



THE MONTEREY CURRENT

May, 2016

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To Benefit... Participate!

POLITICO ALERT

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Governor Signs Paid Family Leave Expansion

AB 908 was signed by the Governor Today. This measure will increase the state's paid family leave (PFL) compensation rates for workers. The bill would increase the wage replacement rate for PFL benefits from 55% to:

- a) 70% for those who make up to 33% of the California average weekly wage.
- b) 60% for those who make more than 33% of the California average weekly wage.

The same increase would apply to people enrolled in California's State Disability Insurance (SDI) program, which entitles people to paid time off for non-work related injuries and disabilities, including pregnancies.

Workers can take up to 6 weeks through the PFL program and up to 52 weeks off through the SDI program.

It's important to note that employers are not affected, as the cost is born by the employees and not the employers. The PFL program is part of the SDI program that is funded by proceeds from employee payroll deductions which are deposited in the SDI Fund.

Fair Employment and Housing Council - Adopts Amendments to the Fair Employment and Housing Act (FEHA)

Amendments to the Fair Employment and Housing Act (the Act) were approved by the Office of Administrative Law and filed with the Secretary of State on December 9, 2015. The regulations took effect April 1, 2016.

In addition to technical amendments and statutory updates, the proposed amendments most notably clarify and/or articulate:

- (1) The standard for establishing discrimination;

(2) The definition of “interns and volunteers”;

(3) That a victim of human trafficking may have a separate right of action under the FEHA;

(4) Then an employee may be personally liable for harassing a co-employee;

(5) The standards for harassment and discrimination prevention and correction;

(6) The requirement to provide training on “abusive conduct” as a component of sexual harassment training;

(7) The standard for discrimination on the basis of possessing a driver’s license granted under Section 12801.9 of the Vehicle Code;

(8) The definitions of “sex,” “gender identity,” “gender expression,” “transgender,” and “sex stereotype”;

(9) That it is no defense to a complaint of harassment based on sex that the alleged harassing conduct was not motivated by sexual desire;

(10) The standards for what constitute sexual harassment;

(11) That four months is the leave entitlement for pregnancy disability leave;

(12) The standard and content for posting notice of the right to take pregnancy disability leave;

(13) The definition and scope of “religious creed”;

(14) The definition of “support animal”; and,

(15) The elimination of affirmative action as it relates to state contracts.

Additional changes to the Act include: refining how to count employees as it relates to employee worksite for out-of-state employees; adding the definition of “person performing services pursuant to a contract”; clarifying the rights of unpaid interns and volunteers; clarifying the standard of establishing harassment as per *Harris v. City of Santa Monica* (2013) 56 Cal.4th 203; clarifying employers’ responsibilities in preventing and correcting harassment and discrimination as it relates to how to provide a complaint mechanism; clarifying sexual harassment prevention trainers’ obligations as they relate to incorporating “abusive conduct” into their training as per AB 2053 (Gonzalez 2014); clarifying the standard for hostile work environment sexual harassment; reinstates the pre-existing standard for calculating the length of pregnancy disability leave; adding transgender

individuals to the pregnancy disability leave section (Article 6); and, clarifying employers’ reasonable accommodation duties as it relates to religious creed and disability.

Due to the broad scope of these regulations, you should ensure that your company policies are complete and up-to-date. To view the final version of the regulations with tracked changes go here:

<http://www.dfeh.ca.gov/res/docs/FEHC/FinalText.pdf>



EXECUTIVE MANAGEMENT INSTITUTE

NECA’s Executive Management Institute will be held November 2-6, 2016 in Nashville, TN.

The Institute is a three and a half day learning experience designed to enhance the leadership skills of current and up-and-coming executives and managers. This program provides state-of-the-art management concepts and analytical tools that build on existing knowledge of the electrical

contracting business and the industry to increase the value and effectiveness of firms like yours. For more information, [click here](#).

“A leader is one that knows the way, goes the way and shows the way.”

John C. Maxwell

SAFETY COMMUNICATIONS

One of the requirements of an Injury and Illness Prevention Program (IIPP) is the section on safety communications. The purpose of this section is to design ways to tell people about the particular safe work practices for your workplace. Merely training people to work safely is not enough. The way we communicate about safety will influence whether or not people understand and participate in the safety process. Some of the creative ways that you can communicate the importance of safety to your staff include:

- Introducing your safety program during new hire orientations
- Including examples of safe behaviors in a company

newsletter/company-wide communication

- Posting safety posters throughout your facility
- Communicating safety tidbits at start-up/staff meeting.

