
IBEW 302 NEWSLETTER

Vol. 39 Issue 1

Tom Hansen Business Manager/Financial Secretary
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Jan/Feb/Mar 2020

BUSINESS MANAGER'S REPORT

We have had two long time Trust members retire from their positions recently. Carol Yee joined the Apprenticeship Committee in 1990 and Meg Vasey also became a Pension Trustee that very same year. During her time on the Apprenticeship Committee, Carol interviewed thousands of applicants hoping to get their chance to join the program. As a Committee Member Carol saw many changes to the program and helped make the Apprenticeship stronger and better for all those that it serves.

For over 20 years Meg was an instrumental part of the Inside Wireman Retirement Trust. She helped us move the fund to Participant Directed investments and also helped see us through the transition of the Trusts to being self-administered. Meg always put the Members first and worked to see that everyone had the chance to retire with dignity.

Both Carol and Meg are true Trade Unionists and worked on the behalf of the Inside Wiremen for decades. Because of their dedication they both committed a good part of their lives to see that others could get their shot at being part of the Middle Class

and they always put the Members of our Local first in every decision they made. We all owe Meg and Carol a great deal of thanks for dedication and hard work.



Taking their places are Joanna Perry-Kujala on the Inside Apprenticeship Committee and Kyle Church as the new Inside Retirement Trustee. We wish them the best of luck and thank them for willingness to serve.

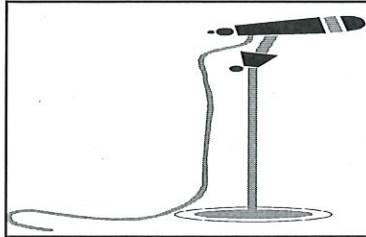
After 105 years of operation Shell transferred the Refinery in Martinez to PBF on February 1st. The new name of the facility is the Martinez Refining Company. Our members that work directly for the Refinery have been meeting with representatives of PBF to work out the details of the transition. After much discussion they and the USW have come to an agreement on how their new benefit

programs will work.

Beside the Martinez Refinery, PBF also has a refinery in Torrance. That plant was the first site in California to sign a PLA with the Building Trades. The Building Trades have met several times with the Management of the Company and there is every indication that they will be a good partner.

One of the people we have met with is the new Plant Manager Jerry Forstell. Jerry had previously worked at Shell as their Operation Manager. He, as well as the new Maintenance Manager Perry Herrick, have been accessible and easy to work with. We look forward to building a strong partnership with the new leadership at the Plant.





SOUND AND COMMUNICATION UNIT NEWS



Hello Brothers and Sisters,

I would like to thank all of you who got out and voted.

There will be a Sound & Communication benefits fair again this summer. There will be representatives from United Administrative Services (UAS) and JH Herrle & Associates on hand to answer benefit and pension questions. The location and date will be announced soon.

Once again, take your upgrade classes! If you take an upgrade class somewhere other than the JATC, check the DIR website and verify that it is state approved. Summer Installer/Technician upgrade classes will be available soon. There are several classes offered online year round.

Spread the word, Local 302 accepts applications for the Sound and Communications apprenticeship program the 2nd Tuesday of each month between 1pm and 4pm in person here at the hall. Check our website for criteria.

KNOW YOUR AGREEMENT!

A digital copy of the current CBA is available at www.ibewlu302.com and we are waiting for the hard copies to arrive here at the hall. Current wage addendums are also available online.

RETIREE CLUB NEWS

All Retired Electricians and Their Spouses:

Come to the IBEW Retiree's Club Meeting/Luncheon. We have a short meeting followed by a pot luck luncheon with good friends.

Our meetings start at 11:00 am on the 2nd Thursday of the month.

President,
Connie Batchelder

Save the
Date!

TRAINING **C**ENTER

The following classes will be offered for Inside Wireman towards your required 32 hours of Continuing Education:

FOREMAN NAME CALL CLASS

Class runs for 8 weeks (32 hours)

ELECTRICAL SAFE WORK PRACTICES NFPA 70E

Class runs for 8 weeks (32 Hours)

Call the Training Center at 925/372-7083 to sign up for any classes. Most classes must have a 15 student minimum to hold the class. Once the student minimum is met, we will notify you of the start date.

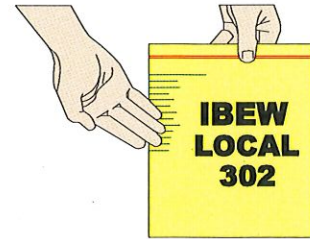
CERTIFICATION CHANGE

The State of California Electrical Certification Unit has updated the time frame for submitting renewal forms. Due to the current State backlog on processing renewals you can now submit your renewal up to 12 months in advance of your expiration date.

