

## Apprentice Applications Now Accepted Online

**T**he Northern California Sound & Communication JATC is now accepting apprentice applications online! The process is mobile and browser-friendly, and is easy to complete.

Previously, apprentice applications for the JATC could only be completed in person at designated locations, but the JATC wanted to use the convenience of the online application process to offer another option.

Here are the steps to complete the online application process at the JATC website:

- To register, visit the website, [www.norcal-jatc.com](http://www.norcal-jatc.com)
- Click the applicant tab and go to online application
- Create an account and password
- A valid email address is required
- The application can be saved at any point and returned to later
- Applicants will have 30 days to provide all documentation
- A confirmation email will be sent once the application is successfully completed

***If you have any questions about the online application process, please call Susie Guzman at 510.560.2032, ext. 117, or email her at [susieg@norcal-jatc.com](mailto:susieg@norcal-jatc.com).***

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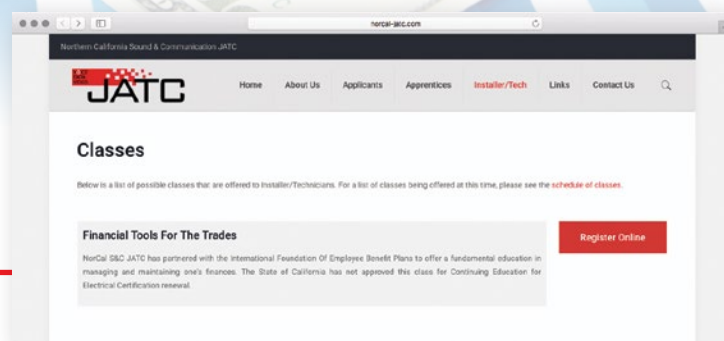
## Online Financial Education Class Helps You Manage Your Money

**F**inances can be a challenging part of life for many of our members. The Northern California Sound and Communication JATC is offering an online training class that provides practical financial education and helps you build a solid financial foundation.

The course, created by The International Foundation of Employee Benefits Plans (IFEBC), takes about one hour to complete. It is available through the NorCAL S&C JATC at no cost to apprentices and to all Installers and Technicians in good standing with their local unions.

The course utilizes a proven curriculum and has been developed to help members minimize financial stress by better understanding financial issues and tools.

The online class provides the basics of managing personal finances and offers helpful tips for the future. It consists of four lessons with an engaging format, complete with self-check quizzes and practical



workshops. The course is narrated and incorporates real-life scenarios to illustrate each concept.

Through the lessons, participants will learn how to:

- Estimate earnings
- Start an emergency fund
- Save for retirement
- Plug spending leaks
- Create a spending plan
- Fund big purchases
- Compare credit card offers
- Understand credit scores
- Protect against identity theft
- Determine how much debt is too much
- Create a debt repayment plan

The State of California has not approved this class for Continuing Education for Electrical Certification renewal.

***If you are interested in participating in this course, please visit our website at [www.norcal-jatc.com](http://www.norcal-jatc.com).***



# ***J. McKinney Memorial Fund Scholarships Available To IBEW/NECA Members***

Scholarship opportunities are now available through the J. McKinney Memorial Fund to benefit the professional development of the IBEW/NECA Industry. The scholarship fund is administered by the NorCal S&C JATC, and honors the memory of Jeff McKinney who passed away in 2011. Mr. McKinney's memory has been honored by donations made to the Sound & Communication JATC in his name.

Scholarship applications must be submitted through the NorCal JATC website ([www.norcal-jatc.com](http://www.norcal-jatc.com)) before May 1, 2018. Scholarship award amounts are up to \$1,100.00, depending on the discretion of the NorCal Board of Trustees. Applicants are required to submit a letter of introduction and a 250-500-word essay describing how the scholarship will benefit their electrical career or formal education. The letter of introduction must include contact information.

***For more information about the J. McKinney Memorial Fund Scholarships, please visit: <http://www.norcal-jatc.com/about-us/scholarship-application/>***

## ***Applicants may qualify by one of four methods:***

- ✓ Be an IBEW member of either Local Union 6, 100, 180, 234, 302, 332, 340, 551, 595, 617 or 684 and hold a Sound & Communication classification. Members must have been in continuous good standing and have paid dues without an Honorary Withdrawal for four years preceding May 1st of the scholarship year.
- ✓ Be employed by a Signatory IBEW/NECA company who has made contributions to the S&C JATC for one full year.
- ✓ Be employed by a NECA Chapter in the jurisdictions listed above.
- ✓ Be a son or daughter of the above three items.