The return on investment (ROI) of effective employee safety programs and communication is significant

- Cal/OSHA estimates that the indirect costs of an injury are 110% to 450% of the direct costs

- Research also shows that every dollar invested in workplace safety saves three dollars. Involving

Your Team in Safety Communications

Empowering your team to help develop creative ideas on how to communicate your safety program will also go a long way in motivating continued commitment. Employee safety communication is not just communicating rules and policies, it is also about creating a culture of safety to prevent accidents and ill health. Find ways to involve employees in safety programs by:

- Calling for safety committee volunteers as first aid or health and safety representatives
- Asking employees to submit safety suggestions

and ideas for safety campaigns

- Crafting messages that help change employee beliefs, perceptions, and behaviors by showing them it is worth the extra effort to work safely.

Help create an atmosphere that fosters safety as second nature—every employee that works safely as a result of effective safety communication makes a difference.



MEMORIAL DAY

Memorial Day was originally called Decoration Day and was initiated to honor the soldiers for the Union and Confederate armies who died during the American Civil War.

Celebrations honoring Civil War heroes started the year after the war ended. The establishment of a public holiday was meant to unify the celebration as a national day of remembrance instead of a holiday celebrated separately by the Union and Confederate states. By the late 19th century, the holiday became known as Memorial Day and was expanded to

include the deceased veterans of all the wars fought by American forces. In 1971, Memorial Day became a federal holiday.

The original national celebration of Decoration Day took place on 30 May 1868. When Memorial Day became a federal holiday, it was given the floating date of the last Monday in May. Since many companies close for the holiday, Memorial Day weekend is three days long for most people. It is the unofficial beginning of the summer vacation season that lasts until the first Monday in September, which is [Labor Day](#).

UPCOMING CLASSES OFFERED THROUGH THE JATC

NFPA 70-E

The next NFPA 70-E class has been scheduled for Saturday, May 21st from 8 am to 2 pm. This class tends to fill up quickly, so please contact Stacy at your earliest convenience to sign up!

OCAL TRAINING

There will be a presentation on Tuesday, May 24th on OCAL Training from 5:30 to 7:30 pm. To reserve a spot in the class be sure to contact the Training Center!

FIRESTOP AND POWDER TRAINING

Hilti will be presenting information on Tuesday, June 7th on Firestop and Powder Training. The class will take place at the Training Center from 5:30 to 7:30 pm.

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, June 4th, beginning at 8:30 am, at the Training Center. Please call Stacy to sign up and to inquire about the additionally scheduled dates.

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@tricityjatc.org.**

Students will not be allowed to attend the class if they

have not completed the online coursework. Go to 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 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.



MOTORS CLASS

A motor class, with instructor David Martinez is scheduled for the third Tuesday of each month. The next class is May 19th from 5:30 to 8:30 pm, Drop on in for this series! This is a (3) hour class.

SCISSOR/BOOM LIFT CLASS

A Scissor/Boom Lift training class has been scheduled for Saturday, June 18th from 8 am to noon. The class size is limited and those interested should contact Stacy as soon as possible to sign up.

FORKLIFT/GRAD ALL CLASS

The JATC has also scheduled a Forklift/GradAll class for Saturday June 25th from 8 am to noon. Class size is also limited and those interested should contact Stacy to sign up;

EVITP - CONDENSED

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

Slovacek. This class is a condensed version of the 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. Call Stacy for more information.

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!

