



# SUMMER

OUR 61<sup>st</sup> YEAR

CONTRA COSTA CHAPTER

November 2024

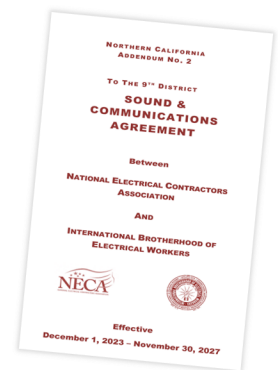
## Sound and Communications Agreement



### *Wage/Fringe Benefit Increases Effective December 1, 2024*

The IBEW members working under our Sound and Communications Agreement in Northern California have allocated their December 1, 2024 increase. Keep in mind there are five distinct Wage/Fringe Benefit [Schedules \(A, B, C, D, and E\)](#), each one covering a different geographical area. Schedule E covers work performed in Contra Costa County. Depending on the nature of your operation, you probably work in more than one Schedule area. We have updated the [electronic version](#) of the Agreement to reflect the December 1<sup>st</sup> wage and fringe benefit rates so that you have everything you need in one place.

Cost-Per-Hour and Shift Rates (for Schedule E) will be available on our [website](#) later this week.



### **UPCOMING: Inside Wage Adjustment**

This will serve as a reminder that there will be a \$4.50/hour increase to Local 302 Inside (Journeyman) wage package on March 1, 2025. Local 302 will be making their allocation shortly. As soon as we are made aware of the allocation, we will let you know here in our newsletter.

# Annual Meeting of the Contra Costa County Electrical Industry Trust

*November 19<sup>th</sup>*



The Annual Meeting of the Contra Costa County Electrical Industry Trust will be held at Ruth's Chris Steak House, Tuesday, **November 19, 2024 @ 6:00 p.m.** in the Olympic Dining Room. Our NECA Chapter Membership Meeting will be held in conjunction with the Annual Meeting, and is open to all signatory contractors.

Each year the Board of Trustees report on the progress of the Electrical Industry Trust and the other Trust funds that are included in the hourly contribution rate, which include the Joint Apprenticeship and Training Committee, our local LMCC, and our Statewide LMCC.

One of the major functions of the Electrical Industry Trust is to provide continuing education classes for our contractors to make them more efficient and more effective. Please give some thought to any programs you believe our signatory contractors could benefit from and be prepared to share them at our meeting.

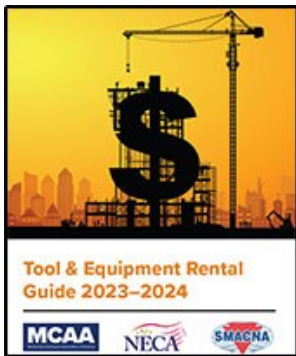


*Olympic Dining Room*

[Click Here to RSVP](#)

# NECA Tool & Equipment Rental Guide

2023-2024 Edition



## New Edition of Tool & Equipment Rental Guide Now Available

Jointly published by NECA, MCAA & SMACNA, this guidebook offers insights on contractor-owned equipment to ensure industry professionals have the most updated costs to inform internal estimating, project proposals for new and potential customers, and cost accounting efforts.

Construction tools and equipment are an essential part of an electrical contractors business, and can represent a significant investment. In addition to the large initial investment and the provision for eventual replacement, expenditures must be made for maintenance and repair, storage and handling, insurance, taxes and interest. As with any other investment, a contractor must also seek a return on the investment he makes in tools and equipment.

The rates contained in this publication may be useful as a guide for either internal estimating and cost accounting or for quoting prices to customers. NECA has always recommended that the cost of tools and equipment be included in the estimate as direct job expenses and not as a part of general overhead or operating expenses. In accordance with the standard definition, tool and equipment expense is a part of the direct job expense.

## What's New to the Tool & Equipment Rental Guide?

The 2023-2024 Edition of the Tool and Equipment Rental Guide includes new equipment and updated list prices for all items have been added, along with a new set of definitions for rate selection. In addition to the PDF and hardcopy purchase options, NECA members can access our Tool and Equipment Rental Guide via an enhanced web portal. There you can refine your search to find what you need quickly. A list of all rates is also included. Regardless of how you view them, search results can be downloaded as either a .pdf or .csv file.

