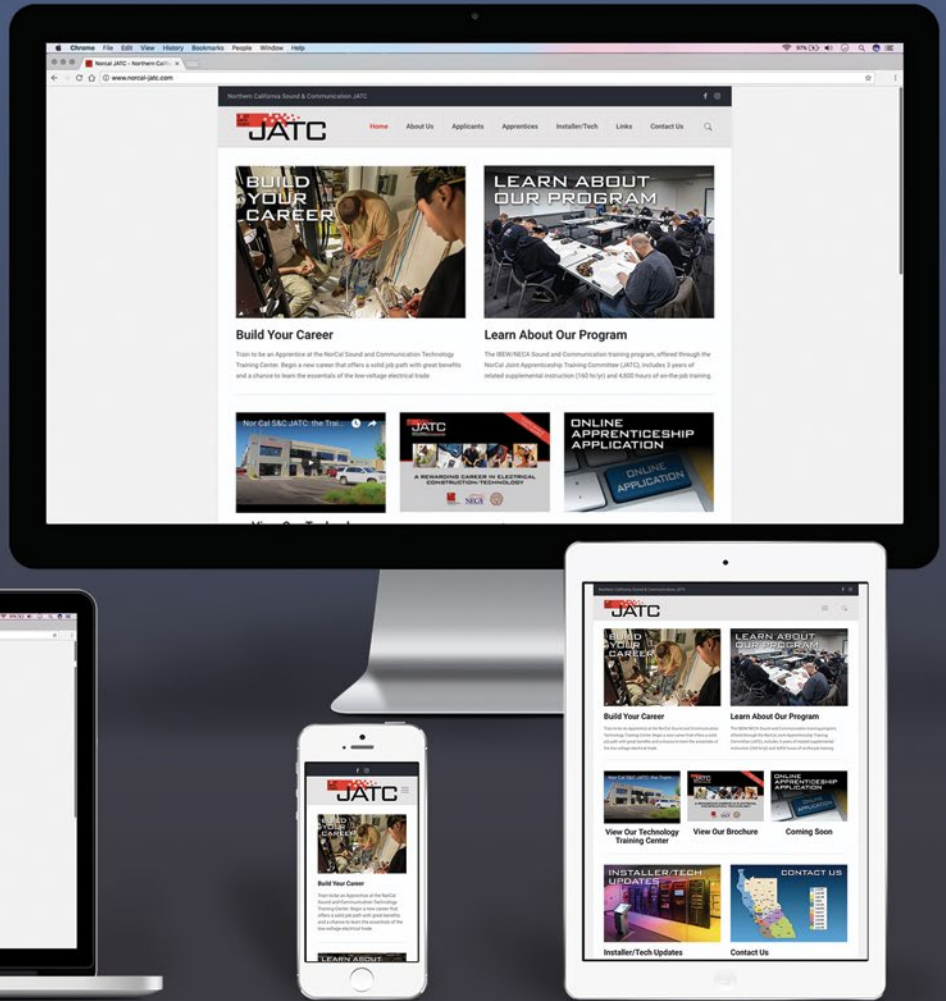


## JATC's New Website Improves Your Online Experience



The new JATC website can be viewed on desktop, laptop and mobile devices.

**N**orCal Sound and Communication JATC recently posted a newly designed web site ([www.norcal-jatc.com](http://www.norcal-jatc.com)) that is fully mobile-ready and offers a much faster user experience. The increased speed allows visitors to browse the site faster and access important information quicker.

The website's facelift includes a more polished visual look, a new home page, and three distinct sections for applicants, apprentices and installer/technicians. Each of these sections offer Frequently Asked Questions for each group. (Previously one FAQ section addressed all three groups).

CONTINUED ON NEXT PAGE

2. **New JATC Website**
4. **OSHA 10 and 30 Training**
4. **New Graduating Class**
5. **NorCal VDV Golf Tournament**
6. **Safety Corner – CSI Electric**
8. **Make Sure You Get Your Fringe Benefit Reciprocity Dollars**



