

## THE MONTEREY CURRENT

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**To Benefit...  
Participate!**

### **EDUCATION CLASS HELD**



Our thanks to all who attended the recent education class, **Perform Like a Boss** presented by Nic Bittle.

Nic's program was well received by the 25 members in attendance. If you attended the course and are interested in receiving your credits for attendance, be sure to complete the online survey! <https://www.surveymonkey.com/r/PMB011416A>

### **IRS 2016 STANDARD MILEAGE RATES**

On December 17, 2015, the Internal Revenue Service issued the 2016 optional standard mileage rates used to calculate the deductible

costs of operating an automobile for business, charitable, medical or moving purposes. Beginning January 1, 2016, the standard mileage rates for the use of a car (also vans, pickups, or panel trucks) will be: 54 cents per mile for business miles driven (down from 57.5 cents for 2015) To find out more information on the new mileage rates, please [click here for the link](#).

### **NEW STATE LAW SUPPORTS QUALIFIED LABOR ON SCHOOL PROJECTS**

On August 17, 2015, the Governor signed into law AB 566 designed to improve pre-qualification requirements on school district projects over \$1 million. [Read more here](#).

*(Taken from the Northern CA  
Carpenter Publication, Dec. 2015)*



## **ELECTRONIC CPR REPORTING POSTPONED**

The State of CA, Department of Industrial Relations posted the following notice on January 21, 2016 with regard to the eCPR Requirements:

“This notice is in response to the numerous inquiries DIR has received regarding the difficulty that many contractors and subcontractors are having with the eCPR requirements effective January 1, 2016. See Labor Code § 1771.4(a)(3).

Effective immediately, enforcement of the eCPR requirement is hereby temporarily stayed pending outreach, education and upgrades to the eCPR system that will allow contractors and subcontractors to more easily submit CPRs into DIR’s system. DIR is currently exploring an alternative reporting format that will facilitate compliance with the eCPR requirements for contractors and subcontractors that are having difficulty. DIR anticipates that the upgrades should be completed by June 2016.

This notice only applies to the obligation to submit CPRs into DIR’s eCPR system. Awarding bodies must still ensure that

contractors and subcontractors are registered under DIR’s contractor registration system and in compliance with all other prevailing wage laws including, but not limited to, Labor Code section 1776 (Reporting of Certified Payroll Records).

This notice also does not affect the ability or obligation of labor compliance personnel, or rights of other interested parties, to request and obtain certified payroll records (hard copies in the absence of electronic records).”

## **COMPREHENSIVE TAX & GOVERNMENT FUNDING DEAL**

Marco A. Giamberardino, NECA Executive Director of Government Affairs reported that several years of NECA’s Advocacy efforts payed off in a massive tax and fiscal spending deal that was signed into legislation in December 2015.

Congressional negotiators and the White House delivered on both a FY 2016 Omnibus appropriations bill that will fund the government through September 30, 2016 and also a sweeping tax extenders package that goes well beyond the usual one-year lookback provisions we have seen over the past several years.

This legislation delivers predictability, clarity, and certainty for NECA contractors who will no longer have to worry each December if Congress will take action to extend certain tax relief policies. Both measures contain numerous NECA priority issues that we have been advocating for quite some time including:

- Permanent extension for the 15-year straight-line cost recovery for qualified leasehold improvements;
- Permanent extension for qualified restaurant buildings and improvements and qualified retail improvements;
- Permanent extension for the Research and Development credit, with modifications to let qualified small businesses claim it against the alternative minimum tax and their payroll taxes;
- Permanent extension for increased expensing limits under Section 179 of the tax code and the subpart F exception for active financing income.
- A five-year extension of the production tax

credit for wind energy with a phase-out to 40 percent by 2019; and,

- A five-year phase-out of the investment tax credit for solar and the “commence construction” eligibility.
- Two-year deferral on the imposition of the Cadillac Tax that would be imposed on our qualifying health plans.

*“Success is simple. Do what's right, the right way, at the right time.”*

Arnold H. Glasow

## **SOUND AND COMM SERVICE CHARGE INCREASE POSTPONED**

For those working under the Sound and Communications Agreement, the Service Charge Increase will be delayed by 60 days to March 1, 2015. NECA service charge will change from 1/2 of 1% to 1% of gross labor payroll for the Sound and Communication Industry for hours worked after March 1, 2016.



