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**THE MEANING OF
MEMORIAL DAY**

Since the earliest ceremonies in small American towns following the Civil War, we have gathered on Memorial Day to honor and remember those who made the ultimate sacrifice in service to our nation. As in those early days of laying wreaths and placing flags, our national day of remembrance is often felt most deeply among the families and communities who have personally lost friends and loved ones.

This national holiday may also be the unofficial start of the summer season, but all Americans must take a moment to remember the sacrifice of our valiant military service members, first responders and their families.

Memorial Day is a day of both celebration and grief, accounting for the honor of our heroes and reflecting on their tragic loss.

“Here at the Capitol, just weeks before the end of the Civil War, a weary President Lincoln pleaded with his fellow citizens, to 'bind up the nation's wounds, to care for him who shall have borne the battle, and for his widow, and his orphan.'”

- Gen. Colin Powell, USA (Ret.)

Civil War soldiers had been mustered from towns and villages across the land. Like today, the loss of each soldier was a profound tragedy for both family and community.

Today, we honor service members from all of America's past wars. But there is immediacy in our sorrow; the wounds of war are new again. As we struggle for ways to heal, Abraham Lincoln's message of almost 150 years ago can still inspire us.

This, then, is the mission of Memorial Day: to reach out in support of all the soldiers and

their families who have sacrificed so much for us.

Throughout America's history, hundreds of thousands of our fellow citizens have died bravely serving our country. The number of battle deaths speak to the sacrifices our soldiers and their families have made.

Fatalities from U.S. Wars and Conflicts

American Revolution (1775-1783)
4,435

War of 1812 (1812-1815)
2,260

Mexican War (1846-1848)
13,283

Civil War (1861-1865)
620,000

Spanish-American War (1898-1902)
385

World War I (1917-1918)
116,516

World War II (1941-1945)
405,399

Korean War (1950-1953)
36,574

Vietnam War (1964-1975)
58,220

Gulf War (1990-1991)
383

Afghanistan War (2001-present)
2,381

Iraq War (2003-2012)
4,500

TRUMP'S DAVIS-BACON QUOTE TURNS CONSTRUCTION INDUSTRY HEADS

Construction industry stakeholders got a jolt when President Donald Trump recently approached what a U.S. Chamber of Commerce official called a "third rail issue" for building trades unions: changes to the Davis-Bacon Act.

Trump said in a New York Times interview published April 5 that he was "going to make an announcement in two weeks" regarding Davis-Bacon. The law requires contractors on federally funded construction projects to pay prevailing wages for a given area. Trump declined to provide further details when prompted by an interviewer.

Contextual clues for what Trump might have in mind for Davis-Bacon are scant, Jim Plunkett, a senior government relations counsel for Ogletree Deakins Nash Smoak & Stewart who formerly directed labor law policy for the Chamber, told Bloomberg BNA April 12. The Labor Department and the National Labor Relations Board are still lacking key personnel, who "normally would have been good indicators of where things are heading," Plunkett said.

Any Change unlikely Despite Trump's signal for movement on the law, the "idea that they would make any kind of really significant changes to it is really hard to imagine right now," Marc Freedman, the Chamber's executive director of labor law policy told Bloomberg BNA April 12.

Freedman referenced Trump's proposal for \$1 trillion in infrastructure investment over the next decade. The "theory that people are working off of" is that Trump is mindful of corraling enough congressional support for any upcoming infrastructure package, Freedman said.

"If Trump thinks he want Democrats on board, I don't see how he can start fooling around with the Davis-Bacon concept there," he said. "For the unions, Freedman said, "that is truly the lifeblood of their sector, and they will go to great lengths to protect Davis Bacon as we know it."

A Trump deal over infrastructure with either Democrats or Republicans that centers on Davis-Bacon is unlikely, Freedman said. Anyone promoting the idea that there could be a trade-off in which an outright repeal of Davis-Bacon is exchanged for infrastructure plan support is "not being serious," Freedman said. "There are good arguments for it, but

that's just not going to prevail politically."

North America's Building Trades unions, the International Brotherhood of Electrical Workers, the International Union of Operating Engineers and the Laborers' International Union of North America didn't respond to requests for comment.

Unions Wary of Any Davis-Bacon Changes The Construction Employers of America, a coalition of specialty contractor groups, will work with the Trump administration and Congress to guarantee "robust enforcement" of prevailing wage requirements, CEA spokesman Jack Jacobson told Bloomberg BNA in an April 12 email. Davis-Bacon offers worker protections that "raise the standard of living for all Americans," he said.

"We look forward to any Trump Administration policies that will further strengthen the country's long-established and effective prevailing wage policy," Jacobson said.

Building trades unions have been "100 percent opposed" to any type of changes to Davis-Bacon, Ben Brubeck, the vice president of regulatory, labor and state affairs for Associated Builders and Contractors, told Bloomberg BNA April 12.

