

NEW LEADERSHIP

at National and District Level



*District IX Vice President-Elect
Earl Restine, Jr.,*

At our National Board of Governors meeting in Seattle last month, [David Long](#) of Miller Electric in Jacksonville, Florida was elected to be our National NECA President beginning on January 1, 2018. [Earl Restine, Jr.](#) of Fuller Electric Corporation in San Diego will become our new Ninth District Vice-President. Both are well thought of, long-time NECA members and we predict will be outstanding advocates for our industry.



[**A Message from President-Elect David Long**](#)



Contra Costa Chapter, NECA

MEMBERSHIP MEETING

Our next meeting will be held on Tuesday, November 28th, at Jacks in Pleasant Hill, beginning with cocktails at 6:00 p.m. and dinner at 6:30 p.m.

We will be reviewing the final results of the Sound and Communication Agreement negotiations with the IBEW at the meeting. We recommend that all of our Sound and Communication contractors attend the meeting. Also, if you know of any non-members that might have an interest in joining the association, feel free to bring them along as our guests for the evening.



RSVP Here

New Online Training Topics for Project Managers

The first three online training topics developed specifically for the new NECA Learning Center were announced at the 2017 Board of Governors Meeting, and are now available for free to all NECA members. These short on-demand topics - each about 15 minutes in length - are the first in a series that will dive deep into the everyday tasks of a project manager.

1. The Role of the Electrical Project Manager

Electrical contracting firms live and die by the skills and abilities of their project managers. Whether you have come up through the field or straight from an educational institution, this course provides insight into the role of the electrical project manager.

2. Introduction to Preplanning

By developing a plan for the crew size and structure, tools, equipment, materials, project controls, schedule and logistics prior to the start of the job or task, preplanning helps you improve the bottom line and deliver quality projects on time.

This brief introduction to the concept of preplanning will be followed by seven additional courses that break down preplanning concepts in detail. These courses will be released throughout the Fall and Winter of 2017. National NECA is currently seeking volunteers to participate in reviewing these courses. Please contact education@necanet.org to learn more.

3. Introduction to Change Orders

Change orders are inevitable, and how the project manager handles those change orders makes all the difference on the project. This course provides background on why change orders occurs and standard processes you should take when handling them.

Visit the NECA Learning Center to learn more and register for these and other courses by clicking [here](#). Or, visit <http://courses.necanet.org>. From there you will be directed to sign in using your necanet.org username and password. If you have forgotten your username or password [click here](#). New Users [click here](#).

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CALIFORNIA LEGISLATURE RAMPS UP LAWS TO PROTECT WORKERS EMPLOYERS BEWARE

We will soon be issuing a comprehensive "End of Year" legislative report on the new California laws impacting the construction industry and taking effect in the new year, but we wanted to provide some initial information on several employer specific related measures that will also go into effect January 1, 2018. The Democrats who hold a 2/3 majority in the state legislature have become hyper sensitive to the actions of the Trump administration and as such, they have pushed a high volume of bills designed to protect employees and migrant workers. Some of those measures will have a direct impact on contractors. Construction employers will need to review existing policies and forms in preparation for compliance. Contractors may also want to inform all administrative and supervisory personnel about these new laws, and consult legal counsel for further recommendations and direction. Click [here](#) to read information about the following measures:

Prior Salary History Prohibitions (AB 168)

This measure prohibits all California employers from asking applicants about their previous salary history. Applicants may provide that information voluntarily, and employers can then use the information to determine a salary, but employers are no longer allowed to request that information.

Immigration Worker Protection (AB 450)

This bill was a companion measure to SB 54 which made California a "sanctuary state." Under AB 450, California employers are prohibited from allowing immigration enforcement agents (1) to access non-public areas of a workplace without a judicial warrant, or (2) to access, review, or obtain employee records without a subpoena or court order. The only exceptions to item 2 are review of Forms I-9 and other documents when Immigration & Customs Enforcement has provided a Notice of Inspection, or any other instances where federal law requires access to documents. The new law also contains a new employee notice requirement for certain immigration enforcement activities, and there are new statutory penalties that can be assessed by the Labor Commissioner or Attorney General.