DON'T LET YOUR CERTIFICATION EXPIRE

Based on member's recent reports and an instructor who has taken the current test, it is much more difficult now. Don't put yourself in the position of having to take the test again. Check the termination date on your card, get your 32 hours of continuing education classes and renew early.

KNOW YOUR AGREEMENT



Dear Brothers and Sisters:

I have been getting some telephone calls lately asking if a job can get permission to start the work day at 6:30am instead of 7:00am and work until 2:30pm.

ARTICLE III, SECTION 1:

“The workweek will start on Monday and conclude on Sunday. Eight (8) hours per day shall constitute a standard work day *between the hours of 7:00am and 4:30pm*. Employees shall receive a one-half (1/2) hour lunch break no later than five hours after starting time. Forty (40) hours per week, Monday through Friday, shall constitute a regular week’s work. Nothing herein shall be construed as guaranteeing any employee eight (8) hours per day or forty (40) hours per week.”

A job, with a weeks’ notice, may agree to work the four tens schedule as worded in paragraph three of this same section if the contractor must start before 7:00am. The Hall does understand that some PLA jobs, as well as some non PLA jobs, have a start time before 7:00am. This has been mutually agreed upon by the Local and the Contractor.

Brothers and Sisters, this means the members on a job cannot vote to change the agreement and start work early or work through lunch and leave early.

If your normal start time is 7:00am you should be paid the overtime rate for the time worked before 7:00am.

Please inform the dispatcher of any violations of this part of our agreement.



SAFETY COMMITTEE

The vision of the National Safety Council is to eliminate preventable deaths at work, in homes and communities, and on the road through leadership, research, education and advocacy. You can visit their website at NSC.org where they offer a variety of safety topics, programs and resources that you may find beneficial. NSC is your one-stop shop for all of your educational safety needs.

Have a safe day, on and off the job

Please contact Doug Rodriguez or Cheyenne Lucero
for any safety concerns on your jobsite.



We are continuing to contact non-members who have their California General State Certification. We've found these individuals to be assets to the Local and they've been fitting in well on jobsites. We are working with our new members who need to take and pass the 9th district exam. These brothers are showing commitment to the field, to their own development and gaining the status they deserve as journeymen. Congratulations to those who have passed! We also want to express our gratitude to Sisters Carol Larson, Marilyn Ferguson and Robin Meadows who are the members of the Exam Board who volunteer their time to proctor the exams: thank you for your dedication to your fellow members. The Exam Board has open positions so please consider serving your Local by volunteering your time and knowledge.



One way we collectively organize is by showing up to community events and showing up for causes that affect our work and future work: on Tuesday, January 7, 2020 over 60 IBEW 302 members and close to 300 total tradespeople showed up to the Concord City Council meeting where the Council was to make a decision on the Concord Naval Weapons Station. Thank you to our sisters and brothers for showing your numbers and telling your stories. We can affect our market share and our growth here in Contra Costa County by being present every time our local political bodies are making decisions here and now for our future.

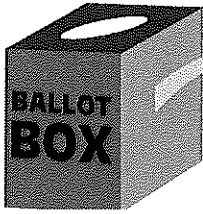
A reminder that our goal in organizing is to have every worker treated fairly and compensated justly for their work. We also want to point out that prevailing wage standards and collective bargaining agreements are consistently associated with higher wages, increases apprenticeship enrollment, more production efficiency, and fewer workplace safety issues for everyone.

On sites with non-union workers, it's important to notice our unrepresented brothers and sisters, and to report mistreatment. Their working conditions affect us all. The State of California has estimated that there is an \$8.5 billion loss due to taxes not being paid due to human trafficking and wage theft. They conservatively estimate that the underground economy of cheater contractors to be \$6.5 billion and estimate that 1 out of 6 jobsites in California involves human trafficking & wage theft. These numbers show that in our industry it's important to support our sisters and brothers and help each other out where we can. If you see something that isn't right please call the office and let us know.

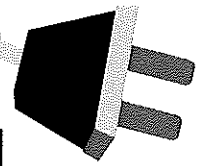
Communications Committee



In an effort to keep our members up to date through technology and social media, Local 302 has formed a Communications Committee with Melissa Vaughn as the Chairperson. The Committee will be reviewing our Website, Facebook Page and other forms of communication so we can successfully get information out to you in a timely and efficient manner. If you'd like to participate in this endeavor send an email to cc@ibewlu302.com.