## **RECRUITING NEW TALENT?**

Every year at about this time, the Associated Schools of Construction (ASC) hold their annual Construction Management Conference and Student Competition. This year, the event will be held February 10-13 at the Nugget Casino Resort in Sparks, Nevada. Many of our larger NECA member firms act as sponsors for the event (Cupertino, Rosendin, Sprig) along with a number of general contractors. The different schools of construction send teams to work on problems based on a real world installations and are judged on the basis of their presentations. There is also a job fair from 8 a.m. to 12-noon on Saturday the 13th, which many construction employers recruit from.

If you have been planning a trip to the snow, you might consider making a recruitment trip on the Presidents Holiday weekend this year. You can register as a Industry General Attendee, which will allow plenty of opportunity to network. Be

sure to watch the Electrical Competition presentations — you will be duly impressed! For more information click [ASC67.org](http://ASC67.org).

## **NEW CW/CE HEALTH RATE**

CW/CE Health Contribution Rate Increase Effective with hours worked January 1, 2016, the Health and Welfare Trust contribution rate for the CW/CE MOU will increase from \$5.01/hour to \$5.21/hour. The twenty cent increase is the only change in the agreement until June 1, 2016, when a cost-of-living increase will be applied to all wage rates.

## **CA SICK LEAVE LAW REMINDER**

The “Healthy Workplace, Healthy Family Act of 2014” (CA Sick Leave), went into effect on July 1 2015. This law will affect your **part-time and full time non-bargained** employees who are covered by the Collective Bargaining Agreement and also affects your bargained employees when they are working in **IBEW Locals 234 and 551**, as these areas were not able to negotiate the clause out of the Collective Bargaining Agreement (CBA).

A few highlights of the sick leave law are:

- Employees will start accruing sick leave after 30 days of employment. However, they can start using the accrued sick leave after 90 days of employment.
- As an Employer, you have two options:
  - ✓ Accrual Option:  
This allows the employees to accrue 1 hour of sick leave for every 30 hours worked. As an Employer, you can limit the total accrual of sick leave to no more than 48 hours or 6 days. You can also cap usage of sick leave to 3 days per year.
  - ✓ Lump Sum Option:  
This option allows the employer to give their employees no less than 3 days at the beginning of each year. The employees have 12 months to use the days given.
  - ✓ Any accrued or unused sick leave must be restored to an employee if they return to the same employee within 12 months of separation.
  - ✓ Employers must show how many days of sick leave

are available. This may be done on employees pay stub, or on a separate document issued the same day as the paycheck.

- ✓ Employers must keep records showing how many paid sick days employees have earned, and used, for 3 years.
- ✓ Finally, a Paid Time Off (PTO) policy that meets the minimum requirements of the CA Sick Leave law may continue to be used. So, if your company previously provided employees with 5 days of PTO each year, you would not have to supply your employees with 3 additional days of sick leave.

For more information on the "Healthy Workplace, Healthy Family Act of 2014", please visit the [Frequently Asked Questions](#) page on the DIR Website.

### **AFFORDABLE CARE ACT (ACA) REPORTING UPDATE Notice 2016-4 Issued**

The US Treasury and IRS have issued Notice 2016-4 which extends the due dates for the 2015 Information reporting requirements, both

furnishing to individuals and filing with the IRS.



### **UPCOMING CLASSES OFFERED THROUGH THE JATC**

#### **CPR/FIRST AID**

Since First Aid/CPR language has been added to the Inside Agreement and will now be a requirement, the JATC has decided to offer it more regularly. The classes will now be offered monthly. Roni Jane Sudyka will be the trainer and the class is always well received. Blood borne pathogens will also be covered. The next class is scheduled for Saturday, March 5<sup>th</sup> beginning at 8:30 am, at the Training Center. Please call Stacy to sign up and to inquire about the additionally scheduled dates.

#### **FLUKE TESTING CLASS**

Fluke will be presenting a class on meters on Saturday, March 12<sup>th</sup> from 8 am to 2 pm. This will be a hands on training class and there are limited spots in the class so be sure to call early! Call Stacy at (831) 633-3063 to reserve your place.

#### **CALCTP**

California Advanced Lighting Controls Training Program (CALCTP) with Instructor

Stephen Slovacek is looking for participants. 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.

### **CALCTP-AT**

The JATC is also taking sign-ups for the California Advanced Lighting Controls Training Program-Acceptance Testing (CALCTP-AT) with Instructor Stephen Slovacek. This class is a total of 24 hours. The class schedule will be coordinated with those in attendance. The prerequisite for this class is completion of the 50 hour CALCTP. An application form must be completed prior to starting class. To register for this class there is a \$225 application/record maintenance fee. Go online to [goo.gl/qkW7AI](http://goo.gl/qkW7AI) to complete an application and pay the application/record maintenance fee. There is a

\$125 stipend available upon successful completion provided by the Monterey Bay LMCC.

