



Synergy

OUR 54TH YEAR

CONTRA COSTA CHAPTER

MARCH 2017

March Chapter Meeting to Feature Western Region NECA Multiple Employer 401K Presentation

The next regular meeting of the Chapter Membership will take place on Thursday, March 30th at Zio Fraedo's restaurant in Pleasant Hill, beginning with an attitude adjustment period beginning at 6:00 p.m. and dinner at 6:30 p.m. The meeting will feature a presentation on the merits of the NECA Western Region 401(k).

If you have been contemplating sponsoring a retirement plan for your company or if you already offer a 401(k) arrangement, you are likely to find the presentation by Andy Wasa of Focus Investments of particular interest. The 401(k) has become the retirement plan vehicle of choice for construction firms for a number of reasons, not the least of which is the ability to attract and keep good employees. But because they are considered a pension plan, they are subject to ERISA regulations and the liability that attaches as a result. This became more important after the Supreme Court recently ruled ([Tibble vs Edison](#)) that the Trustees (and plan sponsor) have a fiduciary duty to constantly monitor investment fee's and plan expenses – or be prepared to pay the price.

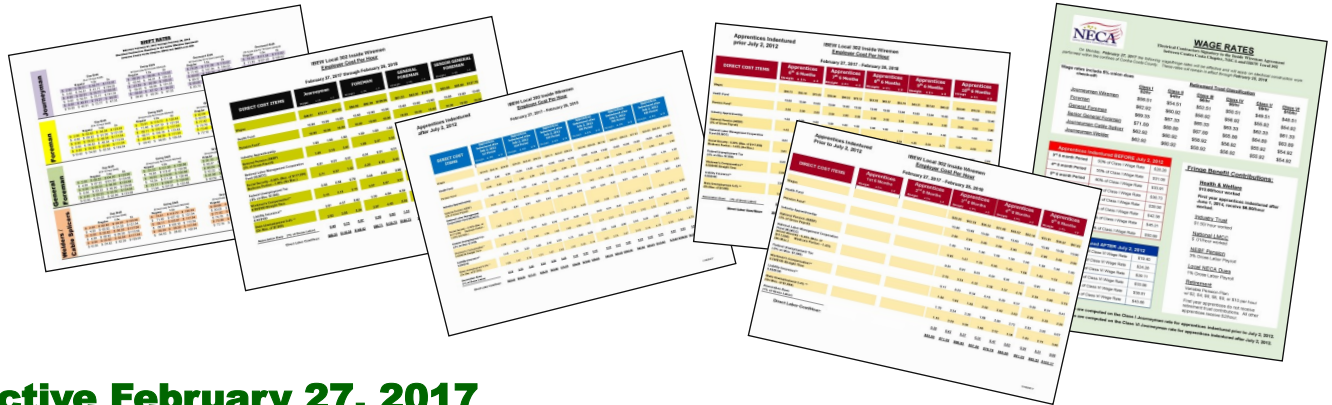


As someone who has served as a Trustee on several ERISA Pension and Health plans for more than 35 years, I highly recommend that you avoid as much risk as you possibly can with any employee-benefit plan you offer. The advantage of the product offered in the NECA Western Region 401(k) is that it is a Multiple Employer plan with a third-party administrator and it relieves you of the responsibility of investment offerings and monitoring, tracking contribution limits, non-discrimination testing, Form 5500 preparation and approving/denying loans and hardships requests. In fact, a more thorough listing of the advantages can be found [here](#).

Finally, we present a link that was designed as a [NECA Membership Video](#) that gives a concise version of the benefits of this plan. To keep the cost of production to a minimum, NECA borrowed "talent" from our industry, featuring Jim Mackey of Evergreen Power Systems and Greg "Hollywood" Armstrong of our Northern California Chapter, NECA.

Please make every effort to attend the Chapter Meeting on March 30th! You may RSVP [here](#) if you like.

