

## JATC Kicks Off New Year With Strong Program And Enrollment Of 200 Apprentices

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The NorCal Sound and Communications JATC is going full stride into the new decade with a strong classroom program for both apprentices and installer/technicians. We currently have over 200 apprentices enrolled in our regional program. Through the commitment of our apprentices and participating employers, we graduated 101 apprentices last year! (See list of Sound and Communications 2009 Apprentice Class graduates on following page.)

During the classroom training, apprentices receive the most current and technology driven instruction (480 hours), as well as 4800 hours of on the job training in the following areas: installation/cabling, servicing/maintaining, sound, pro audio/visual, fire/burglar alarm, security/CCTV, access control, telephone/computer data cabling and electronic systems integration.

During 2009, the JATC made new learning opportunities available for Installer/Technicians through upgrade training. A few of the upgrade courses that we taught during 2009 include:

- Voice Data Video Exam Prep (6 Hours Course)
- Fire/Life Safety Exam Prep (6 Hours Course)
- OSHA-10 (10 Hours Course)
- OSHA-30 (30 Hours Course)
- First Aid/CPR (6 Hours Course)
- Certified Fiber Optic Technician (CFOT) (18 Hours Course)
- CCTV Systems (32 Hours Course)
- Security Systems (32 Hours Course)
- New Blended Learning-Fire Alarm Systems (32 Hours Course)

## The New JATC Website Is Online!



A publication of the National Electrical Contractors Association and the International Brotherhood of Electrical Workers of Northern California.



The new NorCal Sound and Communication JATC website—[www.norcal-jatc.com](http://www.norcal-jatc.com)—is now up and running. It includes the practice tests for the Fire/Life Safety and VDV Certification exams.

The website also offers student testimonials about the JATC program—it's great information if you know someone who is thinking about entering the program, but wants to know more.

The new web site also provides detailed information about the curriculum, the faculty, and how to apply. Take a look and watch for our new sections soon!

**For more information, visit [www.norcal-jatc.com](http://www.norcal-jatc.com) or call the NorCal S&C JATC at 408.453.3101.**

# Security System Trainers New Feature At JATC

JATC students who want to learn to build a basic security system now have a new classroom tool—security trainers that were built in-house by the JATC staff. The new trainers allow students to build a basic security system and then expand it to include access control.

Mike Sheriff, Regional Curriculum Supervisor of the Northern California Sound and Communication Joint Apprenticeship and Training Committee, said there are ten trainers for practice sessions. Five of the trainers use Bosch panels and five use GE panels.

“We used two different panels to show the students that most of the basic concepts are the same—only the terminology may

change,” said Sheriff. “The student is then able to compare and contrast the different panels.”

During the process of building the security system, students become familiar with common security equipment and learn how to follow schematic diagrams to successfully complete the lab.

Each unit contains a door contact switch, a motion detector, and glass break detectors. The panels also integrate with access control and have card readers, request to exit switches, electronic door strike, and a magnetic door lock.

**For more information about the new security trainers, please contact NorCal S&C JATC by calling 408.453.3101.**



**Bosch Security Trainer Panel**



**Instructor Chris Cowan configuring the panel.**

PHOTO COURTESY OF JATC

PHOTO COURTESY OF JATC

## Our industry thrives on a skilled, highly trained labor force and our apprentices are our future. It is with great pleasure that we list our Sound and Communication 2009 Apprentice Class Graduates:

