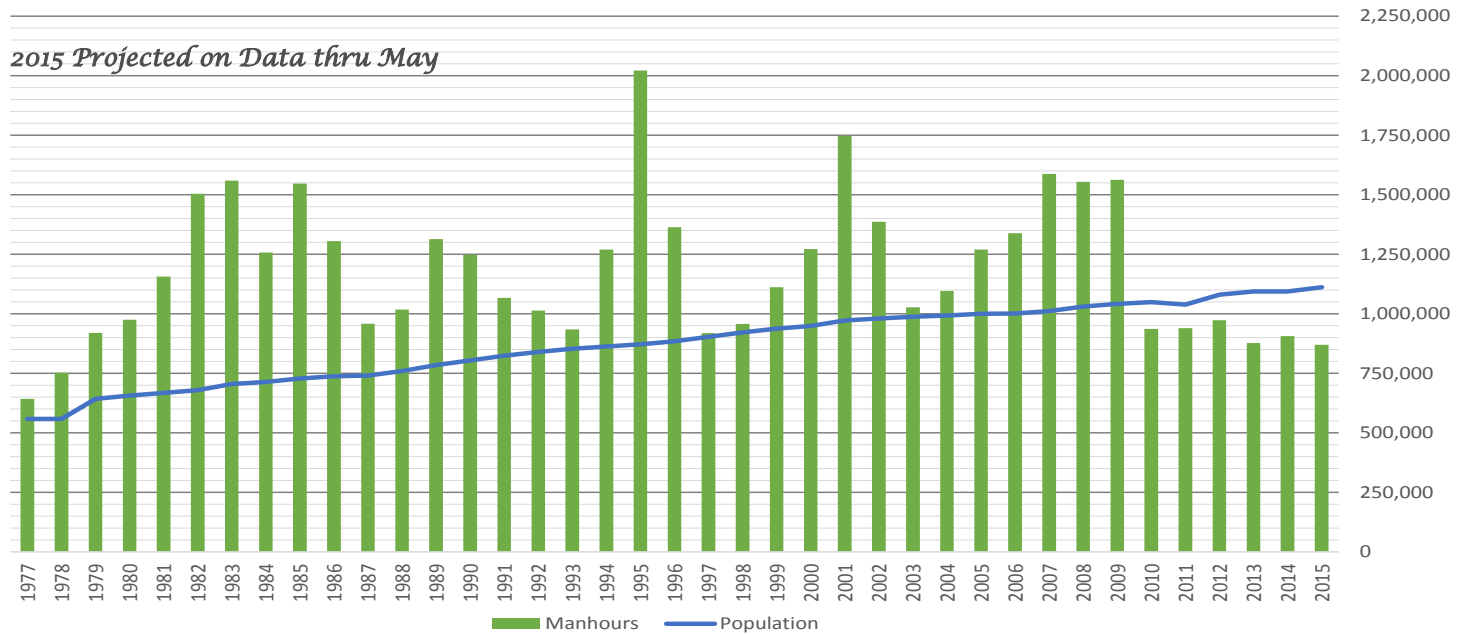
There is no requirement to pay out accrued sick leave upon termination, unless the employer has a PTO policy that combines sick and vacation time. However, employers must reinstate unused accrued sick leave if a former employee is rehired within one year.