Inside Wireman Agreement Wage/Benefit Increase



Effective February 27, 2017

The members of IBEW Local Union 302 voted to allocate \$0.75 of their \$1.25 per hour increase on February 27, 2017, to wages and \$0.50 toward the Health fund. There will be an additional increase of \$1.25/hour February 26, 2018. Our Agreement with Local 302 will expire on May 31, 2018.

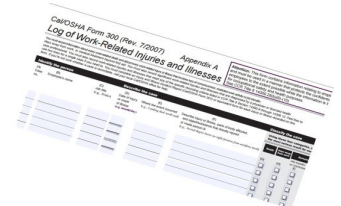
New Wage Sheets and Cost-Per-Hour Sheets reflecting the \$1.25 hour increase can be found at: <http://www.ccneca.org/Wages.html>

Reminder:

Post Summary of Injuries Through April 30

[Cal/OSHA Reminder to Employers](#)

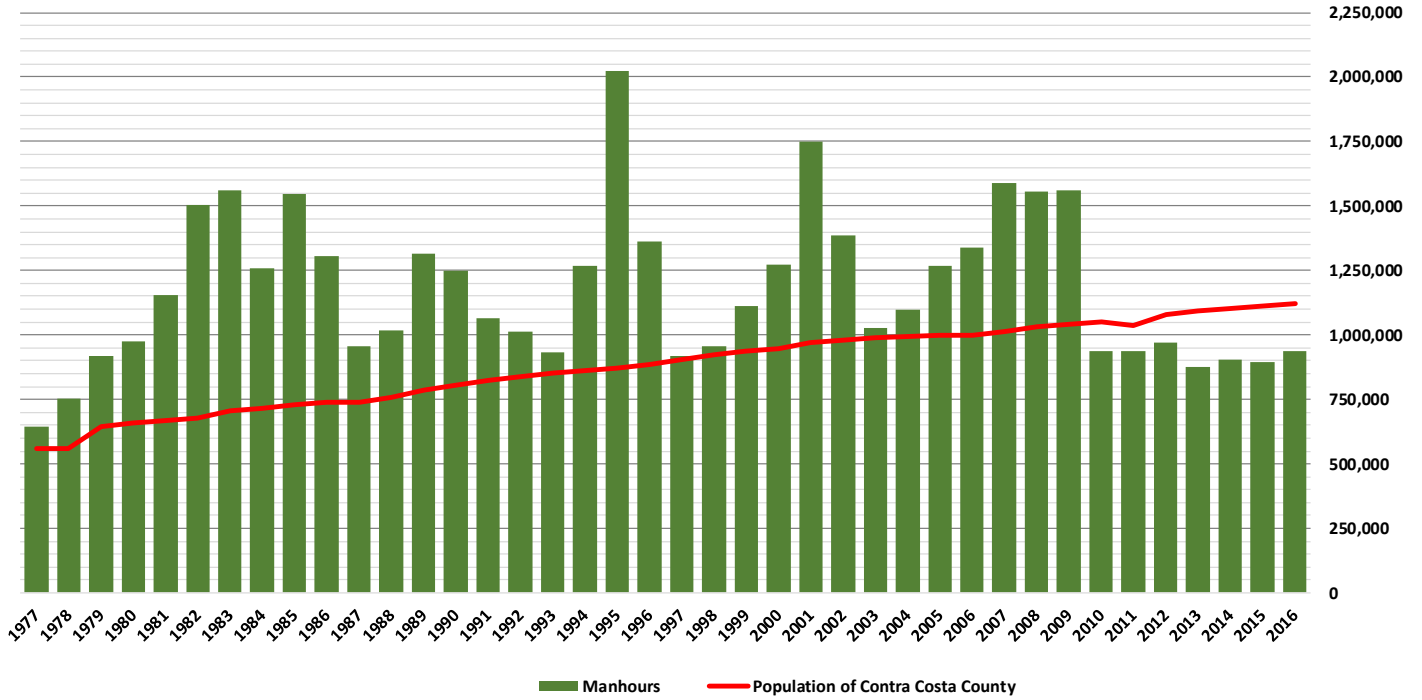
California law requires employers to post Form 300A from February 1 to April 30 of every year. It must be displayed in a conspicuous location where notices to employees are customarily posted. A copy of the "Summary" must also be made available to employees who move from worksite to worksite and employees 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.