***Cinnabar Hills Golf Club***

# ***VDV Golf Tournament***

## ***APRIL 20TH***

### ***SAVE THE DATE!***

***The 2018 VDV NECA/IBEW Golf Tournament is coming up at Cinnabar Hills Golf Club in San Jose on April 20th, 2018. If you would like to register for the golf tournament, or have any questions, please contact Jared Gamble at 408.288.6100 or email him at [jgamble@scvneca.com](mailto:jgamble@scvneca.com). Don't miss this annual event!***



PHOTO BY NORCAL JATC

3rd Year apprentice Gerald Montgomery connects power for an analog camera.

# Networking And Video Surveillance Lab Equipment Upgraded



PHOTO BY NORCAL JATC

Axis P3225-LVE MKII IP Camera

The Northern California Sound and Communication JATC recently upgraded their networking and video surveillance lab equipment to further incorporate the world of IT.

The new networking lab equipment includes a PoE switch and a router for each lab station. The students utilize their networking training to configure the router for a range of static and dynamic

IP addresses, along with internet access through a layer 3 gateway switch. After configuring the router, the students test the network and utilize the command prompt to perform PING and Traceroute commands to various devices and web addresses.

The students continue to develop their networking skills by integrating the new network video surveillance equipment. The electrical training *ALLIANCE* has





*3rd Year apprentice Kyle Six connects an analog camera to the encoder.*

partnered with Axis Communications to include their networking video surveillance equipment and expertise into the Installer/Technician curriculum.

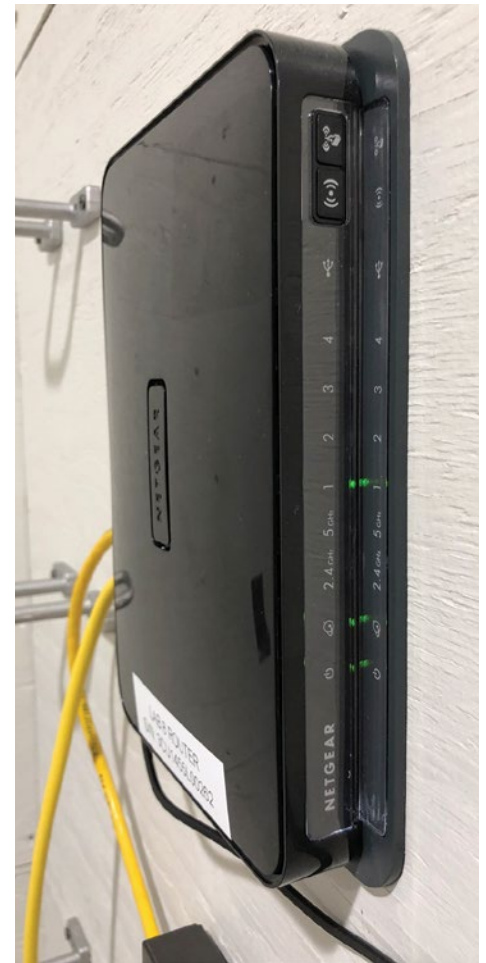
Axis IP cameras and encoders have been added to the video surveillance lab to build upon the current Closed-Circuit Television (CCTV) curriculum. These IP cameras are superior to their analog predecessors. They have improved resolution, low-light capability and incorporate built-in intelligence. These devices are powered over the Ethernet (PoE) cable and configured using the Internet Protocol (IP).

Because students will still find analog systems in use, they are continuing to install analog cameras with traditional RG59 cable

within the lab. These analog cameras are connected to new Axis encoders which convert the analog signal over to IP.

Each network video surveillance lab station requires students to configure their systems, utilizing the Axis Camera Management software, and store the recorded video on a Network Attached Storage (NAS) device. Students work with different video compression standards such as Motion JPEG and MPEG-4 (H.264), to achieve the best image possible without sacrificing bandwidth and storage capacities.

***If you have any questions about the CCTV/ Networking lab upgrade, please contact the JATC at [info@norcal-jatc.com](mailto:info@norcal-jatc.com).***



*The JATC purchased NetGear switches and routers for each of the eight lab stations for students to apply their networking skills within a lab environment.*



*The JATC purchased the Axis Video Encoders to tie in the existing analog cameras for each of the eight labs.*

## At Metro Electric, The Safety Committee Works With Employees To Make Safety A Top Priority



PHOTO COURTESY METRO ELECTRIC

### Tiersa Aldridge

Human Resources Director,  
Member, Safety Committee,  
Metro Electric, San Francisco

**We spoke with Tiersa Aldridge, member of the Metro Safety Committee and HR Director at Metro Electric, to discuss the safety program. Metro Electric is committed to keeping employees safe, and also provides a safety-oriented culture so they are encouraged to make safety suggestions.**

