



SYNERGY

OUR 62nd YEAR

CONTRA COSTA CHAPTER

May 2025

May Membership Meeting

The next regular meeting of the Chapter Membership will take place on Tuesday, May 27, 2025, beginning with cocktails at 6:00 p.m., at Massimo Ristorante, located at 1604 Locust Street in Walnut Creek. Please click [here](#) to RSVP.



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STAYING OFF THE RADAR:

Cal/OSHA Takeaways to Help Keep You Compliant



When it comes to workplace safety in the construction industry, compliance with occupational safety and health regulations is essential in protecting your workers and your bottom line.

Construction companies operating in California must adhere to Cal/OSHA standards that go beyond federal OSHA requirements to ensure worker safety and avoid penalties. Failure to comply with Cal/OSHA regulations can result in significant fines and legal consequences. The following link will take you to one of many articles you may find on the internet regarding the increase in fines for civil penalties for 2025: [CAL/OSHA INCREASES CIVIL PENALTY AMOUNTS FOR 2025](#)

*With all of this in mind, we are going to make this section in our newsletter -- **"Staying off the Radar: Cal/OSHA Takeaways to Help Keep You Compliant,"** a reoccurring section in our monthly newsletter. This section will be dedicated to sharing information regarding recent citations such as what the specific violations were along with proposed the penalties, important changes to help keep you up-do-date so that you will not be caught off guard, as well as information on current issues to help keep you informed.*

Focus on Fall Prevention

We have all heard about the emphasis placed on fall prevention in the workplace, but did you know that the construction industry accounts for the most falls in California. According to the 2023 Census of Fatal Occupational Injuries, almost half of the 79 deadly falls, slips, and trips were attributed to the construction sector (34 out of 79). The next closest sector was trade, transportation and utilities, at 13. Of the construction falls, 28 were tradesmen.

Fed-OSHA has forced Cal/OSHA to adopt its six-foot fall protection trigger for residential construction. California construction is fighting to reverse that, saying California's standards produce a statistically safer work place environment. The Feds have also targeted other construction fall triggers and the Cal/OSHA Standards Board will start addressing those issues at its May advisory committee.

In addition to the fatalities, more than 10,000 workers nationally are seriously injured by falls each year.

Latest Fatality Cases Include Indoor Heat Citations

Cal/OSHA’s Division of Occupational Safety and Health has cited dozens of employers in fatality cases from the later half of 2024. Included is what could be the first issuance of serious violations under the new indoor heat illness prevention standard (General Industry Safety Orders 3396) in a fatality case.

One company faces \$70,800 in potential Cal/OSHA penalties following citations issued in a fatality. A carpenter was repairing dry rot underneath a house and later was found dead. The ambient temperature that day was 86 degrees F.

<u>Alleged Violative Condition</u>	<u>Proposed Penalty</u>
Failure to measure temperature or heat index, which ever was greater, and identify and evaluate all other environmental risk factors for heat illness.	\$10,800
Employer did not respond to signs and symptoms of heat illness, including first aid and emergency medical services.	\$10,800
Employer failed to closely observe until employee was acclimatized during heat wave with no engineering controls in place.	\$10,800
No effective training before work began when heat illness exposure was “reasonably anticipated.”	\$10,800
Heat Illness Prevention Plan missing or ineffective.	\$10,800
Missing or ineffective emergency medical services plan	\$10,800
Employer did not report the fatality within the required period.	\$5,000
Missing or ineffective respiratory protection program.	\$500
Missing or ineffective construction IIPPP.	\$500
<u>TOTAL:</u>	<u>\$70,800</u>

Important “Serious Injury or Illness” Changes in Title 8

AB 1805 redefined “serious injury or illness” as “Any injury or illness occurring in a place of employment or in connection with any employment that requires inpatient hospitalization for other than medical observation or diagnostic testing, or in which an employee suffers an amputation, the loss of an eye, or any serious degree of permanent disfigurement, but does not include any injury or illness or death caused by an accident on a public street or highway, unless the accident occurred in a construction zone.”

The main changes to the redefinition are the removal of the 24-hour time period for in patient hospitalization and the explicit inclusion of amputations and the loss of an eye.

AB1804 mandated the 342(a) revision to allow for fatality or serious injury/illness reports in an online mechanism, which has yet to be established. Until then, employers may make such reports by telephone to their nearest district office or by email (caloshaaccidentreport@tel-us-com).

Failure to Report Fatalities on Time:

Department of Safety and Health cited three employers for failing to report fatalities on time, under 342(a), with \$5,000 proposed penalties each.

Title 8 requires employers to report fatalities and serious injuries within eight hours of learning about the incident and 24 hours if the employer can demonstrate exigent circumstances.