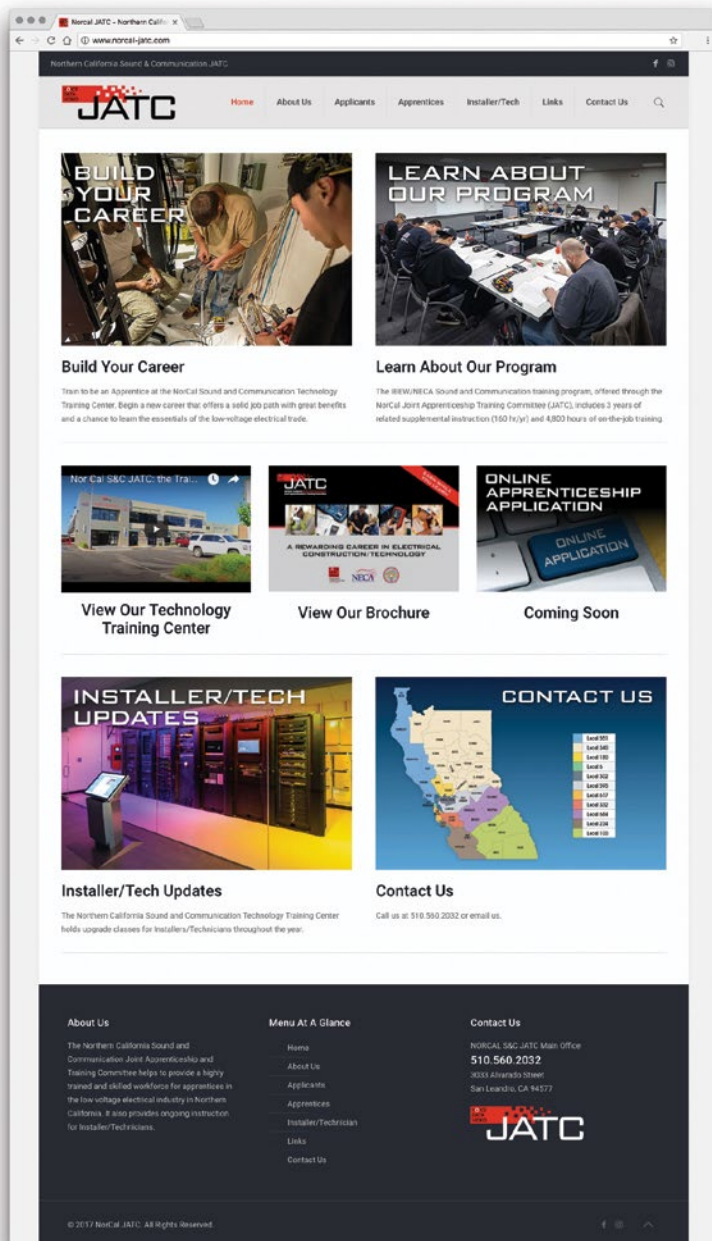
A publication of the National Electrical Contractors Association and the International Brotherhood of Electrical Workers of Northern California.

# JATC's New Web Site Improves Speed A

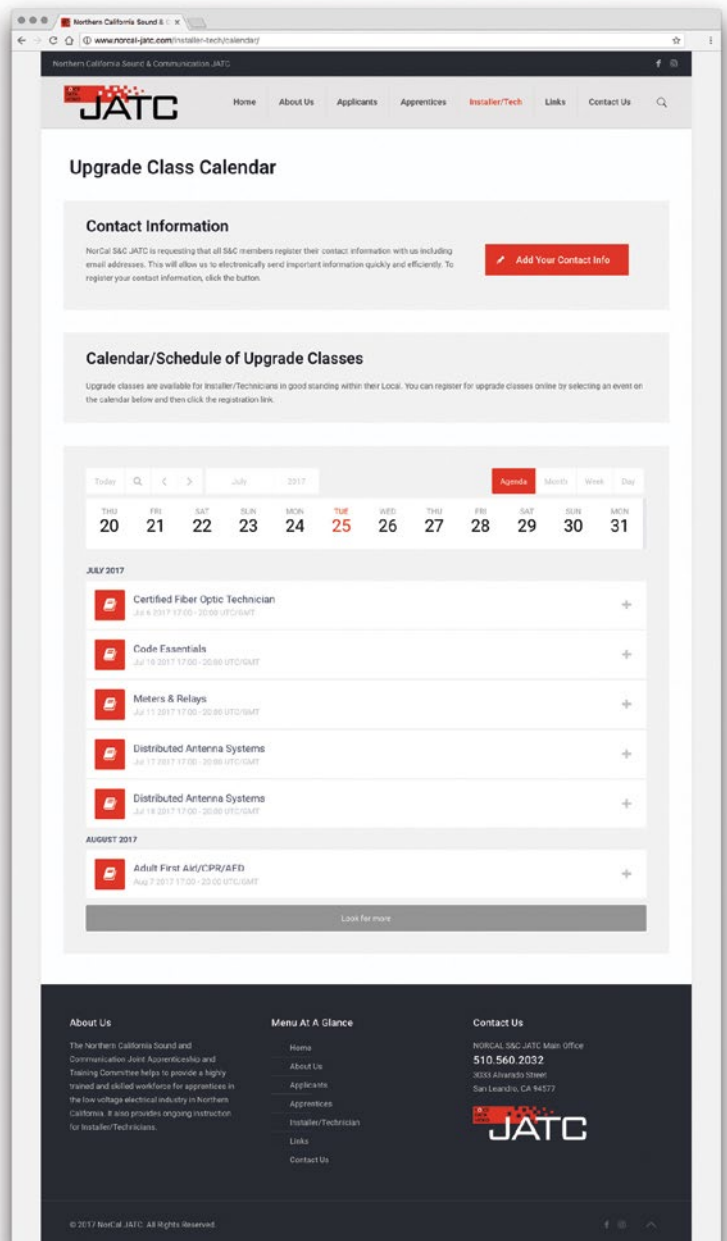
The new home page features a number of recruiting tools, including a four-minute video about the Technology Training center, produced by the IBEW Hour Power (www.ibewhourpower.com), and a digital version of the recruitment brochure. It also offers an overview of the program and its benefits and outlines the classes offered in each year of study. An extensive directory can also be accessed through the Contact Us section of the homepage.