Criminal History Inquiry Restrictions - "Ban the Box" (AB 1008)

AB 1008 prohibits public and private employers with at least five employees from asking job applicants about criminal convictions until after they have made a conditional offer of employment. If a job is then denied based on criminal history, the employer must make an individualized assessment and offer the applicant a chance to respond. We were successful in garnering amendments to the bill to ensure that the law does not apply to situations where state, federal, or local law either requires an employer to conduct criminal background checks or restricts employment based on criminal history.

Joint Liability for Prime Contractors on Private Projects (AB 1701)

AB 1701 was a top priority of the California State Building and Construction Trades Council and perhaps the most contentious industry measure of the year. The new law extends joint and several liabilities for prime contractors to privately funded construction projects, on contracts entered into on or after January 1, 2018. Under the provisions of the bill, much like on public works, prime contractors will be liable for unpaid wages and fringe benefit payments (including any interest owed, but not penalties or liquidated damages) for subcontractors at any tier. Subsequently, the law allows prime contractors to request relevant payroll records. Enforcement actions can be brought from the Labor Commissioner, union trust funds, or joint labor-management cooperation committees. In an effort to mitigate any financial strain on subcontractors, we were able to secure amendments to ensure that progress payments must be paid timely and in accordance with current law.

Expanded Parental Leave (SB 63)

Family Medical Leave Act (FMLA) and the California Family Rights Act (CFRA) are Federal and State laws that typically run concurrently. These laws require an employer to provide up to 12 weeks of unpaid yet job-protected leave to bond with a new child. Employers with 50 or more employees are already covered by FMLA/CFRA. SB 63 expands the requirement to provide parental leave to employers with 20 or more employees. Employees are eligible if they have (1) more than 12 months of service with the employer, and (2) at least 1,250 hours of service with the employer during the previous 12 month period. If both parents work for the same employer and are eligible for leave, they are limited to a combined total of 12 weeks, and the employer may (but is not required to) grant them leave simultaneously. Leave is permitted within one year of the child's birth, adoption, or foster care placement. SB 63 does not provide any other protected leave for any other purposes.

EVERY
BUSINESS
SHOULD HAVE
A PLAN.



PLAN TO STAY IN BUSINESS

Be Informed. Do you know what kind of emergencies might affect your company? Do you know what you will do in an emergency situation? Develop a Business Continuity Plan. Do you know which staff, procedures and equipment are absolutely necessary to keep operating? Do you have back-up plans for those operations? Do you know what you will do if your building or plant is not accessible? Do you know what you will do if your suppliers are impacted by a disaster? Are you ready for utility disruptions?

Prepare your Emergency Plan. Do you have an evacuation and shelter-in-place plan? Do you have a plan to communicate with employees before, during and after an incident? Do you have copies of building and site maps with utilities and emergency routes marked? Are your employees trained for medical emergencies?

Practice the Emergency Plan. Have you practiced your plan recently? Do you practice and coordinate with other businesses in your building or industrial complex? Have you reviewed your plans in the last 12 months?

Review Insurance Coverage. Have you reviewed your insurance coverage recently to see if you're covered in a disaster?

Secure Your Facility and Equipment. Have you secured all the ways people, products and supplies get into your building? Have you conducted a room-by-room walk through to determine what can be strapped down? Improve Cyber Security. Do you regularly install patches to your software? Have you installed a firewall on your computer? Do you regularly update your antivirus software?

Promote Family and Individual Preparedness. Do you encourage employees to have a personal emergency supply kit and a family communication plan?

Download the FEMA Brochure: [Every Business Should Have a Plan](#)





November 2017

<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	14 JATC 3:00 p.m. Martinez Training Center	15	16	17	18
19	20	21	22	23	24	25
Thanksgiving Holidays						
26	27	28 NECA Board: 4:30 p.m. Chapter: 6:00 p.m. JACKS Restaurant	29	30	1	2
NJTC Regional Seminar Las Vegas						



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