Plug into Power



YOUR VOTE, YOUR JOB

Tom Hansen, Business Manager/Financial Secretary

January 2020

For the first time in our generation, Californians' vote in a presidential primary will matter. We vote on March 3rd, Super Tuesday, with 11 other states, to determine the Democratic nominee for president. We do not have a recommendation for president. Our only recommendation is to vote on March 3rd, because there is much at stake locally further down your ballot.

There are races for county supervisor and local ballot measures that matter if we are to be paid fair wages for local work. With the economy booming and record employment, we are learning that some "friends" are turning their backs on our members and are dismissive of the importance of paying a

fair, prevailing wage that lifts all workers.

The other day, the Bureau of Labor Statistics released its annual figures on union membership. The good news: California union membership grew by more than 100,000 workers in the last year, increasing the total number of union members in California to 2.5 million, the first in the nation for union members. Why is this important? Because studies show that union workers lift wages and benefits for nearby workers, too, improving the lives of area workers.

Remember to vote March 3rd. Together, we bring strength to local and state fights for fair wages and other worker protections.

Gavin Newsom Vetoes Fair Wages for Construction Workers

At the conclusion of his first legislative session as governor, Gavin Newsom vetoed three bills important to the payment of fair wages for members of the Building Trades and all construction workers.

Two of the three bills deal with housing. At the heart of this conflict is the question of who will build the housing that California needs. Will it be built by a skilled and trained workforce, working for a decent and fair prevailing wage, or by low paid workers with no benefits who live outside your community?

California plans to invest \$175 billion into housing over the next 10 years. We know that left to their own devices, developers will line their own pockets at the expense of construction workers. The biggest tool to prevent this is to require the payment of prevailing wage—the average wage of an area for a construction worker instead of the lowest minimum wage that a developer can get away with paying.

Since 2000, California has lost more blue-collar jobs than any other state in the country. The Building Trades continue to grow in this environment because of the tireless efforts to organize workers, politically engage our members and train the next generation of workers in apprenticeships around the state.

Governor Newsom Proposes Major Changes to Union Apprenticeship Programs

A Governor Newsom proposed major changes to Building Trades apprenticeship programs as part of his 2020-2021 State Budget that he unveiled earlier this month. These changes include removing all apprenticeship programs from the Department of Industrial Relations.

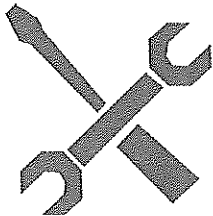
Governor Newsom announced a new "Future of Work Department" which will house the Division of Apprenticeship Standards, along with the California Apprenticeship Council, the State Workforce Development Board, the Workforce Services Branch of the Employment Development Department and the Employment Training Panel.

The exact details of the legislative proposal for the new Future of Work Department have not been made public yet nor have they been shared with the State Building and Construction Trades Council or our affiliated unions. Because of this lack of information and based on private conversations

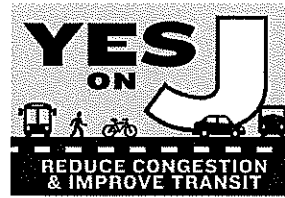
with representatives of the administration, we have developed serious concerns with Governor Newsom's proposal.

The Building Trades apprenticeship programs are the lifeblood of our unions. We will vigorously defend our programs against any threats in the form of perceived reforms that weaken their standards and longstanding protections.

The budget announcement will kick off a months-long process of debate and negotiations between the Legislature and the Governor until the budget is ultimately approved by June 15th. Meetings are scheduled with representatives of the administration and the legislative leadership to express these strong concerns. We will keep you updated.



Yes on Measure J



The membership endorsed the YES on Measure J campaign, a County-wide measure to reduce congestion and make local travel faster. These projects

will be built with labor protections including a joint labor-management apprenticeship program requirement, prevailing wage and local hire provisions. You can learn more about the specific projects to be funded in your city here: www.friendsofcontracostatransportation.org.

Yes on Measure R

If you live in the West Contra Costa Unified School District, we recommend a YES vote on Measure R. This a \$500 million bond to modernize Kennedy High School and build new schools. These projects will be built under a Project Labor Agreement, keeping our members local.

Yes on California Proposition 13

No, not that Prop 13. Proposition 13 on the March ballot is a \$15 billion school and college facilities bond that includes a PLA preference for funding.

What is Davis-Bacon?

The federal Davis-Bacon Act was passed in 1931. It was designed to preserve local construction markets by blocking contractors from using low-wage, out-of-area labor to underbid area contractors on federally funded construction projects. It was loosely based on the very first prevailing wage passed in Kansas (Kansas!) in 1891.