New 2025 Resources Released for Construction Safety Week and OSHA National Safety Stand-Down

WASHINGTON, D.C. — In recognition of **Construction Safety Week 2025** and the **OSHA National Safety Stand-Down to Prevent Falls in Construction**, taking place **May 5–9, 2025**, the Safety Alliance—comprised of **TAUC, SMACNA, MCAA, and NECA**—is proud to announce the release of **five new safety videos** designed to spark conversation and reinforce critical safety practices across jobsites.

These videos are valuable tools for employers to utilize during toolbox talks, safety meetings, and stand-down events. The 2025 topics include:

- **Elevated Work Platforms**
- **Ladder Safety**
- **Hand Injury Prevention**
- **Stop Work Authority**
- **Strains, Sprains, and Ergonomic**

Each video supports proactive engagement in workplace safety and encourages workers to pair these insights with their company's safety protocols and task-specific training.

Building on the success of the Safety Alliance's 2023 and 2024 safety campaigns, the Alliance is committed to providing fresh, relevant content that keeps safety front and center. Safety is everyone's responsibility, and the ultimate goal is to ensure every worker returns home safely to their loved ones each day.

The Safety Alliance also emphasizes the importance of mental health in the broader safety conversation. The message—**"It's Okay to Not Be Okay"**—serves as a reminder that psychological safety is just as important as physical well-being. Workers who need support are encouraged to call **#988**, the National Mental Health Crisis Line, for immediate help and resources.

**To View and Download the 2025 Safety Week videos,
visit NECA's safety [webpage](#).**

An Introduction to Fault Managed Power

Sponsored by the Northern California Chapter, NECA Member Services Committee



Date: Thursday, May 15, 2025

Time: 12:00 PM – 1:30 PM

Location: ZNE Center (14600 Catalina Street, San Leandro)

Instructors: James Eaves (*Director of Building & Farm Electrification, VoltServer*)

Lunch & Learn Agenda



- Breaking the historical compromise between Voltage, Power and Safety
- What is Fault Managed Power (FMP)
- History of the Technology and Standards
 - Limited Power Source Versions in Art 725
 - Dedicated NEC Article 726 – Class 4, the first new electricity classification in 45 years
 - Comparison to Class 2 technologies such as low-voltage and PoE
 - Comparison to Chapter 3 circuits (AC Power and Lighting Circuits)
 - New UL Standards UL-1400-1, UL-1400-2
 - Changes coming in 2026 NEC
- Use Cases
 - Stadiums, Airports, High Rises, Hotels, Data Centers, Vertical Farms...
 - The importance of FMP to Building Electrification (decarbonization)
- Question and Answer
- Where to find more information – VoltServer, NECA, Fault Managed Power Alliance

“Fault Managed power is a revolutionary intelligent power technology that is emerging as a viable solution for safe and reliable power distribution. Safe-to-touch and capable of delivering high power for long distances, it is a game-changer that disrupts the 120-year-old method of electrification.”

Jeff Beavers, *Executive Director*
Network Integration and Services, NECA



NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

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CONTACTOR 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 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 an employee's vote. Never threaten to discharge to influence an employee's vote.
3. Never ask employees to dissuade other employees from voting for a particular candidate.
4. Never distribute written materials or make statements to employees that 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.
5. Never allow business representatives or candidates for office to campaign at the jobsite or place of business. Prohibit the posting of campaign materials.
6. 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.

If you have any questions or concerns regarding this issue, please contact me.

Joey Reed
Executive Director

POLITICO ALERT

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SB 61 Passes California Senate with Unanimous Bipartisan Support

We're pleased to report that Senate Bill 61—NECA-sponsored legislation to cap retention on private construction projects at 5%—has passed the California State Senate with unanimous, bipartisan support and has not received a single "no" vote to date.

This strong endorsement highlights the impact of our collective advocacy efforts, including the grassroots engagement of our contractors, and demonstrates the Legislature's recognition of the need for fair, consistent retention practices in California's construction industry. SB 61 marks an important step toward improving cash flow and financial certainty for contractors statewide.

The bill now moves to the Assembly, and we will continue working with our partners to sustain this momentum and push for final passage.

Thank you for your continued support. If you haven't yet participated in our grassroots campaign, please take action today. ☐ [HERE](#).

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SB 61 Moves Forward – NECA Day at the Capitol Scheduled to Support

SB 61 (Cortese), which would cap retention at 5% on private works of improvement—bringing the policy in line with public works standards—has passed the Senate Judiciary Committee with unanimous, bipartisan support. Sponsored by NECA, this critical reform will improve cash flow, reduce financial strain, and promote fair and reasonable payment practices across the construction industry. The strong committee vote provides substantial momentum.