**Frequently Asked**

**Questions and Answers about California's New Paid Sick Leave Law**

**IBEW 302 Inside Wireman  
Contra Costa County, California**



	January	February	March	April	May	June	July	August	September	October	November	December	Total	Change(%)	Population
1977	48,846	38,015	55,078	49,243	56,717	48,681	54,050	51,483	55,252	71,330	58,390	55,071	642,156		558,389
1978	40,563	38,147	48,435	44,483	47,700	73,543	80,825	78,663	67,357	78,046	74,512	79,501	751,775	17.07%	558,389
1979	69,601	80,492	78,217	78,487	76,346	74,263	73,097	77,197	68,146	87,020	73,910	82,323	919,099	22.26%	642,832
1980	68,842	66,294	72,551	93,619	83,353	83,707	76,505	83,968	100,456	91,714	72,258	81,497	974,764	6.06%	656,380
1981	73,529	62,652	74,147	82,356	81,656	102,736	109,824	116,775	120,228	116,174	112,323	103,277	1,155,677	18.56%	667,293
1982	114,038	122,686	169,463	151,632	160,309	133,685	103,956	113,719	108,122	109,756	113,321	103,047	1,503,734	30.12%	678,903
1983	107,168	109,802	159,849	167,327	136,223	113,584	163,161	149,536	112,686	109,334	106,776	123,299	1,558,745	3.66%	704,809
1984	103,065	103,701	132,743	114,432	105,251	89,359	88,023	88,023	110,503	94,404	115,142	112,028	1,256,674	-19.38%	713,196
1985	127,708	109,718	123,554	130,763	145,823	128,285	135,653	134,947	145,775	137,309	123,100	104,040	1,546,675	23.08%	727,977
1986	111,165	97,882	111,079	117,471	112,335	100,981	95,862	109,187	107,756	116,059	126,149	99,070	1,304,996	-15.63%	737,396
1987	102,615	81,796	75,015	75,577	74,293	69,529	88,437	83,575	75,466	85,081	82,459	64,363	958,206	-26.57%	739,987
1988	66,574	67,057	74,565	72,317	80,474	66,218	84,194	97,583	77,722	113,768	113,679	103,010	1,017,161	6.15%	759,242
1989	99,468	120,148	120,153	113,238	120,456	93,110	94,678	110,937	99,068	107,217	138,609	96,129	1,313,211	29.11%	784,395
1990	98,565	98,180	100,829	108,047	110,265	95,060	110,757	90,965	113,634	113,061	99,617	109,107	1,248,087	-4.96%	803,732
1991	90,691	100,227	93,721	81,991	85,159	83,787	92,168	91,258	91,109	90,684	97,728	67,999	1,066,522	-14.55%	823,183
1992	65,667	81,081	100,519	103,765	102,320	85,223	96,033	84,629	72,398	79,932	80,389	61,169	1,013,125	-5.01%	839,768
1993	61,560	58,503	58,430	55,136	69,410	68,243	79,864	107,777	91,835	102,450	97,411	83,278	933,897	-7.82%	852,532
1994	92,673	86,507	95,331	90,599	87,053	81,474	94,306	126,071	116,019	134,080	128,853	136,522	1,269,488	35.93%	861,979
1995	139,121	148,501	172,093	167,023	164,390	179,185	155,493	202,072	188,206	199,426	171,423	135,024	2,021,956	59.27%	872,075
1996	100,896	133,745	117,550	132,909	130,566	125,799	126,038	130,911	97,743	119,930	68,364	78,859	1,363,310	-32.57%	884,227
1997	59,197	70,240	99,634	85,261	69,198	71,560	67,500	75,866	70,681	79,308	90,589	79,597	918,631	-32.62%	903,049
1998	79,945	78,644	83,228	78,853	77,539	70,831	53,782	93,311	86,327	86,769	96,006	72,300	957,535	4.23%	921,663
1999	69,656	59,814	68,655	68,310	92,996	105,277	105,048	118,750	95,105	119,730	100,804	106,770	1,110,915	16.02%	936,983
2000	110,529	100,112	93,559	93,691	85,878	91,186	104,548	108,040	103,906	142,845	121,437	116,250	1,271,981	14.50%	948,816
2001	100,952	105,817	133,365	142,642	150,581	132,267	133,943	135,715	146,292	178,778	183,610	204,302	1,748,264	37.44%	971,487
2002	153,664	143,157	143,106	113,567	108,430	115,651	86,861	102,059	105,387	111,212	111,075	91,687	1,385,856	-20.73%	980,446
2003	92,799	95,716	110,501	75,649	71,121	67,678	70,065	93,712	84,899	96,267	92,377	76,320	1,027,104	-25.89%	987,662
2004	68,042	82,364	82,434	74,144	81,570	80,457	92,608	126,823	98,938	115,286	92,400	100,518	1,095,585	6.67%	992,747
2005	113,572	93,126	105,873	95,556	99,930	100,977	123,717	127,083	99,693	115,508	97,894	96,223	1,269,152	15.84%	999,271
2006	94,799	87,533	105,236	109,743	105,896	108,228	125,652	143,004	110,358	128,108	107,650	112,397	1,338,604	5.47%	1,001,000
2007	112,812	122,156	127,546	126,555	125,529	112,245	140,035	152,602	123,258	148,025	132,984	163,621	1,587,368	18.58%	1,011,000
2008	134,525	137,699	159,313	146,717	117,853	129,916	115,786	136,418	114,699	119,814	129,262	112,520	1,554,522	-2.07%	1,029,703
2009	111,317	129,978	177,131	149,373	196,743	161,937	122,638	129,772	95,498	93,953	102,530	91,257	1,562,127	0.49%	1,041,274
2010	98,523	78,888	89,169	76,390	77,740	62,878	65,082	86,344	73,757	86,741	69,513	71,507	936,532	-40.05%	1,049,025
2011	63,129	63,950	73,008	74,196	79,622	65,363	78,626	100,504	80,469	103,412	81,405	75,328	939,012	0.26%	1,037,817
2012	72,268	75,960	68,597	77,845	77,191	81,763	96,767	98,887	86,725	89,960	69,984	76,255	972,202	3.53%	1,079,597
2013	68,027	69,928	85,250	83,523	75,710	78,604	68,542	70,783	73,554	76,844	61,520	64,220	876,505	-9.84%	1,094,000
2014	58,959	67,552	80,390	78,532	77,621	76,484	79,137	86,122	68,943	84,334	88,848	58,712	905,634	3.32%	1,094,000
2015	63,824	58,790	89,470	74,465	75,760										1,111,339
AVG	89,972	90,425	102,789	98,857	99,410	94,994	98,244	108,291	98,368	108,781	102,218	96,010	1,188,359	3.24%	
			Source: Electrical Industry Trust Hours.	Effective July 2014 CE/CW Hours are included.											



