



SUMMER

OUR 61st YEAR

CONTRA COSTA CHAPTER

JUNE 2024

Available Now

New Portability Agreement

For as long as I can remember, if you asked one of our Inside contractors what in our labor agreements limits them the most, the number one answer would be portability. Keep in mind that non-union employers face only economical limitations on how they deploy their workforce. The imposition of portability restrictions is unique to our side of the industry.

Unlike our Sound and Communications contractors (that have full portability), our Inside contractors have been limited to as little as one “non-resident journeymen” per local; then in 1993, the National Portability agreement allowed four “bargaining unit employees” per local, then some additional local agreements included one man-per-job, followed by two men-per-job.

The problem with addressing this issue for the NECA Chapters is that you can only negotiate changes to your own agreement, not the agreements in surrounding areas. Meaning we must rely on others to address the issue. And there have been attempts to do so, with Locals 302, 332 and 595 for instance. But a workable policy on a larger level has always been the answer.

Last week, we were informed that the IBEW District Vice-President for our 9th District, Dave Reeves, has approved a [new policy](#) of allowing four bargaining unit employees per construction job. This has the potential to solve a number of our problems in various parts of the industry.

We have been told by the IBEW that the number one problem they have with portability is contractors not checking in. Toward that end, we ask that you use the Project Notification form (view PDF [here](#) and download form in Word [here](#)) anytime you intend to utilize this new feature. A related issue is getting Health and Retirement reciprocity in place, and dues authorization cards and authorization for representation cards signed. In most cases, this requires an in-person check in at the Local Union office prior to commencing work. We also ask that you make changes prospectively, as you can appreciate that not everyone in the IBEW shares our enthusiasm for the policy.

The new policy is subject to the same provisions as the National Agreement on Portability, which coincidentally was also just revised a few weeks ago, and can be viewed [here](#) for your reference, along with the Questions and Answers pertaining to that agreement. We assume that the unemployment provisions of the National Portability Agreement will carry over to the 9th District Policy. We anticipate there will be questions that arise from all of this, and we will do our best to get you the answers.

So the way I see this, if all of the IBEW Locals honor the agreement, (and there have been problems in the past) this is the best thing ever to come down from above. If utilized correctly, it should lead to more people employed on more jobs, resulting in more market share for our NECA/IBEW employers.

Finally, thank you to Greg Long our District 9 Vice-President, and our completely revamped Western Region Office of NECA: Ted Uppole, Regional Director, Paul Flynn and David Manderson the field reps for Northern and Southern California respectively.



(Sponsored by the Contra Costa County Electrical Industry Trust)

UNDERSTANDING CONSTRUCTION ACCOUNTING

Understanding Your Company Financials is Critical

Date

Tuesday, June 11, 2024

Time

8:00 a.m.

Location

Martinez Training Center

1255 Muir Road

Martinez, CA 94553

Cost

**Free of charge to all
signatory employers
and individuals from
those firms.**

Is there someone in your company that could benefit by a better understanding of accounting in the construction industry and the unique aspects of the accounting process we face every day?

Whether your focus is growing your company, improving efficiencies, or knowing when and how to put your company in the hands of your successor(s), understanding your company financials is critical.

Join us to learn about this critical business metric during this half-day seminar, presented by Dave O'Brien, an Accounting professional with extensive background in Assurance and Accounting with a primary focus in Construction Industry.

Topics covered in this course include the following:

- ⇒ Revenue Recognition Methods
- ⇒ Cost Accumulation
- ⇒ Work-In-Process (WIP) Schedule - Understanding and Creating
- ⇒ Budgets
- ⇒ Cash Flow
- ⇒ Margin vs. Markup
- ⇒ Financial Statement Analysis
- ⇒ Key Financial Ratios
- ⇒ New Leasing Standards
- ⇒ and Strategies for Managing Cash Flow During Turbulent Times

Registration

Click [here](#) and provide your name, company name, and phone number or you may call Sharon Spare at the Chapter office.

(925) 372-3222

POLITICO ALERT

www.PoliticoOnline.com "Connecting you to California"

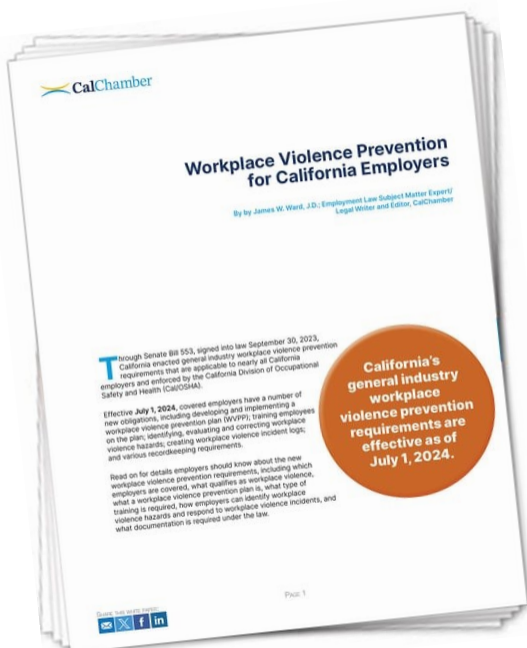
1127 11th St., Suite 747 / Sacramento, CA 95814 / (916) 444-3770 / FAX (916) 442-6437

Reminder: New Workplace Violence Prevention Plan Requirements Start July 1, 2024

As a result of the passage of SB 553 last year, all employers in California are required to establish, implement, and maintain a written Workplace Violence Prevention Plan (WVPP) by no later than July 1, 2024. Plan must be available to all employees.