ABC, which primarily consists of nonunion contractor members, supports the full repeal of Davis-Bacon. The association has also backed smaller-scale reforms to the way the law is implemented and enforced, the makeup of the survey method currently used for determining prevailing wage rates, definitions about job classifications and how to pay workers based on the type of work they perform, Brubeck said.

"One would think common-sense reforms would be feasible, but no one has implemented any significant changes to it since the Reagan years," Brubeck said.

Critics of the survey method have argued that a disproportionate number of survey responses come from union contractors. This means that reported wage rates usually are union rates agreed to in collective bargaining, critics contend.

But as Trump and his advisers "are aware," regional prevailing wage calculations are based on a survey of local market wages and benefits paid to construction workers without regard to their union or nonunion status, Jacobson said. This process is fair and transparent and has been "working for the American people" since Davis-Bacon's

enactment in 1931, Jacobson said.

Stakeholders Left to Speculate On a broader macro level, I think the business community is still wondering how the president is going to view the various labor and employment issues that are out there," Plunkett said.

On the one hand, Trump blocked the Obama administration's Fair Pay and Safe Workplaces executive order that required federal contractors to disclose labor law violations and that many business groups opposed, Plunkett said. On the other hand, Trump has reached out to organized labor through meetings with building trades union leaders and AFL-CIO President Richard Trumka, Plunkett noted.

Trump notably omitted any mention of Davis-Bacon in an April 4 speech at NABTU's annual legislative conference.

NECA OPENS NEW ONLINE CAREER CENTER

NECA recently launched the [NECA Career Center](#) which was established for members, their employees and Chapter to connect with Student Chapters and outside students who are

interested in employment opportunities in the Electrical Construction Industry.

SAFETY AUDITS

Periodic workplace safety audits prevent injuries and accidents. Audits are important to effective safety management as a continuous process of workplace safety planning, analysis, and correction when needed.

Most injuries in the workplace occur due to unsafe behaviors rather than unsafe conditions. Audits focus on safety programs and behaviors while safety inspections focus on the facility, equipment, and tools. Audits help analyze employee behavior and their understanding and compliance with safety procedures and programs.

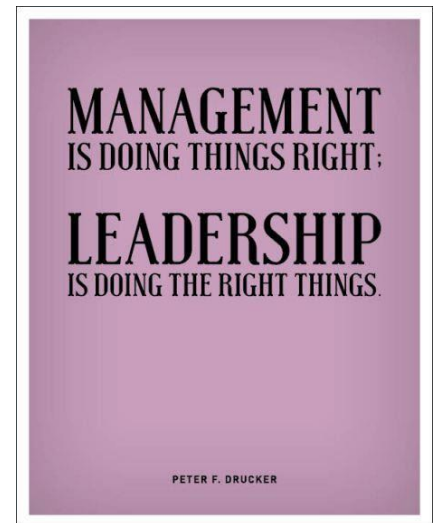
Safety audits may be scheduled or unannounced. The safety audit can include management, supervisors/leads, project teams, and even employee committees. Conduct audits wherever employees work, such as group/ team work areas, individual workspaces, in the office, facility, or field locations.

Audits include observations of employee working habits doing a variety of job tasks. Audit are a walk through the workplace focusing on given job tasks and observe employee behaviors. Are employees following procedures such as conducting grounding and lockout/tagout? Are they wearing required personal protective equipment? Are they lifting properly and following good ergonomics? Include immediate feedback to employees during your audit: praise safe work behaviors and provide guidance and correction for unsafe acts.

Audits review safety programs, policies, and procedures to check that they cover employee job tasks and hazards. If the policies are not adequate or too complex, new procedures should be written. Audit the employee training program, ensuring that it prepares employees for their job tasks by providing compliance training and specific training for higher hazard or complex job tasks.

Include a way to document observations

and recommended corrective items in a safety audit. Assign follow up corrective actions and present findings to a responsible individual or management team. Communicate the results of your audit with employees. This includes the positive observed behaviors, observations that required improvement, and information on what corrective actions were taken.



NECA EDUCATION OPPORTUNITIES

Advanced Estimating of Electrical Construction (2 days)

Date: Tuesday & Wednesday, May 2 & 3, 2017

Time: 8:00AM-4:00PM

Location: Zero Net Energy Center, San Leandro

How to Build a Productive & Profitable Work Breakdown Structure

Date: Thursday, May 11, 2017
Time: 8:00AM-4:00PM
Location: Zero Net Energy Center, San Leandro

Change Order Management in Electrical Construction

Date: Tuesday, June 13, 2017
Time: 8:00AM-3:00PM
Location: Zero Net Energy Center, San Leandro

Electrical Project Supervision, Train the Trainer

Date: June 5-9, 2017
Time: 8:30AM – 4:30PM
Location: Sound & Comm Training Center, San Leandro

For more information, please contact Juanita Mitchell
At the Northern California Chapter, at 925-828-6322



UPCOMING CLASSES OFFERED THROUGH THE JATC

FIRST AID/CPR

Since First Aid/CPR language has been added to

the Inside Agreement and will now be a requirement, the JATC continues to offer it more regularly. 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 **June**. Call Stacy at the JATC office at (831) 633-3063 to reserve your place. Class size is limited.