# NECA Guide to NFPA 70E Employer (Contractor) Responsibilities



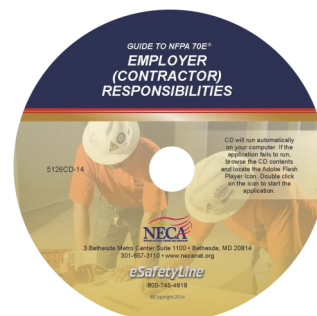
## NECA Guide to NFPA 70E Employer (Contractor) Responsibilities

The guide will form a basis for the contractor's compliance with NFPA 70E. It details planning and documentation requirements a contractor must comply with to effectively communicate the risks to customers as well as employees. The guide also includes a letter template that can be used to send to owners/host employers expressing the contractor's commitment for following these requirements.

**Index No. 5126-14**  
**Member Price \$25.00**

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**Index No. 5126-14CD**  
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## THE TAX SYSTEM EXPLAINED IN A BEER

Suppose that every day, ten men go out for beer and the bill for all ten comes to \$100. If they paid their bill the way we pay our taxes, it would go something like this...

The first four men (the poorest) would pay nothing. The fifth would pay \$1. The sixth would pay \$3. The seventh would pay \$7. The eighth would pay \$12. The ninth would pay \$18. The tenth man (the richest) would pay \$59.

So, that's what they decided to do.

The ten men drank in the bar every day and seemed quite happy with the arrangement, until one day, the owner threw them a curve ball. "Since you are all such good customers," he said, "I'm going to reduce the cost of your daily beer by \$20". Drinks for the ten men would now cost just \$80.

The group still wanted to pay their bill the way we pay our taxes. So the first four men were unaffected. They would still drink for free. But what about the other six men? How could they divide the \$20 windfall so that everyone would get his fair share?

They realized that \$20 divided by six is \$3.33. But if they subtracted that from everybody's share, then the fifth man and the sixth man would each end up being paid to drink his beer.

So, the bar owner suggested that it would be fair to reduce each man's bill by a higher percentage the poorer he was, to follow the principle of the tax system they had been using, and he proceeded to work out the amounts he suggested that each should now pay.

And so the fifth man, like the first four, now paid nothing (100% saving). The sixth now paid \$2 instead of \$3 (33% saving). The seventh now paid \$5 instead of \$7 (28% saving). The eighth now paid \$9 instead of \$12 (25% saving). The ninth now paid \$14 instead of \$18 (22% saving). The tenth now paid \$49 instead of \$59 (16% saving).

Each of the six was better off than before. And the first four continued to drink for free. But, once outside the bar, the men began to compare their savings.

"I only got a dollar out of the \$20 saving," declared the sixth man. He pointed to the tenth man, "but he got \$10!"

"Yeah, that's right," exclaimed the fifth man. "I only saved a dollar too. It's unfair that he got ten times more benefit than me!" "That's true!" shouted the seventh man. "Why should he get \$10 back, when I got only \$2? The wealthy get all the breaks!"

"Wait a minute," yelled the first four men in unison, "we didn't get anything at all. This new tax system exploits the poor!"

The nine men surrounded the tenth and beat him up.

