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The NORCAL SOUND & COMMUNICATION JATC Facebook page is now live!

You can view the site here:
<https://www.facebook.com/NORCALSCJATC>

When you visit Facebook, check out our page, and keep up with the latest

news from the NORCAL S&C JATC. Posts are frequently updated.

The Facebook site is also great if you know anyone who is thinking about becoming a sound and communication apprentice and wants up-to-date information about the program. They will find our online recruitment brochure, videos about our state-of-the-art

Technology Training Center, info about the benefits we offer, and profiles of our instructors and current students. It's a valuable source for those who are interested in the program!

And, you can also follow us on Instagram (@NORCALSCJATC). Or, subscribe to our YouTube Channel (Northern California Sound & Communication Technology Training Center)!

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In the new Master Clock Lab apprentices Kevin Mac and Tony Doan learn how to connect a master clock to the Ethernet, so that it can go out and get the correct time, and how to install the transmitting antenna so the unit is transmitting time properly.

PHOTO BY NORCAL JATC

The Technology Training Center’s Master Clock System Lab Is Updated With The Latest Equipment From American Time

What makes our master clock lab tick? The lab just got new equipment and a major renovation, spearheaded by JATC Instructors Mike Sheriff and Chris Cowan, working with manufacturing company American Time.

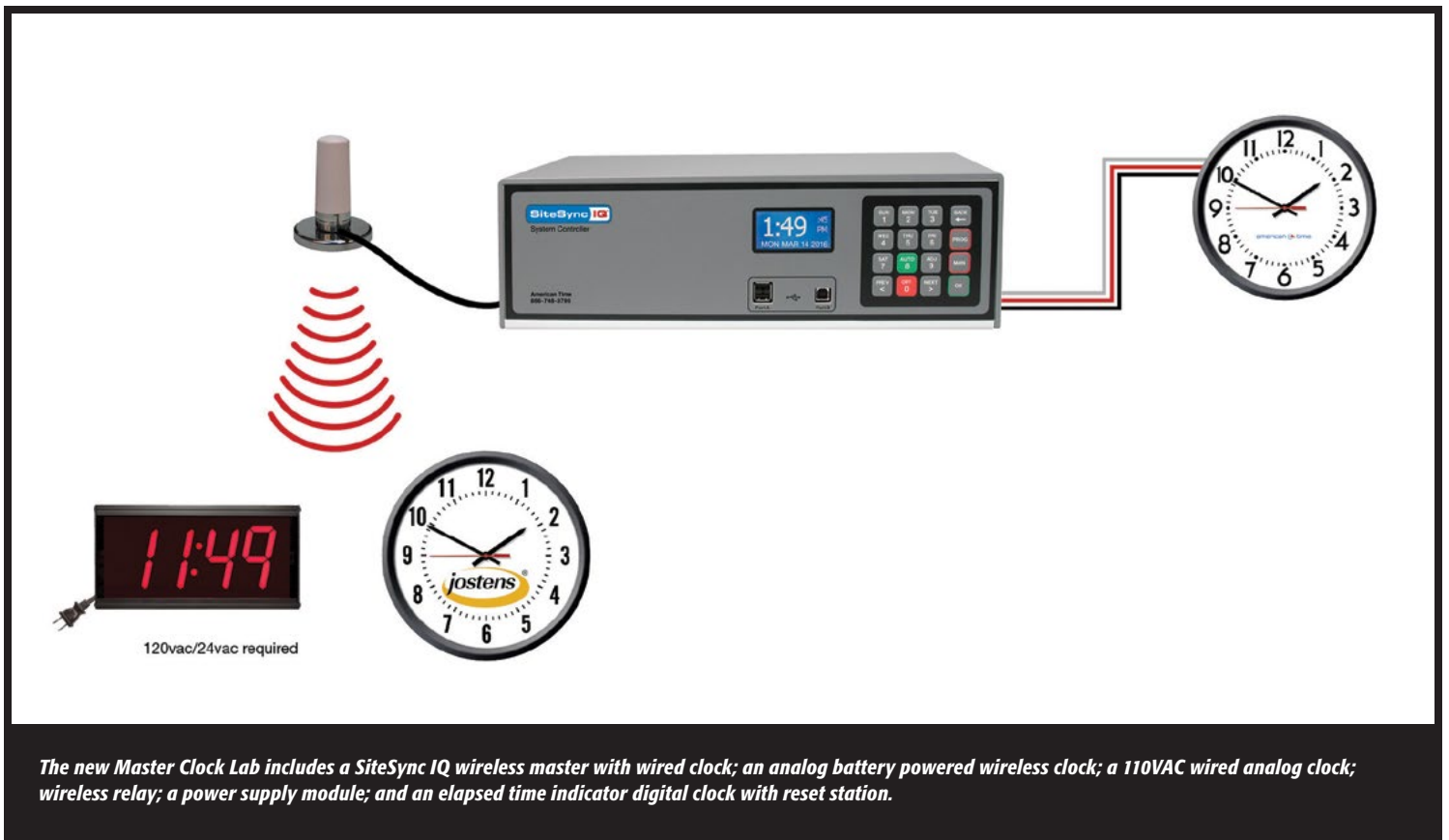
Carmen Kaufenberg and Tom Nelson of American Time coordinated with Sheriff and Cowan to update the training materials and shipped a complimentary training module to the JATC lab. The equipment is the latest available, and gives students the ability to replicate in the lab all the tasks with master clock systems they would encounter in the workplace.