#### **Q: How many people are on the Metro Electric Safety Committee?**

**A:** The Metro Electric Safety Committee has 13 members. Each department in the company is represented in the committee (Electrical, Data, Wireless, DAS and HR). The members include:

- Chief Operating Officer
- Human Resources Director
- Data Division Leader
- Warehouse Manager
- Data Superintendent
- Wireless Superintendent
- DAS Superintendent
- Electrical Superintendent (2)
- Electrical Service Manager
- Electrical Administrator
- Data Administrator
- Receptionist

#### **Q: What is the initial safety training the Metro Electric employees go through?**

**A:** Metro Electric is a union electrical contractor. Each union member has already completed an initial training conducted through their IBEW Local Chapter. Upon joining Metro Electric, our onsite Foreman will conduct any additional training that is needed specific to the job site. Any special or department specific training, and/or specialty training (such as Radio Frequency for our Wireless Division) is scheduled individually by each department's superintendent.

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

**A:** Any and all safety updates are discussed during our monthly safety committee meetings. Superintendents from each department distribute safety updates and training directly to the field employees at the meeting.

#### **Q: How would you describe Metro Electric's safety philosophy?**

**A:** Metro Electric's philosophy is "Safety First". We all want to go home to our families each night, and the way we can achieve that is by making Safety the top priority. No job is worth someone getting injured.

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

**A:** In the last year we have implemented two elements within our safety program, which have allowed employees to be safer on the job. First, we implemented Red Flag Reporting, a program enabling our employees to anonymously report anything happening at on the jobsites that may be unsafe. Second, we have added to the team Du-All Safety, which is a training and safety consulting firm that provides additional training and allows us to have extra eyes on our safety program.

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

**A:** Our HR Director, along with the Administrative Assistants on the Safety Committee, work in tandem to ensure that safety policies and training are up-to-date.

#### **Q: Does Metro Electric have ongoing training opportunities for safety at a management level?**

**A:** All employees, including those in management, are encouraged to complete additional trainings if and when they feel it is necessary.

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

**A:** In the construction industry safety is the top priority. All our customers recognize the value in safety.

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

**A:** We are committed to keeping our employees safe, and to also providing an environment to encourage them to make safety suggestions.





PHOTO BY SCOTT PORTER

*Specialty safety training (such as Radio Frequency for our Wireless Division) is scheduled individually by each department's superintendent.*



PHOTO BY SCOTT PORTER

*Metro Electric's onsite Foreman conducts any additional training that is needed specific to the job site.*



PHOTO BY SCOTT PORTER

*Metro Electric's philosophy is "Safety First". No job is worth someone getting injured.*



PHOTO BY SCOTT PORTER

*Any and all safety updates are discussed during Metro Electric's monthly safety committee meetings.*



**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 877.827.4239

**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**  
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Questions about benefit  
info and ID Cards:  
Toll-Free 800.464.4000  
Refer to Group # 919

**Optum Health**  
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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:  
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# **Health and Welfare Plan Participant Reserve Dollar Bank Account**

## **THE MAXIMUM ACCUMULATION EQUALS THE COST OF 9 MONTHS OF YOUR HEALTH AND WELFARE ELECTIONS.**

All employer contributions paid to the IBEW/NECA Sound and Communications Health and Welfare Trust are credited (in dollars) to your Reserve Dollar Bank Account up to the maximum amount you are allowed to accumulate (currently, 9 months). You may call the Trust Administrative Office or go to the Health and Welfare Trust's website at [www.soundcommbenefits.com](http://www.soundcommbenefits.com) under the Log-In tab to view your current and future eligibility.

## **THE MAXIMUM ACCUMULATION IN YOUR RESERVE DOLLAR BANK ACCOUNT**

The maximum amount of money you are allowed to accumulate in your Reserve Dollar Bank Account is set by the Board of Trustees. The Board of Trustees reserve the right to increase or decrease the maximum amount of money you are allowed to accumulate in your Reserve Dollar Bank Account. The maximum amount of money is currently equal to the cost of nine (9) months of health and welfare coverage (medical, dental, vision, time loss and life insurance) you have selected as established by the Board of trustees. You may not elect to receive any portion of the money in your Reserve Dollar Bank Account in cash.

Your Reserve Dollar Bank Account may only be used to obtain health and welfare coverage through the IBEW/NECA Sound and Communications Health and Welfare Trust. You may check with the Trust Administrative Office at (408) 288-4400 or toll-free at 1-877-827-4239 to determine the amount of money in your Reserve Dollar Bank Account and the maximum amount of money you may accumulate in your Reserve Dollar Bank Account.

**[norcalvdv.org](http://norcalvdv.org)**



**SOUND AND  
COMMUNICATIONS**  
*of Northern California*