Let's Keep the Momentum Going...

To help make the 5% retention cap a reality, NECA Chapters and members are invited to the **State Capitol** on **Wednesday, June 11, 2025**, to advocate for SB 61. Contractor participation is vital to advancing high-priority, industry-sponsored legislation. Please coordinate with your Chapter to schedule Capitol appointments with your local Senators and Assemblymembers. You can find your representative [\[HERE\]](#).

Supporting Events

CEC PAC Fundraising Dinner:

On the evening of **Tuesday, June 10**, a fundraising dinner will be held for the **California Electrical Contractors PAC (CEC State PAC)**. Everyone is welcome to join. Attendees will have the opportunity to make contributions and will be provided a PAC pledge sheet with a minimum contribution of \$250 and a maximum of \$9,800. Senator Dave Cortese, author of SB 61, has been invited to attend.

Lobby Day Prep Briefing Breakfast:

There will be an important briefing the morning of Lobby Day to review talking points and logistics before heading into legislative meetings.

Full Event Details

CEC PAC Dinner:

- **Date:** Tuesday, June 10, 2025
- **Time:** 6:00 PM – 8:00 PM
- **Location:** [Frank Fat's 806 L Street, Sacramento, CA 95814](#)

Lobby Day Prep Briefing:

- **Date:** Wednesday, June 11, 2025
- **Time:** 8:30 AM – 9:30 AM
- **Location:** [Kimpton Sawyer Hotel 500 J Street, Sacramento, CA 95814](#) – Maple Suite (*Breakfast will be provided*)

Lobby Day at the Capitol:

- **Date:** Wednesday, June 11, 2025
- **Time:** 10:00 AM – 3:00 PM
- **Location:** [Capitol Annex Swing Space 1021 O St, Sacramento, CA 95814](#)

Hotel Accommodations

A discounted room block is available at the **Kimpton Sawyer Hotel**. [\[CLICK HERE\]](#) to reserve your room— space is limited. Other nearby hotel options include: [The Citizen Hotel](#) & [Hyatt Centric](#)

RSVP Required

Please RSVP for the PAC Dinner and/or the Lobby Day Prep Briefing Breakfast by Friday, May 16, to [Jenny Fothergill](#) at the **NorCal NECA Chapter**. Please note, space at the CEC PAC dinner may be limited. For questions regarding lodging, RSVPs, or the event schedule, [Jenny](#) is your point of contact.



Public Works

The DIR's Public Works Online System has now launched an update effective Tuesday April 22, 2025 with a number of platform enhancements

The system enhancements include but are not limited to the items listed below:

Searching by DIR PROJECT ID

1. As contractors, you can now search by DIR PROJECT ID to add projects to dashboard
2. As contractors, you can now search by DIR PROJECT ID to upload XML eCPRs (Extensible Markup Language electronic Certified Payroll Records)

A new "Contract With" field when submitting eCPRs

1. You can now enter the awarding body or (sub)contractor with whom you are contracting with when you are submitting eCPRs.
2. Additionally, you are now able to submit multiple eCPRs for the same work week.

Manual eCPR form enhancements

1. The manual eCPR submission form has been enhanced to include new fields
 - OT (overtime)
 - DT (doubletime)
 - Total OT hourly Rate
 - Total DT hourly Rate
2. Manual eCPR now provides option for user to select whether fringes are paid to employee or to benefit plan. Fringe benefit fields now remain the same regardless of the option selected

eCPR "drafts"

1. Draft eCPRs no longer block your ability to submit eCPRs

eCPR amendments

1. You can now amend eCPRs by searching for and selecting a specific payroll number to amend an eCPR to.

Click [here](#) to visit the DIR Support Center for latest training & FAQs.

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.

UPCOMING EVENTS

Mark Your Calendars



The NECA Show

presented by the National Electrical Contractors Association

McCormick Place Convention Center
September 12-15, 2025

#1 Event for Power, Light, Controls, Energy,
Information & Communications Technology



SYNERGY

ELinks

[DIR SUPPORT CENTER](#)

[CAL/OSHA INCREASES CIVIL PENALTY AMOUNTS FOR 2025](#)

[NECA's SAFETY WEBPAGE](#)



May 2025

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
				1	2	3
	Holidays May 23 rd and 26 th - Inside Wireman May 26 th Sound & Communications					
4	5	6	7	8	9	10
11	12	13	14	15	16	17
Mother's Day				JATC 2:00 p.m. Training Center Martinez		
18	19	20	21	22	23	24
					Off-Day	
25	26	27	28	29	30	31
	Memorial Day	NECA Bd. 4:30 p.m. Chapter: 6:00 p.m. Massimo's WC				