Acosta, Francisco	Collins Jr, Larry	Fontanilla, Amado	Jones, Bradley	Meza, Martin	Reyes, Jim Derick	Tercero, Ronald
Aguilar, Joseph	Coloma, Carl	Francisco, Roy	Jones, Jacob	Michaels, Nathaniel	Reyes, Luis	Torres, Douglas
Alotis, James	Conner, Christopher	Gandara, Daniel	Kirchgassner, Adam	Miller, Ashley	Reyes Jr, George	Tuttle, Philip
Amarok, Paul	Cruz, Edward Derek	Garces, Lyndon	Kurmavey, Igor	Montello, Joseph	Riley, Chris	Untal, Roscoe
Arnold, Daryl	Cuglietta, Anthony	Geddes, Simon	Lacayo, Eliseo	Moreno, Mario	Rogers, Thomas	Uribe, Raul
Avenna, Michael	Davila, Jesse	Gloria, Kevin	Landyshev, Daniel	Noguera, Jorge	Romero, James	Valencia, Luis
Aviles, Marcus	Davis, Brian	Granados, Jonathan	Lilly, Matthew	Oakes, Edward	Rosa, Antonio	Vigil, Jesus
Baca, David	Dickenson, Jonathon	Griffitts, Christopher	Lopez, Ernesto Mar	O'Connor, Michael	San Felipe, Craig	Watson, Fitzroy
Ball, Zachary	Dudics, Dennis	Guaraldi, Jacob	Maddux, Richard	Oliva Jr, Jaime	Santos, Ruben	Wentworth, Erik
Bates, Joel	Early II, David	Guzman, Justin	Madrigal, Jimmy	Ona, Melvin	Sarellano Jr, Macario	Wheatly, Max
Blocher, Casey	Ellis, David	Gwynne, Jarrod	Marks, Willie	Paiz, Michael	Scott, Carlito	
Carlsen, Matthew	Elopre, Arman	Harris, Don	Martin, Derek	Pelto, Andrew	Scott, Christian	
Castaneda, Alfonso	Farias, Jesus	Harrison, Sean	Martinez, Gabriel	Perez, Mario	Simco, Monte	
Castaneda, Eric	Ferreira Jr, Raymond	Herrera, Osvaldo	McInerney, Theodore	Potter, Nathan	Steele, John	
Castillo, Daniel	Fisher, James	Huerta, Juan	McKinnon, Michael	Reale, George	Subbotin, Dmitriy	

# Cupertino Electric's Safety Program Cuts Recordable Injury Rate Over 20% In 2009



PHOTO COURTESY OF CEI, INC

**Patty Becker, Director of Corporate Safety at Cupertino Electric, Inc. in San Jose, CA**

We recently spoke with Patty Becker, Director of Corporate Safety, Cupertino Electric, Inc. (CEI) to discuss the company's safety program.

**Q: How would you define the safety culture within your company?**

A: We use three words to define the safety culture at Cupertino Electric: committed, integrated and evolving. Our goal is to achieve and sustain an incident- and injury-free culture on all of our projects and our work locations. This approach is supported through our management's commitment and leadership, open lines of communication, and a focus on continuous improvement of our safety programs and procedures. We have integrated safety into all aspects of our business. A safe worksite is truly a more productive worksite. Our safety culture is continuously evolving as we move into new locations or expand our work force.

**Q: How do your employees feel about safety and do they see the value in practicing safety?**

A. Employees really embrace safety as a core company value. Our company has made tremendous strides in reducing injuries over the past six years. Just in the last year alone, the recordable injury rate has been reduced by over 20%.

**Q: How do your customers view safety and do they see the value?**

A: Our customers know that we operate with the highest safety standards and this focus really differentiates us as a company. Our productivity is increased by integrating safety into our business practices. Customers recognize the benefit that safety provides.

**Q: How is safety implemented or reinforced with your employees?**

A: We have an extensive safety orientation and training program for employees. Each employee receives a pocket-sized Injury and Illness Prevention Program book (our IIPP), which outlines our key safety programs and policies. All employees are expected to keep this handbook readily available in the work place. Some keep it in their safety vest and others have it in their tool box. It gives them a ready reference for safety in the field. Our employees also participate in a new site orientation, where they learn more about the procedures in their IIPP book and get specifics about hazards and emergency procedures at their site. From there, we reinforce our safety policies on a weekly basis during our Tool Box Safety Meetings. During these meetings, various safety topics are covered during an inclusive discussion. On a monthly basis, we issue a CEI Flash Report to all of our employees: a newsletter that covers recent incidents, lessons learned, and various safety topics.

**Q: Do you have any kind of training to keep your employees up-to-date on new standards and procedures?**

A: In addition to the new employee orientation that all employees receive, all of our Project Managers, Foremen, and General Foremen receive additional education on safety. All of our Foremen take OSHA 10 training and all of our General Foremen and Project Managers take OSHA 30 training. To date, approximately 500 employees have completed OSHA 10 training, and approximately 240 employees have completed OSHA 30 training. We also ask Foremen and General Foremen to attend an annual supervisor safety training workshop. In 2009, about 200 of our employees took this class. Depending on the task to be performed, our employees will receive additional training, such as NFPA 70E, confined space entry, heat illness prevention, fall protection, lock out/tag out, scissor lift, fork lift, etc. If our procedures change or we identify safety deficiencies in an employee's skill and ability, we retrain that person.