CPR/FIRST AID W/BLOOD BORNE PATHOGENS

- John Agra
- John Aguilar
- Brad Conger
- Igor Malyghin
- Josh Murray
- Adalberto Padilla
- Issac Rivera
- Justin Soto
- Chad Vargas

EVITP 3.0 CONDENSED

- Adam Cullers
- Luis Ortiz

- Jaime Urzua
- Chad Vargas
- David Vasquez

MOTORS

- Filemon Medina
- Jorje Germany
- John Aguilar
- Mark Hiura
- Irlesis Rodriguez

JATC APPLICANT TEST SCHEDULED

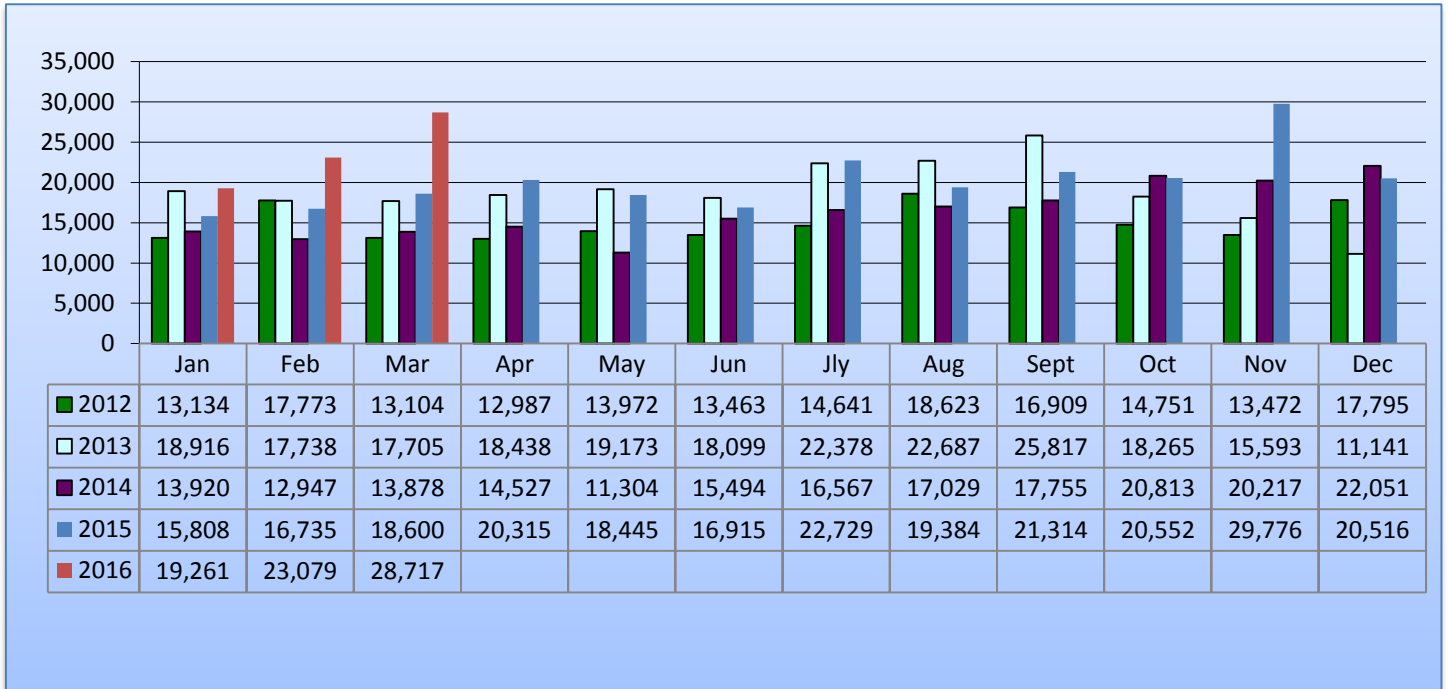
The Tri-County Electrical JATC accepts applications on a year round basis. The next aptitude test has been scheduled for August 6, 2016. For more information regarding the process, please click in the following link:

JATC INFORMATION

AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 6 on Book 1, 65 on Book 2 and 6 on Book 3. For Sound & Comm. there is 1 on Book 2 and 2 on Book 3. There are 29 CW's on Book 1 and 176 on Book 2. There are no Inside apprentices available for work at this time.

INSIDE MONTHLY HOURS REPORT



UPCOMING EVENTS CALENDAR



May 6, 2016

Tri-County JATC Graduation
Hyatt Monterey
Monterey, CA

May 27, 2016

Floating Holiday

May 30, 2016

Memorial Day Holiday

July 30 – August 5, 2016

National Training Institute
Ann Arbor, MI

October 7-10, 2016

NECA Convention
Boston, MA

October 8, 2016

IBEW 234 Family BBQ
Toro Park – Buckeye Area
Salinas, CA

November 2-6, 2016

Executive Management Institute
Nashville, TN