



MONTEREY BAY CALIFORNIA CHAPTER
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
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NEWSLETTER: February – April, 2011

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Board of Directors Elections

During the recent Board of Directors Retreat and Planning Session, it was determined that the Bylaws allow for an additional Board Member to be added this year. Please watch your mail and email as a ballot will be forthcoming to all contractor members and requires your vote. We are pleased to be able to add

another individual to your Board of Directors.

Bylaws Update

Contractor Members will also be receiving a ballot regarding a few housekeeping items that were recommended to update the Bylaws of the Chapter. Please take just a few moments to address these brief issues and return your ballot to the chapter office. Should you have any questions, please do not hesitate to contact Jerri Champlin at (831) 484-9456.



Board of Directors and General Membership Meetings Slated

The next meeting of the Board of Directors will be held on:

Thursday, February 24, 2011
Green Valley Grill
40 Penny Lane
Watsonville, CA

The Board of Directors and interested Contractor Members will meet at 4:00 p.m. Our Associate Members are welcome to join us at 6:00 p.m. for dinner. We are hoping to have a guest speaker and more information will follow.

To Benefit...Participate!!

California Advanced Lighting Controls Training Program



Business Development Class Held in January

Our thanks to those of you who attended the CALCTP Business Development class that was sponsored by the LMCC and held on January 21st. We had an excellent turn out for this one day seminar.

Remember, certificates will be mailed directly to each person who completed the course and should be arriving soon. If you do not receive a certificate within the next few weeks, please contact the chapter office.

Spring District Nine Meeting

The District Nine Spring Meeting will be held in Las Vegas, Nevada on March 24-25, 2011.

Meeting notice and registration forms are available through the NECA office for those interested in attending.



2010 Electrical Contractors Financial Performance Report Now Available

With its newly published **2010 Electrical Contractors Financial Performance Report**, the National Electrical Contractors Association (NECA) has delivered a tool to help electrical contractors convert management data into useful information for making management decisions and project actions.

Published every two years, NECA's **Financial Performance Report** (FRP) is based on a confidential survey of electrical contractors working across in the country in a variety of markets. It is widely held as the most complete, accurate, and up-to-date database of electrical contractors' financial and operating data available for the electrical construction industry.

The FRP provides electrical contractors with comparative information to measure their own company's operations against their industry peers overall, by volume size, by region, and by other criteria. It includes easy-to-understand guidelines for identifying business strengths and weaknesses and performance improvement opportunities.

The 2010 FRP is based on 2009 operations data, making it especially relevant as the construction industry slowly recovers from the economic recession.

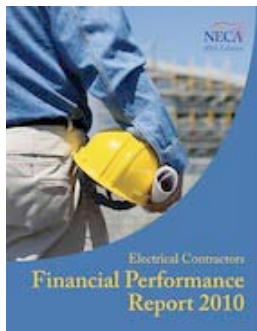
"One thing is virtually certain about a financial – or any other – plan: it will not turn out to be 100 percent accurate, because no one can exactly predict the future," said Greg Mankevich, NECA executive director, Management Education

Institute. Mankevich oversaw the survey and production of the latest issue of the FRP. "That's why we provide tools to help electrical contractors analyze their operational and financial data to see where they're on track, forecast their future for their expect results, and then adapt their plans based on their analysis."

The FPR is also useful for negotiating claims and change orders, but Mankevich points out its greatest benefit may be in using it to do an honest company assessment to determine:

- Where is the company wasting money?
- Is the company and its operations as efficient as they should and can be?
- Are company employees productive?
- How strong is the company financially?

"Answering these questions and relying on the many other insights this report provides can help you cut down on needless expenses, improve cash flow, and run your business more profitably," Mankevich said.



The article, Using the Financial Performance Report published in ELECTRICAL CONTRACTOR magazine states that, "The ratios used to analyze the data provide a true peer-group comparison for professional electrical contractors, as well as a ready-made system

for benchmarking your financial trends. It's also a great negotiating tool to show bankers, bonding companies, suppliers, and even the IRS, so that your company conforms to actual 'standard industry practice.'"

Order/Download Information

Electrical Contractors Financial Performance Report 2010 (Index #1055-10) is \$30 for NECA members, \$80 for non-members. Copies can be ordered and downloaded online or by contacting the NECA Order Desk, orderdesk@necanet.org; 301-215-4504.

Meetings and Events:

February 21, 2011
President's Day Holiday

February 24, 2011
Board Dinner Meeting
4:00 p.m.

General Membership Meeting
6:00 p.m.

March 24-25, 2011
District Nine Meeting
Las Vegas, NV

April 21, 2011
Board of Directors Meeting
Location TBD



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Building Standards Code Reminder From Ron Barrow's Office

We want to remind you that the new 2010 California Building Standards Code (CBSC) became effective January 1, 2011.

The California Building Standards Code is maintained by the California Building Standards Commission (www.bsc.ca.gov) and contains the codes and laws that regulate the construction of all buildings and structures in the State of California. The CBSC is Title 24 of the California Code of Regulations (CCR) and consists of eleven parts: Six (6) parts are authored by the State of California and five (5) parts are based on model codes that are authored by various model code writing bodies.