**Q: What kind of structure has Cupertino Electric put in place to support the safety program?**

A: In addition to having a Director of Corporate Safety, CEI has a full-time Corporate Safety Manager and two full-time Safety Managers dedicated to large projects. On top of this, any project that has 15 or more employees present will establish a full-time Safety Coordinator, typically a Journeyman Wireman or a senior Sound and Communications Technician.

**Q: Does CEI have ongoing training opportunities for safety at a management level?**

A: Every month we hold a safety forum, where key representatives of various departments meet with management to review past incidents and identify key lessons learned and things we want to change. Every quarter, we include a wider audience at these meetings, including CEI's President. On an ongoing basis, we communicate with all our Foremen to let them know about any incidents that have occurred within our company during the last month, even minor reports. This helps us to learn from what we are observing in the field, and avoid the same problems in the future.

**Q: What's new in safety training at CEI?**

A: Last year we instituted a focus on driving safety. We have enrolled all of our fleet vehicles in a fleet safety program. This outreach provides us information about any unsafe driving actions so that we can monitor and correct them. Every month, whether an employee is a fleet driver or not, we distribute information about various driving safety topics.

**For more information on the Cupertino Electric, Inc. Safety Program, contact Patty Becker electronically at [patty\\_becker@cei.com](mailto:patty_becker@cei.com) or by calling 408.808.8029.**

# IBEW/NECA Spearheads Support Of Workers In Class Action Suit Against NBC General Contractors



PHOTO COURTESY OF D. FERIA

*On Tuesday morning, May 26, police officers escort a woman from the offices of NBC General Contractors, 570 – 10th St., Oakland, CA. Due to security requests by police, faces of arresting officers have been masked.*

The International Brotherhood of Electrical Workers (IBEW) Local 595 and the National Electrical Contractors Association (NECA) Northern California Chapter, along with the Asian Pacific American Labor Alliance (AFL-CIO), are spearheading a movement to support former employees of NBC General Contractors in a pending civil suit that charges the company with unfair labor practices.

NBC General Contractors, headquartered in Oakland, was hired by public jurisdictions around the Bay Area to build public works projects, including schools and city halls.

Thirty NBC workers, many of them Chinese immigrants, filed a class action lawsuit against the company, alleging that NBC General Contractors failed to pay them the prevailing wage required by public works projects. Instead, workers said they were paid between \$8 and \$25 per hour and were then forced to sign false timecards in order to receive paychecks. Workers also claim that NBC General Contractors didn't pay overtime, but routinely expected them to work 12 hours a day, 6 or 7 days a week. The workers are represented by Attorney Elyn Moscowitz of Oakland.

To support them, IBEW Local 595 and the NorCal NECA have helped to secure the endorsement of over 50 elected officials as well as 3000 individuals. This support has helped to bring the issue of wage theft and tax fraud to the public's attention. Criminal charges have also been filed against NBC General Contractors by the Alameda County District Attorney's Office.

On May 26, 2009, the Alameda County District Attorney's office arrested Monica Ung, owner of NBC General Contractors, along with NBC employees Joey Ruan and Tin Wai Wu (Winnie Wu). They were charged with 48 felony counts

that include public works wage fraud, grand theft of personal property, forgery, and insurance fraud.

The D.A.'s office estimated that the construction firm's illegal activities resulted in an estimated \$3.6 million in unpaid wages to 19 construction workers. Losses due to illegally misclassifying workers cost the state an estimated \$1.4 million.

Several of the employees told legal counsel that Ung had workers sign two time cards before receiving paychecks. Some employees also said they often worked 12 hour days and only received overtime on Sundays if they worked six days in a row.

"This is one of those campaigns that makes you proud to be a union member," says Victor Uno, Business Manager for IBEW Local 595, who had grown frustrated with NBC's abuse of skilled building trade workers within his jurisdiction in the East Bay. "Many NBC workers were immigrant Chinese, who spoke very little English, and did not know U.S. laws or their rights."

"We are elated that a contractor is finally being held accountable for many years of illegal activities," said Don

Campbell, Executive Director for the Northern California Chapter of NECA. "Contractors that cheat workers out of wages and cheat on insurance costs undercut law-abiding union contractors."

Attached to the arrest warrant was a declaration signed by Gladys Rivera, investigator of the Department of Insurance, which said;

"Ung, Ruan, and Wu fraudulently misrepresented NBC's payroll on the Certified Pay Roll submitted to at least 27

various public workers awarding agencies, such as Mount Diablo Unified School District, County of Alameda, City of Daly City, Oakland Unified School District, Peralta Community College District, and Fremont Unified School District. They signed prevailing wage rates when, in fact, they were paying

the workers an hourly rate that was substantially below the prevailing wage."