### **NEC GROUNDING AND BONDING**

NEC Grounding and Bonding, with instructor David Martinez will be held on the third Tuesday of the month. Drop on in! This is the final class in the series and the (3) hour class will be held Tuesday, February 16<sup>th</sup> at 5:30 p.m.

### **EVITP**

EVITP 3.0 Class Electric Vehicle Infrastructure Training Program (EVITP) 3.0 with Instructor Stephen Slovacek. 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.

### **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**

- Abraham Adams
- Stephen Christensen
- Will Clough
- David Espinoza
- Michael Gruber
- Enrique Lara
- Igor Malyghin
- Alex Ruelas
- Chris Swim

### **CPR/FIRST AID**

- Adrien Antosz
- James Brown
- Rick Jensen
- Nick Luczak
- Jose Melgarejo
- Nick Prelgovisk
- Robert Rovella
- Charlie Ruiz
- Steve Trybom
- Carlos Vargas
- David Vasquez



### **AVAILABILITY LIST UPDATE**

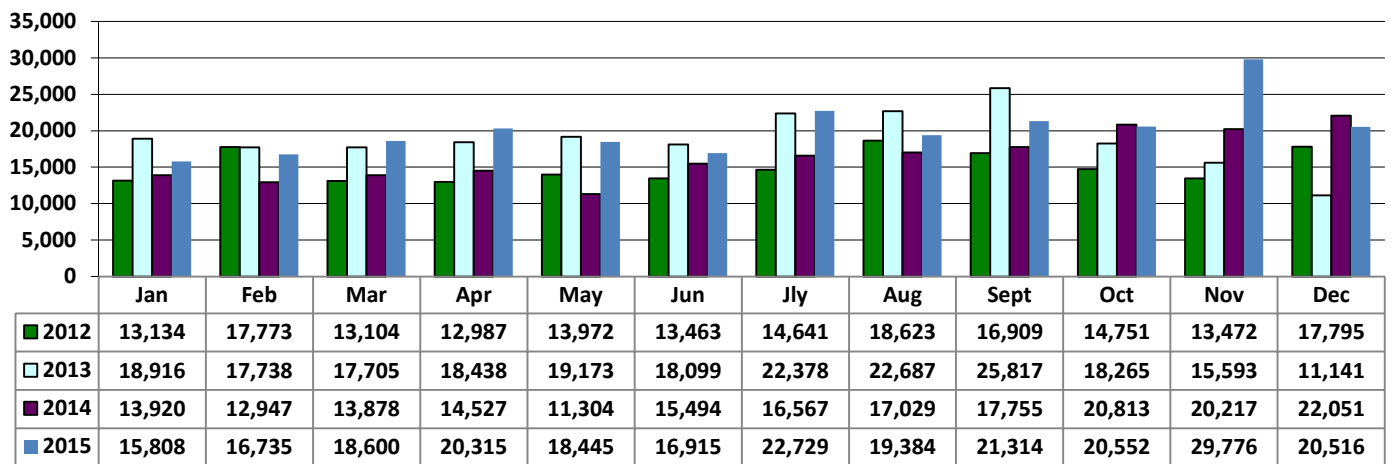
On the Inside Out-of-Work List, there are 7 on Book 1, 34 on Book 2 and 1 on Book 3. For Sound & Comm. there are 2 on Book 1, 1 on Book 2 and 1 on Book 3. The Local Union has 1 CE on Book 1. There is 66 CW's on Book 1 and 153 on Book 2 that are available. There are no Inside apprentices available for work at this time.

## JATC APPLICANT TEST SCHEDULED

The Tri-County Electrical JATC accepts applications on a year round basis. The next aptitude test has not been scheduled. For more information regarding the process, please click in the following link:

[JATC INFORMATION](#)

# INSIDE MONTHLY HOURS REPORT



# *UPCOMING EVENTS CALENDAR*



February 10-12, 2016

Western Region Managers Meeting

February 14, 2016

Valentine's Day

February 15, 2016

President's Day Holiday

February 18, 2016

Board of Directors Meeting

February 20, 2016

JATC Aptitude Test

Castroville, CA

March 2-4, 2016

Association Executives Institute

Boston, MA

March 12, 2016

Fluke Meter Training Class

Training Center

March 30 – April 1, 2016

District Nine Meeting

Scottsdale, AZ

October 7-10, 2016

NECA Convention

Boston, MA