



# THE MONTEREY CURRENT

## FEBRUARY, 2014

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### **GENERAL MEMBERSHIP MEETING SCHEDULED**

Please mark your calendar and plan to attend the next General Membership Meeting on Thursday, February 20<sup>th</sup> at Bittersweet Bistro in Aptos when our lobbyist Eddie Bernacchi will join us and update our membership on the political happenings in the State of California. Eddie is always informative and represents all of our members well in Sacramento. Don't miss out on this presentation!! Please call today to RSVP!

### **NEW WAGE SHEETS DISTRIBUTED FOR MARCH 24 INCREASES**

New Wage Sheets have been distributed to our members for the new wages that go into effect on March 24, 2014. Should you need to access them in the future, don't forget that they are available on the private website located at [www.mbccneca.org](http://www.mbccneca.org) along with other useful tools.

### **DEPARTMENT OF LABOR WILL SURVEY CONTRACTORS IN 2014**



We have been notified that the U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division will be conducting a statewide survey of Building Construction Wage Rates on both federal and non-federal projects (both public and private) during fiscal year 2014. We will be asking for help from each of our contractors to make sure we are represented in the survey. Further details will be forthcoming.

### **President's Day Holiday Monday, February 17<sup>th</sup>**

All work performed on this date will be done at double the rate of pay.



## WORKERS COMP DUAL WAGE VERIFICATION UPDATE

### CHANGE IN PAYROLL RECORD REQUIREMENTS WILL BENEFIT UNIONIZED EMPLOYERS

In addition to increasing the dual wage thresholds in ten different construction classifications, including electrical wiring, the Insurance Commissioner recently approved amendments to the California Workers' Compensation Uniform Statistical Reporting Plan—1995 (USRP) to require that a collective bargaining agreement may be used to verify the hourly wage for purposes of assignment of a high wage classification. Both changes will take effect on Jan. 1, 2014.

Under changes adopted by the WCIRB in 2008, contractors in dual wage classes were forced to produce time cards showing all start and stop times for the workers if they are reporting wages in the high wage classification. Employers that didn't meet this standard faced the prospect of having their entire high wage payroll moved

to the low wage classification at increased rates.

Historically, our contractors record only the total hours worked rather than maintaining time cards that list actual start and stop times. The 2008 change created unneeded paperwork and cost for most of our employers. Under the new rule, union employers will be able to prove the hourly rate paid by producing their collective bargaining agreement.

The change didn't come easy and was debated at length by WCIRB's Classification and Rating committee. Some carrier members expressed concerns that this will increase the complexity of the payroll audits and/or dilute their effectiveness. The rule change allows auditors to either use time cards as usual to validate the hourly rate of pay or go to the collective bargaining agreements to determine the hourly wage.

#### Payroll Record Requirements

The new rule reads as follows:

The assignment of a high wage classification to any non-salaried employee is contingent on verifying that the employee's hourly wage equals or exceeds the specified wage threshold. The determination of the

regular hourly wage must be supported by one of the following sources:

- Original time cards or time book entries for each employee. Original records must include the operations performed, the total hours worked each day and the times the employee started and ended each work period throughout the workday. At job locations where all of the employer's operations cease for a uniform unpaid meal period, recording the start and stop times of the uniform break period is not required.
- A valid collective bargaining agreement that shows the regular hourly wage rate by job classification of a worker. If using a collective bargaining agreement, the records must include an employee roster by job classification that permits the reconciliation of individual employees to the job classifications set forth in the collective bargaining agreement.





## OSHA RELEASES TOP 10 CITED VIOLATIONS OF 2013

NECA works to inform and educate member contractors, safety professionals and the electrical construction industry about the importance of complying with OSHA safety regulations and standards through: training, online courses and tools, publications and the annual Safety Professionals Conference. Below is a list of the 10 most cited violations in 2013. 1. Fall Protection 2. Hazard Communication 3. Scaffolding 4. Respiratory Protection 5. Electrical – Wiring methods 6. Powered Industrial 7. Ladders 8. Lockout/Tagout 9. Electrical – General Requirements 10. Machine Guarding For additional detail visit, <http://bit.ly/1dINRmc>



## CALSTAR MEMBERSHIP PROGRAM

Traumatic injury or illness can strike anyone at any time, and air medical transports can

leave patients with thousands of dollars in out-of-pocket expenses. CALSTAR is pleased to offer group membership coverage to NECA members for \$35 per year, a 30% discount off of our regular household rate. NECA members may enroll using our online group membership form at [www.calstar.org/membership](http://www.calstar.org/membership), or by calling our Membership Office at 1-888-207-LIFE (5433). Another great benefit of NECA membership!! Need additional information? Give Jerri a call at (831) 236-1393 for more details.