The Oakland Metropolitan Chamber of Commerce has also demanded a full investigation of the allegations "on behalf of California taxpayers and workers."



PHOTO COURTESY OF D. FERIA



PHOTO COURTESY OF D. FERIA

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SOUND AND  
COMMUNICATIONS  
of Northern California

## How to Download and Use the VDV Logo

The VDV brand is now available for use on your marketing and communications materials. Visit [www.norcalvdv.org](http://www.norcalvdv.org) and click on "The VDV Brand" to download the logo. Your use of the VDV brand will help it grow in recognition and identify you as a qualified member of the Sound and Communications industry.

## Your Trust Fund Important Phone Numbers

Questions about eligibility for coverage, premiums, reserve accounts, and info booklets, call:

**United Administrative Services**  
408.288.4400  
Toll-Free 800.748.6417

**Trust Self-Funded Medical Plan Trust Dental Plan**  
Questions about claim payment, claim forms and benefit info:  
408.288.4481  
Toll-Free 800.541.8059

**Anthem Blue Cross PPO**  
www.anthem.com.ca  
To locate a participating preferred provider physician, clinic, or hospital:  
408.288.4452 or 800.541.8059  
Refer to Group # 170016M001

**First Dental Health Dental PPO**  
www.firstdentalhealth.com  
To locate a participating preferred provider dentist:  
Toll-Free 800.334.7244

**Kaiser Permanente**  
www.kaiserpermanente.org  
Questions about benefit info and ID Cards:  
Toll-Free 800.464.4000  
Refer to Group # 919

**Health Net**  
www.health.net  
Questions about benefit info and ID Cards:  
Toll-Free 800.522.0088  
Refer to Group # 57845A

**PacificCare**  
www.pacificare.com  
Questions about benefit info and ID Cards:  
Toll-Free 800.624.8822  
Refer to Group # 402457

**PacificCare Behavioral Health**  
www.unitedbehavioralhealth.com  
Questions about mental health benefits or the member assistance program: 800.888.2998  
Group # 10000824-0001, 0002

**Vision Service Plan**  
www.vsp.com  
Questions about vision benefits and vision claims or to request a Vision Plan Provider Directory:  
Toll-Free 800.877.7195

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# Stay In Touch With Your Pension Plan

**IBEW District No. 9 Pension Plan** (A Money-Purchase Defined Contribution Pension Plan)

Do you want to know your pension account value or how your retirement plan money is invested? Do you want to learn about investment options under your Pension Plan?

Staying in touch with your retirement information is as close as the nearest computer.

### To contact your Retirement Service Center by computer:

The Retirement Service Center on the Internet allows you to confidentially stay updated about your pension. At the site you can view your daily account values, see your personalized rate of return and obtain investment performance information. You can even rebalance your investment mix online.

- Go to [www.principal.com](http://www.principal.com)
- Click on the Login button
- Choose Personal Login from the list of options
- Enter your ID and PIN number
- Enter the Pension Plan's Principal Contract I.D. #354801

### To contact your Retirement Service Center by telephone:

If you don't have access to the Internet, you can obtain the same information by telephone. The toll-free, interactive voice response system is available 24 hours a day, 7 days a week.

- Call 1.800.547.7754
- Select the desired option
- Follow the prompts. Have your Social Security Number and PIN number ready
- If you need assistance, please enter "0" to speak to a Retirement Service Specialist

### To contact a Retirement Service Specialist at the center:

If you have questions or need additional information about your investment options, you can speak personally with a Retirement Service Specialist at the Retirement Service Center. A Retirement Service Specialist can provide information (not advice) about general retirement planning and investment education.

- Press "0" to speak to a Retirement Service Specialist. Have your Social Security Number ready
- The Client Contact Center is open Mon.-Fri., 7am – 9pm (CST)

### Pension Account Member Services:

- 24/7 account access via internet and/or telephone
- View or hear your daily account values
- Obtain investment performance information
- Learn about investment options under the Plan
- View or hear the latest investment news
- Transfer funds between investments
- Change where future contributions are invested
- Reinvest maturing funds
- Establish/change your PIN
- Rebalance your investment mix
- Calculate retirement needs

# norcalvdv.org

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