IBEW LOCAL UNION 302

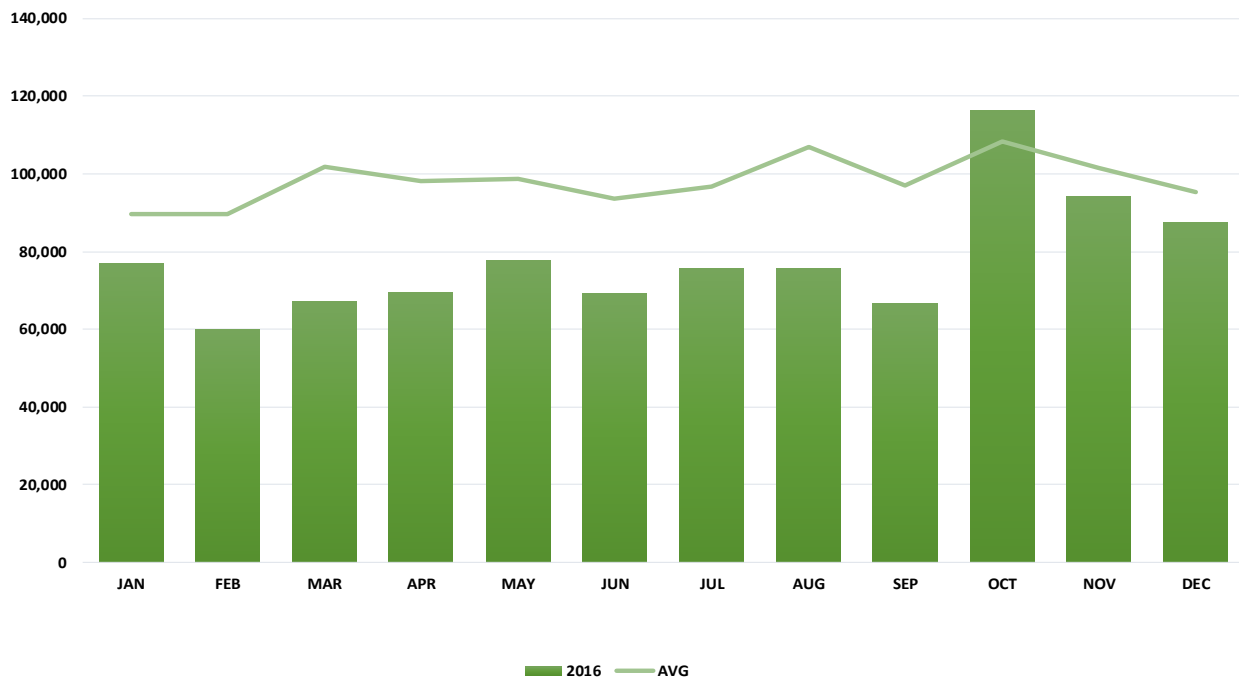
Inside Wireman/Maintenance

Manhours Worked



2016 Compared with Historic Average

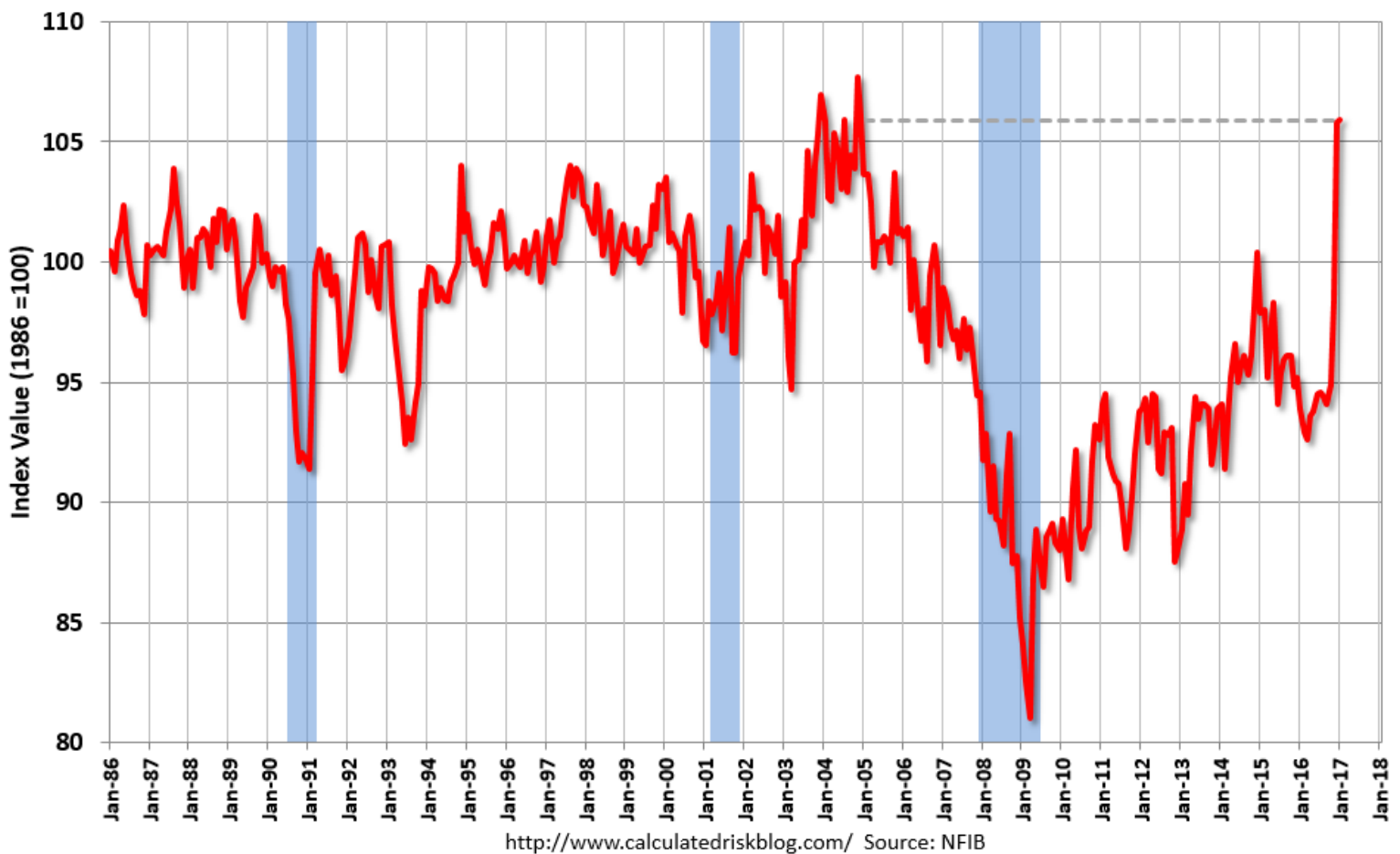
Inside Wireman/Maintenance



CALCULATED RISK

Every picture tells a story, don't it?

Small Business: Optimism Index



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

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

Click [Here](#).