## IRS STANDARD MILEAGE RATES FOR 2014

The Internal Revenue Service issued the 2014 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning January 1, 2014, the standard mileage rates for the use of a car, van, pickup or panel truck will be:

- 56 cents per mile for business miles driven
- 23.5 cents per mile driven for medical or moving purposes
- 14 cents per mile driven in service of charitable organizations.

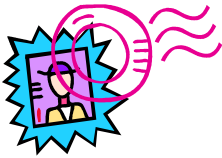
For business, medical and moving expense rates decrease one-half cent from the 2013 rates. The charitable rate is based on statute.

The standard mileage rate for business is based on an annual study of fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.



## EMPLOYERS MUST POST ANNUAL OSHA LOG!

Most companies are required to post their annual OSHA injury summary (300A) by February 1, 2014. The summary must be posted from 2/1/14 to 4/30/14 and it must be posted whether or not there were recorded injuries



## STAMP PRICES INCREASE

Effective January 26, 2014, mailing a letter will cost 47 cents under a proposal approved by the U.S. Postal Service's regulator. The price to mail a postcard will remain the same at 33 cents.



## CLASSES OFFERED THROUGH THE TRI-COUNTY JATC

### FIRST AID/CPR

CPR/First Aid is scheduled to take place on **Saturday, February 8th at 8am.** Instructor Roni Jane Sudyka will be teaching the basics of First Aid and CPR along with Blood Borne Pathogens. Call Stacy at (831) 633-3063 to reserve your place. Class size is limited.

### 2011CSIGNIFICANT CHANGES TO THE CODE

Instructor David Martinez will be leading the way through the Significant Changes of the 2011 National Electrical Code on the second Tuesday of the month. Drop on in! You are welcome to attend one class or as many as you like in this

series. This is a (3) hour class. The next class is scheduled for **Tuesday, February 11th at 5:30pm.**

### EVITP 3.0

The **Electric Vehicle Infrastructure Training Program (EVITP) 3.0** class with Instructor Stephen Slovacek is scheduled to begin on **Tuesday, February 18th** at 5:30pm. This class is a 35 hour course. It is a prerequisite for EVITP that you are a California Certified General Electrician. As a bonus, there is a \$125 stipend available upon successful completion provided by the Monterey Bay LMCC.

### CALCTP

California Advanced Lighting Controls Training Program (CALCTP) with Instructor Stephen Slovacek is scheduled for Tuesday, February 18th at 5:30pm. This class is a total of 50 hours: 10 hours of lecture and 40 hours of lab. The class schedule will be coordinated with those in attendance.

YOU MUST BRING PROOF OF COMPLETING THE ONLINE COURSE TO THE FIRST CLASS OR EMAIL TO [stacy@tricityjatic.org](mailto:stacy@tricityjatic.org).

Students will not be allowed

to attend the class if they have not completed the online coursework. Go to [bit.ly/IBEW234CALCTP](http://bit.ly/IBEW234CALCTP) to get started today. There is a \$125 stipend available upon successful completion provided by the Monterey Bay LMCC.



## CONGRATULATIONS TO THOSE WHO HAVE COMPLETED UPGRADE CLASSES

Congratulations to the following individuals who have recently completed classes offered through the apprenticeship program! We appreciate your commitment to the industry!

### NFPA 70-E

- Phil Karleen
- Mike Rodda
- Keith Rudd
- Juan Morales

The LMCC holds a quarterly gift card drawing each quarter. (2) \$100 gifts cards will be awarded each quarter for JW upgrade classes. One gift card will go to the



member with the most hours of class completed in that quarter. The other gift card is awarded by lottery. Every four hours of completed classes will equal one entry in the lottery, with no limit. The member with most hours is ineligible for lottery. Encourage your employees to attend!