“Technology is changing so quickly and becoming so versatile that the products a contractor works with today will certainly be different tomorrow,” said Nelson.

The following equipment was added to enhance training for the JATC master clock lab. American Time donated one set of the equipment while the remaining lab equipment was purchased by the JATC:

- SiteSync IQ wireless master with wired clock capability
- An analog battery powered wireless clock
- A 24 VAC wired analog clock that is still popular in the market
- A wireless relay that turns devices on and off per schedule
- A power supply module that provides 24 VAC to devices wired to the master controller
- An elapsed time indicator digital clock with reset station

The wireless master synchronizes its time to the Atomic Clock in Colorado and transmits a radio signal over a facility for time synchronization and device activation. It synchronizes through the



The new Master Clock Lab includes a SiteSync IQ wireless master with wired clock; an analog battery powered wireless clock; a 110VAC wired analog clock; wireless relay; a power supply module; and an elapsed time indicator digital clock with reset station.

PHOTO BY AMERICAN TIME

Ethernet to a time server on the internet. This master is also capable of operating a wired clock system and keeping it synched with the wireless clocks.

Students learn how to connect this master clock to the Ethernet, so that it can go out and get the correct time, and how to install the transmitting antenna so the unit is transmitting time properly. They learn how to connect a wired system to the wireless master so it will operate both styles of clocks and how to connect other external devices to the master for scheduled activation.

The wireless analog battery clock synchronizes to the radio signal transmitted from the wireless master. The wired analog clock still has a strong presence in the market place and students learn about the various types of wired clock systems and how each one operates. Students are required to connect the analog clock to the wireless master and make sure it is operating properly.

Each student also learns how to operate the wireless relay, how to establish a schedule and assign it to a circuit in the master. They then attach the relay to a device that can be turned on and off by the wireless radio signal. Students also learn how to wire the power supply into a circuit that will power a device.

An elapsed time indicator digital clock is frequently used in hospital operating rooms or emergency rooms where physicians need to know how long a person has been in surgery or under anesthesia during an operation. Students learn to wire the reset station to the clock, set the clock to a count up or down and toggle between the normal times and count up/down time.

“If our apprentices can enter the market and have a thorough understanding of all these products, they will have more tools to be successful in the work place,” said JATC instructor Chris Cowan.



PHOTO BY NORCAL JATC

Students learn how a wireless analog battery clock synchronizes to the radio signal transmitted from the wireless master, making sure it is operating properly.



JATC Training Coordinator Mike Santo Wants To Build Careers

M

ike Santo, JATC Training Coordinator, began his career as an apprentice in 1999, after hearing about the training program from a family friend. After graduating from the apprenticeship in 2002, Mike worked in the industry as a technician, senior technician, and foreman. He eventually became the training coordinator, serving as the program's main interface with apprentices, employers and applicants.

Mike says his background as an apprentice in the program allows him to lead by example. "I enjoy watching apprentices grow throughout their apprenticeship," he says. "I enjoy seeing them excel and make careers for themselves in the industry."

We asked Mike a few questions about his career and duties as a training coordinator to highlight his history in the industry and his dedication to helping apprentices.

Q: *What is your background and experience in the industry?*

A: I worked for Sasco and Decker Electric prior to working at the JATC.

Q: *What positions have you held in the industry?*

A: Apprentice, technician, senior technician, and foreman.

Q: *Why did you decide to become an apprentice?*

A: The program was recommended to me by a family friend. I had just started a family and believed it was a career with a bright future that would allow me to provide for my family.

Q: *What parts of your background best help you with the program?*

A: Because I have experience in the field, I believe I can relate to the apprentices in the program.