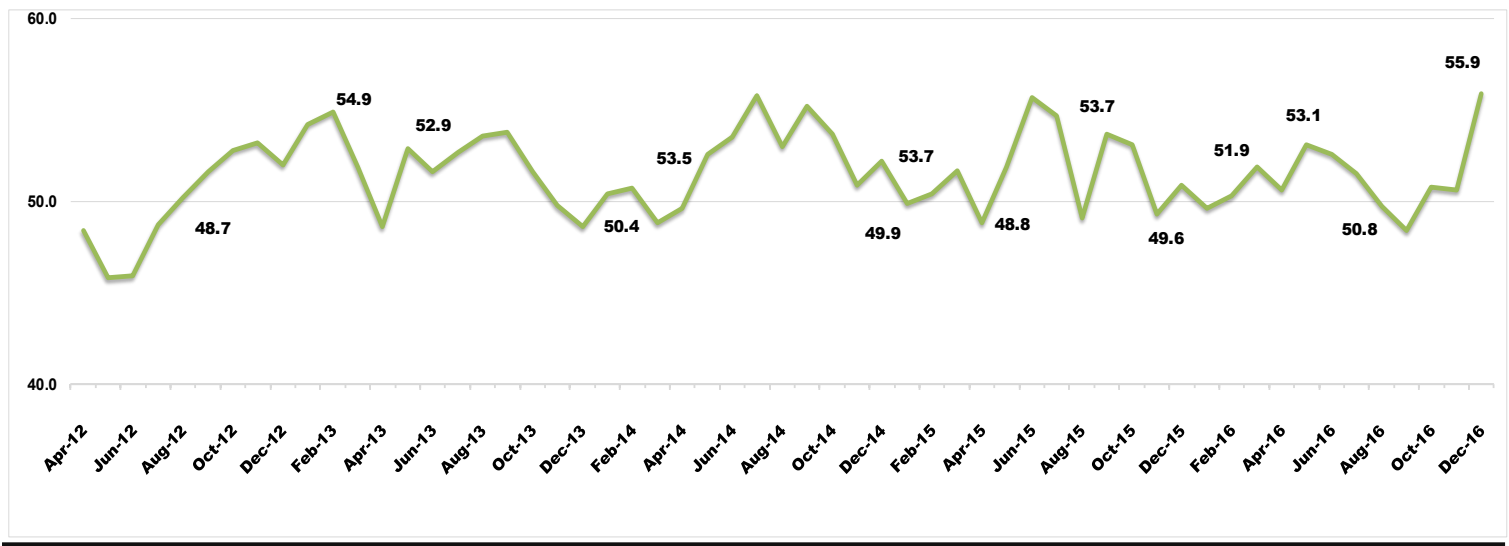
Architecture Billings

ABI December 2016:

No drama as ABI ends on much-predicted positive note . . . [read more](#).

December ABI 55.9

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



SYNERGY eLinks


INSIDE WIREMAN WAGE RATES EFFECTIVE FEBRUARY 27, 2017	75 LARGEST BAY AREA CONSTRUCTION PROJECTS	ELECTRICAL CONTRACTORS IN THE BAY AREA
INSIDE WIREMAN COST PER HOUR SHEETS EFFECTIVE FEBRUARY 27, 2017	UPDATED HOLIDAY MATRIX	2017 LOCAL 302 HOLIDAYS
INSIDE WIREMAN SHIFT RATES EFFECTIVE FEBRUARY 27, 2017	MULTIPLE EMPLOYER PLAN	TIBBLE VS EDISON

March 2017



CONTRA COSTA CHAPTER
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<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 <u>Retirement</u> 10:00 a.m. Martinez Training Center	11
12	13	14	15	16 	17 <u>Apprentice Testing</u> 9:00 a.m. IBEW Local 302 Martinez	18
19	20 <u>Apprentice Testing</u> 9:00 a.m. IBEW Local 302 Martinez	21	22	23 <u>Apprentice Testing</u> 1:00 p.m. IBEW Local 302 Martinez	24 <u>Apprentice Testing</u> 9:00 a.m. IBEW Local 302 Martinez	25
26	27 <u>NECA NOW</u> San Antonio	28	29 <u>JATC</u> 3:00 p.m. Martinez Training Center	30 <u>NECA</u> Board: 4:30 p.m. Chapter: 6:00 p.m. Zio Fraedos Pleasant Hill	31	