The new 2010 California Building Standards Code includes:

Part 2, 2010 California Building Code (CBC) which is based on the 2009 International Building Code (IBC) published by the International Code Council (ICC).

Part 2.5 2010 California Residential Code (CRC) which is based on the 2009 International Residential Code (IRC) published by the International Code Council (ICC).

Part 3, 2010 California Electrical Code (CEC), which is based on the 2008 National Electrical Code (NEC) published by the National Fire Protection Association (NFPA).

Part 4, 2010 California Mechanical Code (CMC) which is based on the 2009 Uniform Mechanical Code

(UMC) published by the International Association of Plumbing and Mechanical Officials (IAPMO).

Part 5, 2010 California Plumbing Code (CPC), which is based on the 2009 Uniform Plumbing Code (UPC) published by the International Association of Plumbing and Mechanical Officials (IAPMO).

Part 6, 2010 California Energy Code (CEC), which is written by the California Energy Commission (CEC), and published by the California Building Standards Commission.

Part 9, 2010 California Fire Code (CFC), which is based on the 2009 International Fire Code (IFC) published by the International Code Council (ICC).

Part 11, 2010 California Green Building Standards Code (CALGreen) published by the California Building Standards Commission (CBSC).

In compliance with State law, the California Building Standards Code is revised and updated every three years.

In Wake of New Standards, CSLB Clarifies Fire Protection Contractor Requirements

Beginning January 1, 2011, an automatic fire sprinkler system will be mandatory in all new one and two-family dwellings throughout the state. In line with the 2009 International Building, Fire and Residential Code, this change comes from modifications to the California Building Code through the State Building Standards Commission. All contractors need to be aware that according to the Contractor State Licensing Board, only the C-16 Fire Protection classification is legally permitted to

lay out, fabricate or install fire protection systems. Other trades can provide work up to the fire protection system only, regardless of whether the fire protection system is combined or stand-alone.

Contractor State Licensing Board regulations state that a fire protection contractor "lays out, fabricates and installs all types of fire protection systems; including all the equipment associated with these systems, excluding electrical alarm systems."

The new fire sprinkler system requirement does not apply to

IRS Changes

On January 1, 2011, the standard mileage rates for the use of a car (including vans, pick-ups or panel trucks) will be:

- 51 cents per mile for business miles driven;
- 19 cents per mile driven for medical or moving expenses;
- 14 cents per mile driven in service of charitable organizations.



Social Security Taxes

In 2011, the maximum amount of earnings subject to Social Security will remain the same at \$106,800

home remodels, only new construction.

Governor Signs Bills for Meal Break Flexibility

Governor Arnold Schwarzenegger signed a bill on September 30, 2010 exempting commercial drivers, construction workers and private security officers from state law mandating meal breaks if those workers are covered by collective bargaining agreements that include meal break provisions.

The meal break bill was one of only a few construction labor bills the governor signed before his deadline of midnight, September 30th to act on bills sent to him at the end of the 2010 legislative session. Schwarzenegger vetoed several bills, including one to create a new remedy to agricultural labor elections involving employer misconduct and another to increase penalties for employers that willfully fail to pay wages.



The meal break bill (AB 569) by Assemblyman Bill Emmerson (R) was sponsored by United Parcel Service (UPS) and supported by employer groups including the Associated General Contractors, Construction Employers Association and NECA. The groups sought the bill to provide more flexibility regarding meal periods. Under state law,

employees cannot work more than five hours without a meal break, unless the Industrial Welfare Commission adopts a specific order allowing a meal break after six hours.

According to a legislative staff analysis of the bill, supporters of the bill said they must discipline employees, and are forced to police their meal breaks, despite the fact that their workers are covered by collective bargaining agreements and they have other, more flexible solutions for meal periods.

Other employer groups, including the California Manufacturing and Technology Association and the California Hospital Association, opposed the bill because it does not provide meal period flexibility to all employers. At the same time, the California Nurses Association opposed the bill because it cares out exemptions to meal period rules for specific industries. Allowing specific exemptions will open the door for other employers to bargaining, CAN said.

Enforce Dress and Grooming Policies Tactfully to Avoid Legal Trouble

You can't legislate good taste. But that shouldn't stop you from having and enforcing dress and grooming rules. Unless your company seeks to cultivate an alternative image, you can and should prohibit sloppy or distracting clothing and outrageous hairstyles and makeup (and outright ban clothing that creates a danger).

How you enforce those rules, however, can make the difference between needless litigation and a productive workplace.

Don't joke about an employee's dress or style. Instead, call the person into a meeting and discuss the problem in private.



Recent case: Veronica Long worked as a records technician for a U.A. Coast Guard clinic. She sued for discrimination, claiming her supervisors hassled her about her dress and grooming.

Long told the court that one supervisor snapped a photo of her wearing one outfit, "looked her over" and complained that her outfits were not appropriate for work. Once a supervisor left a note on her desk telling her, "By the way, nice outfit today. Love the pinstripes. Looks sharp."

The court dismissed her sex discrimination lawsuit, concluding that the comments weren't severe enough to affect her performance or constitute sexual harassment. (Long v. Columbia-Arora Joint Venture, No. 06-06545, ND CA)

Advise: This lawsuit could have been avoided if the supervisors hadn't snapped photos or left comments on Long's desk.