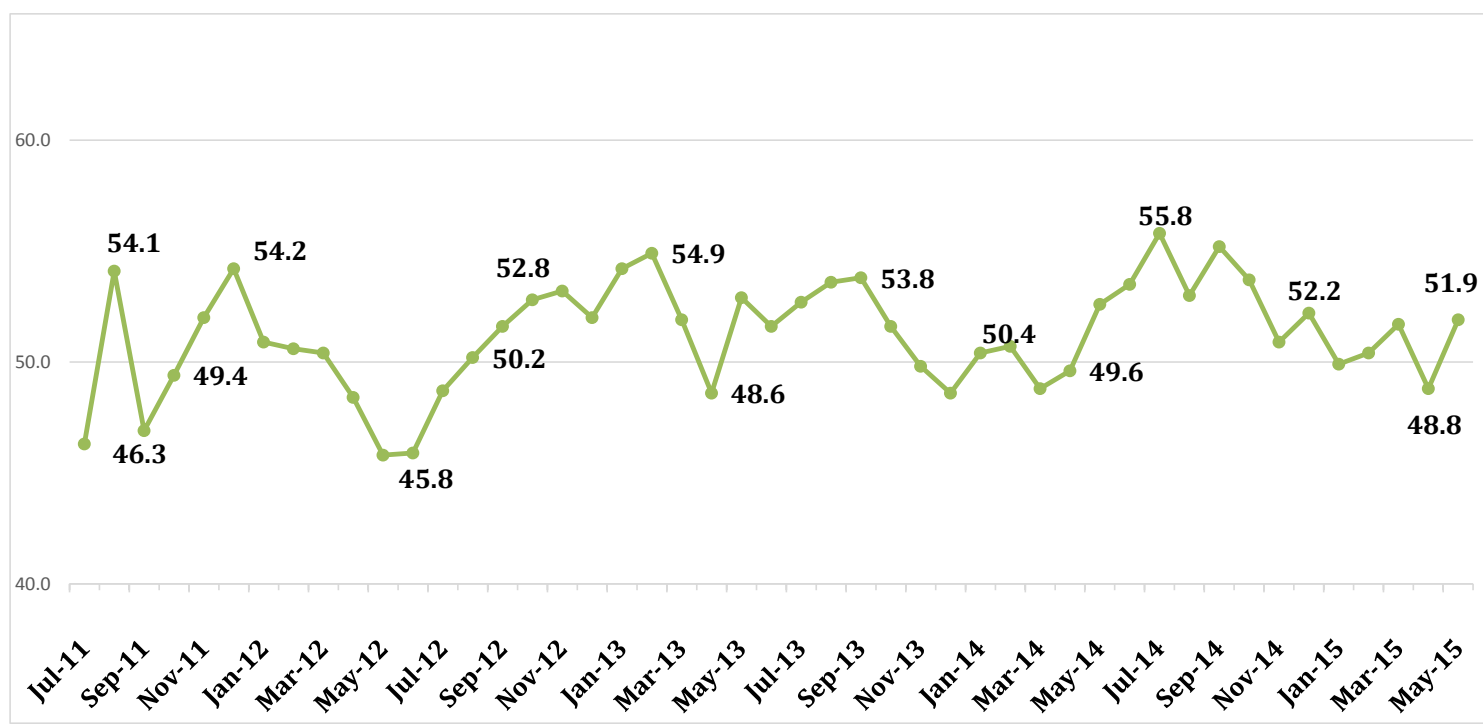
The next night the tenth man didn't show up for drinks so the nine sat down and had their beers without him. But when it came time to pay the bill, they discovered something important. They didn't have enough money between all of them for even half of the bill!

And that, boys and girls, journalists and government ministers, is how our tax system works. The people who already pay the highest taxes will naturally get the most benefit from a tax reduction. Tax them too much, attack them for being wealthy, and they just may not show up anymore. In fact, they might start drinking overseas, where the atmosphere is somewhat friendlier.

Led by growing demand for schools, hospitals, cultural facilities, and municipal buildings, the Architecture Billings Index (ABI) increased in May . . . [read more.](#)

## May ABI 51.9

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



### **SYNERGY** eLinks

[CA HIGH COURT TAKES CONTRACTORS'  
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[HOLIDAY MATRIX](#)

[NECA 2015 SAN FRANCISCO BROCHURE](#)

[HOW TO WIN THE FIGHT!  
CHANGE ORDERS AND CLAIMS SEMINAR](#)

[NECA STORE](#)

[PERSONAL BEST](#)





Sun

Mon

Tue

Wed

Thur

Fri

Sat

1

2

3

**Holiday**  
4th of July  
Observed  
(LU 302 Inside  
Wireman and  
S&C)

4

**Independence  
Day**

[Holiday Matrix](#)

5

6

7  
**JATT**  
Meeting  
Training  
Center  
3:30 p.m.

8

9-10

**District IX Meeting**  
Montage Laguna Beach, CA

11

12

13

14

15

16

17

18

19

20

21  
**Sound and  
Communication**  
Apprentice  
Interviews  
9:00 a.m.

22

23

24

25

26

27

28

29

30

31

**NECA**  
Board of  
Directors  
Meeting



**CONTRA COSTA CHAPTER**

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