PDF: Tool & Equipment Rental Schedule

2023-2024 Edition (5065-23D)

NECA Member Price: \$65.00

Non-Member Price: \$295

[Click Here to Order](#)

## ZOOM VIDEO CONFERENCE SEMINAR

# “How to Lead a Multi-Generational Workforce”

*(Hosted by the Solano/Napa Electrical Contractors Trust)*

Thursday, November 14, 2024

10:00 AM – 1:00 PM

Eric Herdman, an accomplished speaker, business leader and facilitator who has been speaking professionally in-person for almost three decades and as a virtual presenter for nearly five years will be the presenter for this seminar. He draws from his experiences as a small business owner and competitive ultra-endurance athlete to entertain, inform, educate and engage audiences into action.

As workplaces become increasingly age-diverse, understanding how to effectively lead teams comprising Baby Boomers, Gen X, Millennials, and Gen Z is more important than ever. This workshop offers a deep dive into the varying motivations, communication styles and work ethics of different generations. Through a blend of interactive discussions, activities and expert insights, participants will learn to create a harmonious and productive work environment that leverages the strengths of each generation.

During this training, attendees will explore strategies for fostering intergenerational understanding and collaboration. It emphasizes practical techniques for bridging communication gaps, managing differing expectations, and developing a culture of mutual respect and inclusion. Course curriculum will incorporate:

- **Understanding Generational Differences:** Insights into the values, motivations and work preferences of different generations.
- **Effective Communication Strategies:** Tailoring communication styles to effectively reach and engage each generation, as well as developing an understanding of the communication modalities each generation prefers.
- **Bridging the Generation Gap:** Techniques to foster mutual understanding and respect among diverse age groups.
- **Adapting Leadership Styles:** Learning to modify leadership approaches to meet the needs of a multi-generational team.
- **Conflict Resolution:** Strategies for resolving intergenerational conflicts in a constructive manner.
- **Leveraging Diverse Perspectives:** How to harness the unique strengths and experiences of each generation for team success.
- **Creating an Inclusive Culture:** Building a workplace environment that values and utilizes each generation’s strengths.

[Click Here  
To Register](#)

# POLITICO ALERT

[www.PoliticoOnline.com](http://www.PoliticoOnline.com) "Connecting you to California"

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

## DIR Provides Update on Website Improvements and Announces Live Webinar Schedule

As the Department of Industrial Relations (DIR) continues to work through glitches with their new website, and at our urging, they have announced workshops to assist contractors who continue to experience issues. As there is no dedicated phone line to assist with technical support of public works registration and payment issues with the new system, we strongly encourage contractors who are having difficulties to register and attend one of the webinars. Below is the announcement from DIR summarizing system updates and a link to the live webinar postings.

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### Message to Public Works Contractors

**To:** Public Works Contractors  
**From:** Public Works Unit, Labor Commissioner's Office  
**Re:** Live Workshops scheduled and summary of system updates

We are pleased to inform you that in June, the Department of Industrial Relations (DIR) launched the modernized Public Works website services, introducing a new unified system that replaced the PWC-100, PWCR, and eCPR applications.

As part of our ongoing commitment to improving the new solution, we have recently made significant enhancements to the system. These updates have resolved several pending account and association requests, allowing users who had encountered registration issues to move forward in the system.

**We also have posted a series of LIVE WORKSHOPS where you can join through ZOOM and receive assistance. To register, please rsvp at the following link. Space is limited but there are several dates to select. Events are listed at the bottom of the webpage <https://www.dir.ca.gov/Public-Works/SupportCenter.html>**

We appreciate your continued patience and support as we work diligently to enhance the user experience and functionality of the new system.