The winners for **January** were **Stephen Christensen** for the most hours of training at 50 hours and **Adam Cullers** won for the lottery. Congratulations!

## ENHANCEMENTS TO THE JATC

The JATC is very proud to announce two Milwaukee tool displays of cordless and hand tools that were recently installed by Milwaukee professionals, Brady Hlebain and Andrew Mason. We also have received a \$5,000 scholarship from Klein Tools. Some of those tools are on display in the JATC office. More of the Klein tools will be made available for education and training.

Our thanks to both Milwaukee Tools and Klein Tools for their continued support of our apprenticeship program!!

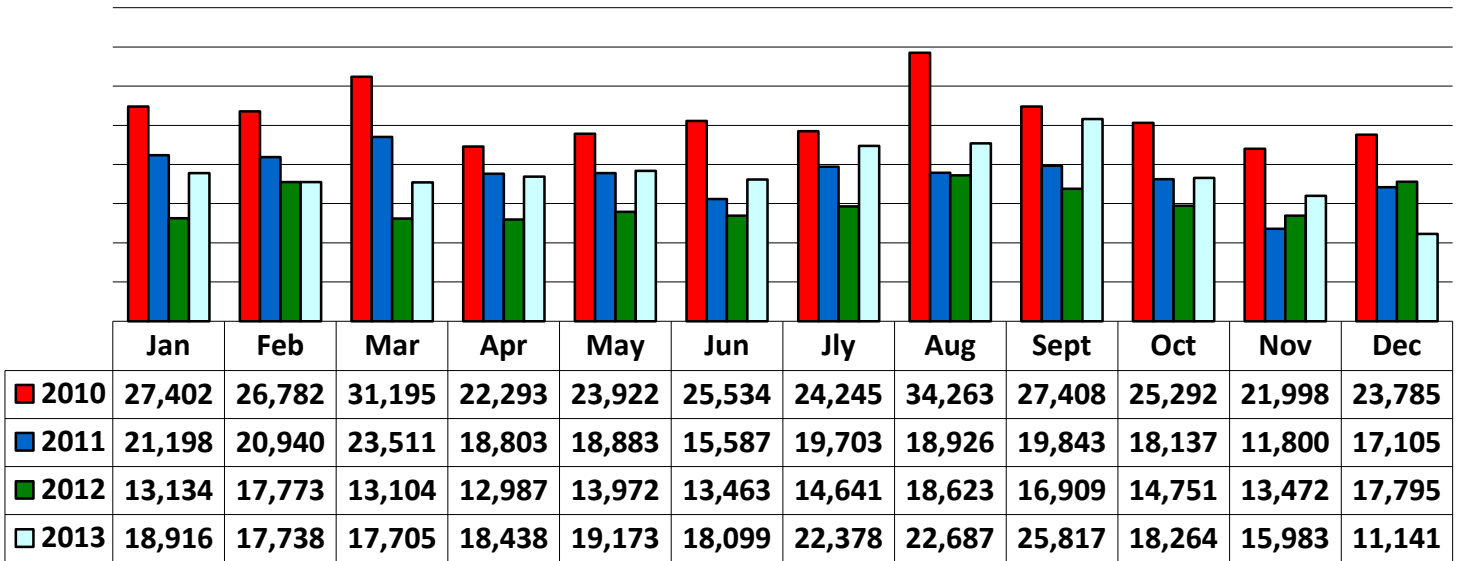
## LOCAL #234 AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 44 on Book 1, 52 on Book 2. For Sound & Communications there is 1 on Book 1. We currently have 1 Inside apprentice available for work.





## INSIDE MONTHLY HOURS REPORT



# *UPCOMING EVENTS CALENDAR*



February 14, 2014

Valentine's Day

February 17, 2014

Presidents Day Holiday

March 3-5, 2014

Association Executives Institute

Chicago, IL

April 3-4, 2014

District Nine Meeting

Ojai, CA

July 27 -August 1, 2014

National Training Institute

University of Michigan

October 11-15, 2014

Board of Governors and NECA Convention

Chicago, IL