SIGNIFICANT CHANGES TO THE CODE

A Significant Changes to the Code series, with instructor David Martinez is scheduled for **May 16, 2017 from 5:30 pm to 8:30 pm** and will be held the third 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.

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 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.

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 COMPLETING UPGRADE CLASSES

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

SIGNIFICANT CHANGES TO THE NEC

- James Brown
- Jose Moncada
- William Nunes
- Juan Torres
- Jim Shumaker

JATC APPLICANT TEST SCHEDULED

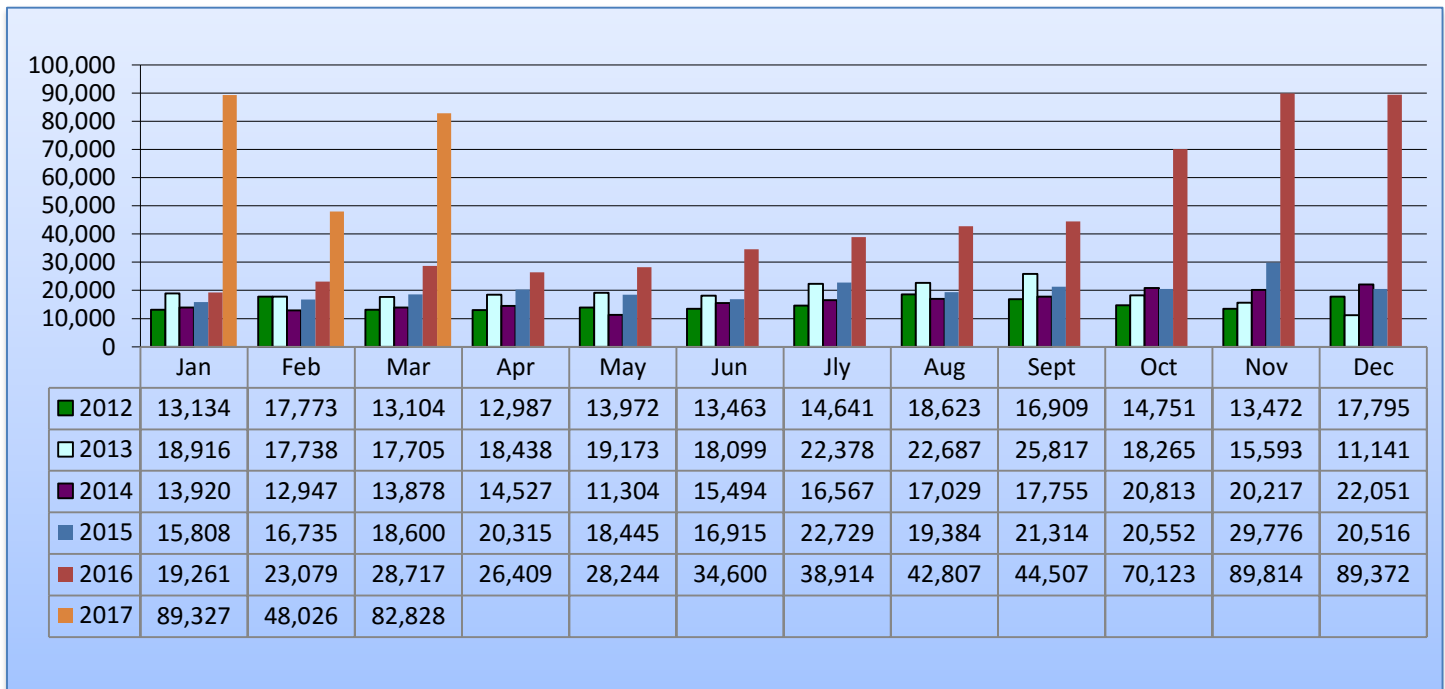
The Tri-County Electrical JATC accepts applications on a year round basis. For more information regarding the process, please click in the following link:

JATC INFORMATION

AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 11 on Book 1, 49 on Book 2, 4 on Book 3 and 8 on Book 4. There are 2 on Sound & Comm Book 1, 1 on Sound & Comm Book 2, and 2 on Sound & Comm Book 3. There are 8 on CW Book 1 and 61 on CW Book 2. There are no Inside apprentices available for work at this time.

INSIDE MONTHLY HOURS REPORT





May 19, 2017

JATC Graduation
Monterey Tides Hotel

May 29, 2017

Memorial Day Holiday

June 18-20, 2017

Labor Relations Conference
Minneapolis, MN

July 19-21, 2017

District Nine Meeting
Vancouver, BC

July 29-August 4, 2017

National Training Institute
University of Michigan
Ann Arbor, MI

October 7-10, 2017

NECA Convention
Seattle, WA

December 1, 2017

NECA Christmas Party
La'el Vineyards Barn
Tres Pinos, CA
By invitation only