Additionally, we would like to share a summary of the system updates that have been implemented to address various issues:

1. **Awarding Bodys** – if you have multiple projects with the same or substantially similar name such as "maintenance", we recommend that you register the project, and revise the project name by adding the DIRPROJECT ID in front of the name. For example, "20241234 – Maintenance". Contractors will then be better equipped to search and find your projects to add to their dashboard.
2. **Manual eCPR Crafts and Classifications Updates:**
  - Added crafts and classifications include Electrician, Glazier, Painter, Sheet Metal Worker, Carpenter, Plasterer, Roofer, Tile Finisher, and more.

### 3. eCPR Employee Notes Section Updates:

- The Employee Notes section now allows up to 500 characters, an increase from the previous 49-character limit.
- This field should be used to itemize additional deductions or contributions not covered by other eCPR fields, such as manual calculations for garnishments or 401k contributions.

### 4. eCPR Proof of Submission Report:

- Click into your project on your dashboard and a screen print of the eCPR dashboard now provides information substantially similar to the previous proof of submission report.

### 5. New Values for Manual eCPR Submission:

- The values listed below must be reported in hourly increments:
  - \* Fund/Admin
  - \* Savings
  - \* Dues
- The following values should be added as lump sums per payroll period:
  - \* Federal Tax
  - \* FICA
  - \* State Tax
  - \* SDI

**Note for XML users:** These fields have existed in the XML schema prior to implementation of the new system. The information above serves as a reminder which are to be hourly and which to be lump sums.

### 6. New Fields Added to eCPR Exported PDF:

- Gross wages for all projects included in this check
- Gross wages for this project
- Net wages for all projects

### 7. Deductions (Per Payroll) Section:

- The "Total (incl. other)" field is now modifiable.
  - \* If you have deductions other than the four listed, manually calculate them into the "Total (incl. other)" box and adjust the "Gross Wages for All Projects" box accordingly.
  - \* These additional amounts should also be noted in the "Employee Notes" section.

### 8. Trailing Decimal Places Removed:

- Trailing decimal places on eCPR total amount fields have been removed for accuracy.

### 9. Help Text Added:

- Additional help text has been added to various sections of the user dashboard, including the deductions and XML upload sections, to assist users.

We remain committed to further enhancing the system and welcome your feedback as we continue this journey. Thank you for your understanding and continued support.

There are a number of guides that can be of utility and they are found at the following link. <https://www.dir.ca.gov/Public-Works/SupportCenter.html>

If you have any further questions, please submit to [publicworks@dir.ca.gov](mailto:publicworks@dir.ca.gov)

The foregoing has been provided for informational purposes & doesn't constitute legal advice nor may it be relied upon or used as an official opinion of the Division of Labor Standards Enforcement (DLSE). Access to, transmission or receipt of, or reliance upon this information from the DLSE doesn't create nor intend to create an attorney/client relationship between you or any other person & the DLSE.

# Remaining Holidays for 2024

## *Inside Wireman*

Thanksgiving and Day After

11/28 & 11/29

Christmas Day

12/25

## *Sound and Communications*

Thanksgiving and Day After

11/28 & 11/29

Christmas Eve

12/24

Christmas Day

12/25



**SYNERGY**  
eLinks

[SOUND AND COMMUNICATIONS AGREEMENT](#)  
[With Updated Wages & Fringes Schedules](#)

[Sound and Communications Wage and Fringe Schedules A, B, C, D, & E](#)

[Public Works Website Services](#)



# November 2024

Sun                      Mon                      Tue                      Wed                      Thur                      Fri                      Sat

## November 19th

Contra Costa Chapter, NECA Board of Directors 4:30 p.m. and  
Annual Meeting of the CCC Electrical Industry Trust at 6:00 p.m. at Ruth's Chris Steak House in Walnut Creek.  
The Chapter Membership will be held in conjunction with this meeting.

1                      2



4                      5                      6                      7                      8                      9

## 2024 Western Managers Meeting Maui, Hawaii

10                      11                      12                      13                      14                      15                      16

**LMCC**  
Training Center  
Martinez  
5:30 p.m.

**JATC**  
Training Center  
Martinez  
2:00 p.m.

17                      18                      19                      20                      21                      22                      23

**Annual Meeting of  
the CCC Electrical  
Industry Trust and  
Chapter Board of  
Directors  
(see above)**

24                      25                      26                      27                      28                      29                      30