The law also required the Cal/OSHA Standards Board to adopt workplace violence standards no later than December 31, 2025. Despite this requirement, Cal/OSHA is authorized to begin enforcement of SB 553 on July 1, 2024.

In lieu of regulations, Cal/OSHA has provided a model WVPP for employers to utilize which can be found [here](#). Employers are not required to use this model WVPP. They may create their own, use another WVPP template, or incorporate workplace violence prevention into their existing Injury and Illness Prevention Program (IIPP) as a separate section. The model plan is intended to help employers develop a separate, stand-alone Workplace Violence Prevention Plan (WVPP) and was written by Cal/OSHA for a broad spectrum of employers. It may not match your company's exact needs however, it provides the essential framework to identify, evaluate, and control workplace violence hazards.



Workplace Violence Prevention for California Employers

This CalChamber white paper details what employers should know about the new workplace violence prevention requirements, including:

- Which employers are covered.
- What qualifies as workplace violence.
- What a workplace violence prevention plan is.
- What type of training is required.
- How employers can identify workplace violence hazards and respond to workplace violence incidents.
- What documentation is required under the law.

Download [here](#).



VIRTUAL SEMINAR

Workplace Violence Prevention Plan (WVPP)

The deadline to implement SB 553, which adds section 6401.9 to the California Labor Code and requires almost all employers to develop a workplace violence prevention plan (WVPP), is fast approaching - July 1, 2024. WVPP's will be structured similar to injury & illness prevention plans and will require an employer to (1) designate the person responsible for implementing the program, (2) identify and correct hazards through periodic inspections, (3) train employees on hazards, and (4) maintain records of incidents.

Thursday, June 6, 2024, (12:00 noon - 1:30 p.m.), NECA will be hosting a seminar with Rachael E. Brown (*Partner, Sweeney Mason LLP*) and John Zulli (*Violence Prevention Specialist*) to help members learn more about the Workplace Violence Prevention Plan and how to reduce risk and liability with implementing plans at your jobsites.

This seminar will cover the definitions of different types of workplace violence, an overview of what must be included in the WVPP, recordkeeping requirements and required employee trainings.

TOPICS TO BE COVERED

- An overview of the Workplace Violence Prevention Plan
- How to build an effective training model that complies with the law and keeps people safe
- The benefits of having a Workplace Violence Prevention Plan
- Simple steps to identifying violence hazards and managing them
- Three ways to protect against violence
- Best practices for dealing with each type of workplace violence

WHO SHOULD ATTEND

- Owners, Safety Officers, Human Resources, Jobsite Superintendents

[CLICK HERE TO REGISTER](#)


A sample WVPP template created by Sweeney Mason LLP, which you can use to create your company's WVPP can be viewed/downloaded [here](#) (pdf) and [here](#) (Word).



SYNERGY eLinks
<u>2024 NECA-IBEW Agreement on Employee Portability</u>
<u>IBEW Ninth District Inside Portability Policy</u>
<u>2024 Ninth District Portability Notification Form (pdf)</u> <u>(Word Download)</u>
<u>Sweeney Mason - Workplace Violence Prevention Plan Template (pdf)</u> <u>(Word Download)</u>
<u>Cal/OSHA Model Workplace Violence Plan Template (pdf)</u> <u>(Word Download)</u>
<u>Workplace Violence Prevention in General Industry (Non-Health Care Settings)</u>



June 2024

Sun	Mon	Tue	Wed	Thur	Fri	Sat
						1
2	3	4 Health & Welfare Trust Training Center 11:00 a.m.	5	6 Apprenticeship Completion Ceremony Concord Hilton 6:30 p.m.	7 Retirement Trust Training Center 9:00 a.m.	8
9	10	11 Construction Accounting Seminar Training Center 8:00 a.m.	12	13 JATT Training Center 2:00 p.m.	14	15
17 	18 Apprenticeship Applicant Interviews Training Center 12:00 Noon	19	20 Apprenticeship Applicant Interviews Training Center 12:00 Noon	21	22	
23	24 Apprenticeship Applicant Interviews Training Center 12:00 Noon	25	26 Apprenticeship Applicant Interviews Training Center 12:00 Noon	27	28	29

NECA Tri-District @ Banff Springs Hotel, Alberta Canada

CONTRA COSTA CHAPTER, NECA

1024 Court Street
Martinez, CA 94553

