



SYNERGY

OUR 62nd YEAR

CONTRA COSTA CHAPTER

February 2025

Inside Wireman Wage/Fringe Increase Effective March

Inside Wage Adjustment

The members of IBEW Local Union 302 voted to allocate their \$4.50 per hour increase effective March 1, 2025 as follows: \$3.00 Wages, \$1.00 Pension, \$0.50 Health & Welfare. [New Wage Rates](#), [Cost-Per-Hour Sheets](#), and [Shift rates](#) reflecting the \$4.50/hour increase can be found at: <http://www.ccneca.org/Wages.html>.



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POLITICO ALERT

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NECA Sponsors Legislation to Cap Retention on Private Construction Contracts at 5%

On behalf of the National Electrical Contractors Association (NECA), Senator Dave Cortese (D-San Jose, CA) has introduced SB 61, to establish a 5% cap on retention for private construction contracts in California. This measure aligns private project retention practices with the successful 5% cap already in place for public works in the state, addressing financial strain and cash-flow challenges faced by contractors statewide.

Retention, or retainage, is a standard industry practice where a portion of progress payments—typically 10% on private projects—is withheld until project completion. However, this excessive withholding creates significant financial burdens, particularly for subcontractors and small businesses operating on tight profit margins. By capping retention at 5%, SB 61 will bring much-needed relief and promote a fair and sustainable construction environment.

Key Benefits of SB 61

- **Improved Cash Flow:** Contractors can maintain a healthier financial position, ensuring timely payment of wages, benefits, and reinvestment in future projects.
- **Reduced Financial Strain:** Lower retention requirements will decrease reliance on high-interest credit lines, reducing overall project costs.
- **Fairness and Predictability:** A standardized policy provides contractors with consistency and the ability to better manage financial resources.

California has successfully implemented a 5% retention cap on public works projects since 2011, with no adverse impacts. More than 20 other states, including New York, Nevada, Oregon and Washington, have adopted similar policies for private construction, further demonstrating the viability and benefits of this approach.

About SB 61

This legislation seeks to level the playing field for contractors, especially small and emerging businesses, by addressing cash flow challenges that hinder growth and job creation. The bill will help contractors remain financially stable, ensuring they can continue delivering high-quality work without unnecessary financial obstacles.

Take Action to Support SB 61:

We are urging all NECA contractors to use our [grassroots advocacy page](#) to send a preformulated email to their elected officials and Governor Newsom, asking them to support SB 61.

Take action TODAY and voice your support for SB 61: [CLICK HERE](#)

Once you have taken action, please encourage other union contractors in your sphere to act by sharing our grassroots action center - www.unioncontractorvoice.com



State of California
Department of
Industrial Relations

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.

This is a sample of the Cal/OSHA Form 300 (Rev. 7/2007) Appendix A, titled 'Log of Work-Related Injuries and Illnesses'. The form includes a header with the title and revision date, and a section for 'Employer's Name'. Below this is a table with columns for 'Date', 'Description of Injury or Illness', 'Employee's Name', 'Job Title', 'Department', and 'Classification'. The table is currently empty. To the right of the table is a section for 'Classification of Injury or Illness' with checkboxes for 'Lost Time Injury', 'Job Related Injury', 'Lost Time Illness', and 'Job Related Illness'. At the bottom right, there is a section for 'Total' with checkboxes for 'Lost Time Injuries', 'Job Related Injuries', 'Lost Time Illnesses', and 'Job Related Illnesses'. The form also includes a 'Certification' section at the bottom right where the employer's name, title, and signature are required.

Worker Safety and Health in Wildfire Regions



Wildfire smoke and cleanup presents hazards that employers and workers in affected regions must understand. Smoke from wildfires contains chemicals, gases and fine particles that can harm health. Hazards continue even after fires have been extinguished and cleanup work begins. Proper protective equipment and training is required for worker safety in wildfire regions.

Power outages can also present electrical and other hazards for workers. Proper installation and use of generators can prevent electrocution hazards. Workers must also be aware of the potential of electrocution or being injured by moving parts of machinery and other equipment when power is restored. Workers can also face health hazards from power outages in unventilated areas when ventilation systems are not working.

Cal/OSHA has a regulation ([section 5141.1](#)) to protect employees exposed to wildfire smoke. The regulation requires the following:

- Identification of harmful exposures
- Communication
- Training and instruction
- [Appendix B to Section 5141.1](#)
- Control of harmful exposures
- Specific particulate sampling requirements if an employer opts to monitor employee exposure with a direct reading instrument

Safety and Health of Workers Rebuilding after Wildfires

Rebuilding residences and structures after wildfires can begin when all hazardous materials have been removed and debris cleanup hazards have been corrected. The following information covers some of requirements for rebuilding safely.

» [Cal/OSHA Guidance for Construction Employers](#)

Construction Safety and Health Guides along with Fact Sheets can be found at the link below:

[Rebuilding after Wildfires](#)

Contractor Guidelines During UNION ELECTIONS

From time to time, unions engage in the process of electing officers, delegates and representatives. Federal law requires that contractors and their supervisory personnel remain neutral throughout any such election process. With the Local 302 elections coming up in June, we thought it timely to present some guidelines that contractors and their supervisory personnel should follow.

- 1. Never provide financial assistance to any union representative (aside from regular pay to stewards).**
- 2. Never give or promise any type of benefit in exchange for employee's vote.**
- 3. Never threaten discharge to influence an employee's vote.**
- 4. Never ask employees to dissuade other employees from voting for a particular candidate.**
- 5. Never distribute written materials or make statements to employees which disparage any union representative or candidate for office. Never distribute materials or make statements which favor one candidate over another or which advocate or suggest that employees vote for a particular candidate.**
- 6. Never allow business representatives or candidates for office to campaign at the jobsite or place of business. Prohibit the posting of campaign materials.**
- 7. Contractors (or contractor associations) may distribute materials to employees containing general factual information such as: the financial health of employee benefit trusts, the impact of a benefit increase on a pension fund's unfunded liability, and the loss of market to open-shop contractors. However, distribution of such materials in close proximity to a union election may be viewed as interfering with the election regardless of intent.**

Behind the Oil Industry's Biggest Divorce: Chevron Versus California

The energy giant sank the state's first successful oil well, kicking off a boom that powered California's economy for more than a century; goodwill has since gone dry

By Collin Eaton

Feb. 9, 2025 9:00 pm ET

[Click Here to Read the Article](#)



SYNERGY

E Links

[Inside Wireman Wage Rates, Cost-per-Hour, and Shift Rates](#)

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

Sound and Communications - Schedule E: [Cost/Hour](#) [Shift Rates](#)

[CE/CW Wage Schedule Effective January 1, 2025](#)

[New CA Contractor & Employment Laws for 2025](#)

[2025 New Laws White Paper](#)



February 2025

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
						1
Holiday February 17th Inside Wireman Agreement - Presidents Day Sound and Communications Agreement - Washington's Birthday						
2	3	4	5	6	7	8
9	10	11	12	13	14	15
				Long-Range Planning Meeting Monterey CA		
16	17 Presidents Day Holiday	18	19	20	21	22
				JATC Training Center Martinez 2:00 p.m.		
23	24	25	26	27	28	1
			California Statewide JATC Meeting	Northern California Managers Meeting		

CONTRA COSTA CHAPTER, NECA

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