Q: *How do you try to motivate students to learn?*

A: I try to motivate apprentices by giving them something to aspire to, whether that be becoming installers, technicians, or senior technicians, or maybe even starting their own company within the industry. I like to remind apprentices that this is a career and the only limits are those they put on themselves.

Q: *What is the greatest challenge that students face in the program?*

A: Apprentices need to adjust from a “job” mind-state to realizing they now have a career. There are certain expectations they must now strive to meet, like working full-time in a fast-paced environment, having to learn and retain new skills, and being able to communicate clearly and efficiently.

Q: *What is the best way to recruit new apprentices?*

A: Word of mouth does wonders for recruitment, in addition to attending outreach events in the various communities.

Q: *What’s the biggest hurdle an apprentice faces who wants to join the program?*

A: The biggest hurdle is the aptitude test. It’s important for an applicant to prepare for the test by brushing up on their reading comprehension and algebra skills.

Q: *What kind of person should enter the apprentice program?*

A: Someone who is interested in a hands-on ever changing line of work. Someone who is self-disciplined and willing to give eight for eight.

Q: *What skills do you think students need to do well in the program?*

A: Apprentices need to have a good work ethic, be able to work with their hands, and have good communications skills.

Q: *What is the career future for an apprentice who graduates?*

A: The future is very bright. The only limitations are those you put on yourself. This is a career that has longevity; a career that can sustain you until retirement.

Q: *What is your most memorable day at the new training facility?*

A: The grand opening of the new training facility. It was something everyone envisioned for many years and through everyone’s hard work we were finally able to see it come to fruition.

Q: *What is your favorite sport or favorite sports team?*

A: Football, the San Francisco 49ers.

Q: *What are your hobbies outside the office?*

A: Hiking, motorcycle riding, and fishing.

Q: *What books, magazines, etc. do you read in your free time?*

A: I typically do my reading digitally through various apps like the CNN app and the Newsstand app.

Q: *What’s your favorite TV show?*

A: Speechless



PHOTO BY NORCAL JATC

As the JATC Training Coordinator Mike Santo works to motivate apprentices by giving them something to aspire to, whether that’s to become an installer, technician, or senior technician.

MDE Electric's Safety Program Starts On Day One!

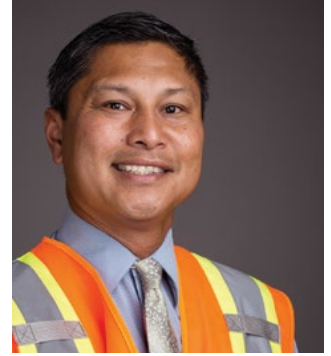


PHOTO COURTESY MDE ELECTRIC

Ricardo Celemin

Safety Manager /
Equipment Manager
MDE Electric, Sunnyvale

MDE Electric's commitment to its safety program is a top priority.

Ricardo Celemin, Safety Manger, discusses how MDE's safety program is implemented to ensure workers go home injury free to their to their families.

Q: What is your official title at MDE Electric, and how long have you worked there?

A: I am the company Safety Manager/Equipment Manager and have been with MDE Electric for almost two years.

Q: Please describe the various components of your safety program and how it is administered?

A: The various components of the MDE Electric safety programs are multi-faceted and include our safety illness and injury prevention program; our code of safe practices; a workplace analysis; hazard prevention;/control; tailgate meetings; safety/health training and retraining; driver fleet safety; equipment maintenance; accident investigation/prevention; and an employee rewards/incentive program. All safety/health policies and goals are clearly communicated. All levels of management help to administer the safety program.

Q: What is the initial safety training the MDE Electric employees go through?

A: All new employees receive a safety orientation on their first day at a specific job site, and all field employees receive training at weekly tailgate meetings on the job site.

In addition, we provide training to each employee on general safety issues and on all safety procedures specific to that employee's work assignment. A copy of our Code of Safe Practices is provided to each employee.

Q: How would you describe your process for implementing the safety program?

A: MDE Electric's safety program is implemented and reinforced through our new hire orientation training program, attendance and interaction at subcontractor's meetings, safety publications, OSHA updates, safety job site walks, positive reinforcement and incentive program, safety memos/posting, and side-by-side daily interaction with management.

Q: How would you describe MDE Electric's safety philosophy?

A: The safety and health of each MDE Electric employee is of primary importance to us. As a company, we are committed to maintaining a safe and healthful working environment.

Q: How is employee participation in the safety program encouraged, implemented and reinforced?