Davis-Bacon, or prevailing wage laws, preserve wages of construction workers on construction projects. There is a California prevailing wage law and many local counties and cities also have prevailing wage laws for state and local projects, often outlined in the Project Labor Agreements we negotiate for our members.

Banking where *you* are

The New Year is here and like many others, OE Federal Credit Union is looking at 2020 to be the best year yet. At the top of OE Federal's list of New Year's Resolutions every year is to make the credit union better for its members. This year is no different and the credit union is happy to announce they're starting 2020 off with a bang! They're launching an all new online and mobile banking platform to give you more power when it comes to your account.

One of the biggest reasons OE Federal decided to upgrade their online and mobile banking platform is because listening to what the members want and need is a top priority. No voice went unheard and OE Federal has been working hard to find the right platform that would work best for you.

What are some cool features you can look forward to?

- >> All accounts in one place; no more logging in multiple times to see different accounts.
- >> Easily transfer money from one account to another and make loan payments.
- >> Send money to anyone – whether they're an OE Federal member or if they bank at another institution.
- >> Link accounts with friends and family members for frequent money transfers.
- >> Deposit checks with Remote Deposit Capture.
- >> Open new accounts and apply for new loans straight from online banking.
- >> Send secure messages regarding your account, loans, issues, or general questions straight from online or mobile banking.

A cool new look and overall awesome experience is waiting for you – so don't forget to look for the upgrade if you don't already have it!

Not currently taking advantage of OE Federal's online and mobile banking? Head to the Apple App Store or Google Play Store and download the app for free today.*

**standard text and data rates apply.*



OE FEDERAL CREDIT UNION
1875 Arnold Dr., Martinez CA 94553
925.370.9200

FIDELITY ONE-ON-ONE MEETING

Our Workplace Planning and Guidance Consultant, Daniel Weber, will be available every quarter if you wish to schedule a meeting with him. You must make an appointment in order for him to reserve time for you once the date has been selected. Please call Local 302 or check our website and/or Facebook for the next available date.

You may make a reservation by phone at 1-800-642-7131. You may also make an appointment online at: www.fidelity.com/atwork/reservations. Click on one-on-one consultation, select state from the drop down box and then select Contra Costa County Electrical Workers Local 302 to complete your personal information and set an appointment.

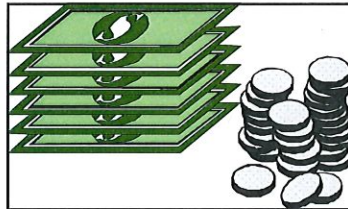
There is only a limited number of appointments available.



FIFTY-FIFTY DRAWING

Congratulations to Doug Rodriguez who won **\$7.00** at the December 2019 I.W. Meeting.

Todd Swick would have won **\$88.00** if he had attended the December 2019 I.W. Meeting.



NEW RETIREES

We would like to extend our sincere congratulations to our fellow Brothers & Sisters who recently retired:

Buffo, Gary
Collins, Michael
Deardorff, Ray
DeVito, Fred
Duncan, Jack
Kamerzell, John
McGehee, Tim
Raya, Sergio
Rizzuto, Michael
Stein, Gerald
Thomas, James
Tuck, Mike

We would like to remind everyone to keep contact information updated with the Hall.

Also, make sure that your information is up to date (including Beneficiaries) with your Trust Fund Offices and your Pension Plans.

IMPORTANT DATES

- May 16, 2020 Golf Tournament
- May 28, 2020 JATC Graduation
- July 18, 2020 Local 302 Picnic



Congratulations to the following new Moms & Dads:

- Mr. & Mrs. Dan Sweat - baby boy
- Mr. & Mrs. Jon Badsky - baby girl
- Mr. & Mrs. Nicholas Negron- baby girl
- Mr. & Mrs. Steve Perry - baby girl
- Mr. & Mrs. Nicholas Tieman - baby boy
- Mr. & Mrs. Bob Moynihan - baby girl



GET INVOLVED IN YOUR LOCAL - ATTEND UNION MEETINGS AS OFTEN AS YOU CAN!

Bereavement

We are saddened to report the passing of our Local 302 active and retired members:

**Grant Cottam
Richard Haro
Troy Johnson
Robbie Noia**

**Donald Rossi
Michael Solak
Nicolas Villalva**

We extend our most sincere condolences to the families of these departed Brothers & Sisters.

Sincerely and fraternally,

Tom

Tom Hansen
Business Manager / Financial Secretary

TH:np

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ORGANIZATION
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