A: MDE Electric's Safety Communication Program encourages participation and opens two-way communication through tailgate meetings and foreman interaction. Employees are educated about safety procedures, training and safety awareness. Written communication, including memos, postings, payroll stuffers and newsletters reinforces a consistent and constant safety culture.

Q: How has your program grown or changed over the past few years? What's new?

A: The program has grown and changed with the times to reflect the changes from the Material Safety Data Sheet (MSDS) system to the new Global Harmonization System.

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

A: MDE Electric's success in our safety and injury and illness prevention program is achieved and maintained through interest, participation, and accountability at all levels of the organization. Every MDE Electric employee is responsible for working safely, both for self-protection and for protection of fellow workers. Employees must also support all company safety efforts by participating in, and actively supporting the safety program.

Q: Does MDE Electric have ongoing training opportunities for safety at a management level?

A: MDE Electric's management receives retraining, recertification and new educational training classes. Seminars, online training and demonstrations are provided by the company on an as needed basis.

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

A: Our customers view MDE Electric's safety work ethics and culture as a monumental asset. This leads to long-lasting relations with our customer base, and to the contractors we work with as well.

Q: If you had to use one sentence to sum up safety training at the MDE Electric, what would that be?

A: Safety training is initiated on day one, and continues through constant daily reinforcement.

Q: Do you have anything you would like to add?

A: Safety starts with you. Let's be safe out there in all that we do. Let's be able to come home to our families injury free. Stay Safe, Live Safe!



PHOTO BY JUSTIN ADAMS

MDE Electric's is known for its stellar safety record, and is the largest multi-family electrical contractor in Northern California.



PHOTO BY NICK ELIAS

MDE Electric's safety training is initiated on day one, and continues through constant daily reinforcement.



PHOTO BY RICARDO CELEMIN

MDE Electric's field employees receive training at weekly tailgate meetings specific to the job site.



PHOTO BY RICARDO CELEMIN

MDE Electric's field employees are outfitted with personal protective equipment (PPE) designed to protect them from electrical shock and injury.



PHOTO BY RICARDO CELEMIN

MDE Electric's employees are rewarded monthly with Safety Incentive Program prizes for following the safety/health policies on a project.



PHOTO BY NICK ELIAS

MDE Electric's safety program is implemented and reinforced through a new hire orientation training program, safety publications, OSHA updates, safety job site walks, safety memos, and daily interaction with management.



PHOTO BY NICK ELIAS

All of MDE Electric's safety/health policies and goals are clearly communicated, and are administered with the help all levels of management.

**Your Health And
Welfare Trust
Fund Important
Phone Numbers**

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

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

**Trust Self-Funded Medical
And Dental Plan**
Questions about claim payment, claim forms and benefit info:
408.288.4400
Toll-Free 800.541.8059

Anthem Blue Cross Medical PPO
www.anthem.com/ca
To locate a participating preferred provider physician, clinic, or hospital:
408.288.4400 or 800.541.8059
Refer to Group # 170016M001

Anthem Blue Cross Dental PPO
www.anthem.com/ca
To locate a participating preferred provider dentist:
408.288.4400 or 800.541.8059
Refer to Group # 170016M001

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

Optum Health
www.OptumHealth.com
Questions about mental health and substance abuse 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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Family Change?

Notify the Health & Welfare Trust's Administrative Office right away

30-Day Deadline To Add Family Members

When you have a "qualifying event" such as getting married, having a baby or adopting a child, you have **30 days from the date of the event to add your newly eligible dependent** to your health coverage.

If you miss the 30-day window, **you cannot enroll your new family member until the next Open Enrollment Period** in November.

Notify The Trust Office By The Last Day Of The Month The Divorce Occurs

Your former spouse (and his or her children who are not your children) can be covered until the **last day of the month in which the divorce occurs**.

If you fail to notify the Health & Welfare Trust's Administrative Office in time, and the Trust pays for a former family member's healthcare services, **you will have to repay the Trust**.

If your divorce decree requires you to cover your former spouse, you will have to purchase coverage elsewhere (for instance, the healthcare exchange or a private policy).

COBRA (for up to 36 months of coverage) will be offered to your former spouse, but only if the Trust Office is notified within 30 days of the divorce.

**DON'T MISS OUT
ON IMPORTANT
UPDATES!**

**Keep your contact
information up-to-
date with the Health
& Welfare Trust's
Administrative Office**

Alerting the post office or benefit vendors is not enough – you must update the Trust's Administrative Office when:

- You move and have a new address
- Get a new phone number
- Cancel your land line
- Change email addresses

norcalvdv.org

**VOICE
DATA
VIDEO**

SOUND AND
COMMUNICATIONS
of Northern California