There are new tools for applicants, including a new application flow chart and a map showing local union coverage areas.

In the Installer/Tech section, viewing and signing up for upgrade classes has been made easier and techs can sign up for an exam prep course in order to take practice tests. There is also updated information about your medical benefits, including a link to our



New Homepage



Upgrade Class Calendar

# nd Expands Content

plan administrator's website (www.soundcommbenefits.com).

The website offers its own search engine, allowing you to quickly find the online information you are looking for. The site has also been optimized for search engines, making it easier to find on Google, Yahoo and Bing. The photo gallery has been updated with photos from the new Training Center and each of the new labs.

**Application Flow Chart**

**NORCAL SOUND & COMMUNICATION APPRENTICESHIP PROCESS**

**MEET THE MINIMUM REQUIREMENTS**  
Refer to Official Announcement

**APPLY**  
Apply at one of eleven locations throughout Northern California and have the following when applying:  
• Valid Photo ID • Official Sealed Transcripts

**COMPLETED APPLICATION?**  
YES: Proceed to APTITUDE EXAM  
NO: Provide Missing Documents (Within 30 Days)

**APTITUDE EXAM**  
Take the Electrical Trades Aptitude Exam  
• Reading Comprehension • Basic Algebra  
YES: Pass with a "4" or Higher  
NO: Need to Re-Apply Must Wait 6 Months Before Taking the Exam Again

**ORAL INTERVIEW**  
Applicants are scored based upon their interview = Ranked Score

**RANK LIST**  
Applicants with the highest score are placed at the top of a ranked list based on location (the list is change weekly)

**ACCEPT OFFER**  
As apprentices are required, the applicant at the top of the ranked list is offered to become an apprentice.  
YES: Accept Offer? (Need to Re-Apply)  
NO: Need to Re-Apply

**DRUG SCREEN REQUISITION**  
Pass?  
YES: Proceed to ORIENTATION CLASS  
NO: Need to Re-Apply

**ORIENTATION CLASS**

**PURCHASE TOOLS**

**ASSIGNED ON-THE-JOB-TRAINING (OJT)**  
Training Assignment (800 Hours)  
Employment with a S&C Contractor

**BECOME AN IBEW MEMBER**

**APPRENTICESHIP**  
Train in the field (OJT-4800 hours) and attend Related Supplemental Instruction (RSI-480 hours) as scheduled by the JATC typically over a 36-month period

3033 Alvarado Street, San Leandro, CA 94577 • Tel (510) 550-2032 • Fax (510) 969-4169 • norcal-jatc.com

Download Application Flow Chart

**About Us**  
The Northern California Sound and Communication Joint Apprenticeship and Training Committee helps to provide a highly trained and skilled workforce for apprentices in the low voltage electrical industry in Northern California. It also provides ongoing instruction for Installer/Technicians.

**Menu At A Glance**  
Home  
About Us  
Applicants  
Apprentices  
Installer/Technician  
Links  
Contact Us

**Contact Us**  
NORCAL S&C JATC Main Office  
510.560.2032  
3033 Alvarado Street  
San Leandro, CA 94577

**JATC**

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New Application Process

**NorCal Pictures**

**KEN MILLER**  
IN RECOGNITION OF HIS COMMITMENT & GUIDANCE TO THE SOUND & COMMUNICATION APPRENTICESHIP  
June 19, 2015  
BY THE NORCAL SOUND & COMMUNICATION TRAINING COMMITTEE

The Technology Training Center was dedicated to Ken Miller in recognition of his commitment and guidance to the Sound & Communication Apprenticeship.

The Napa Room is used to train in Fire Alarm, ECS and Paging.

Students learning structured cabling and fiber optic installation.

The Data Center, the core center for the new JATC, can be used for student demonstrations.

The Sheets Room is used to train in Access Control, Intrusion, CCTV, and CATV.

Students learn how a wireless analog battery clock synchronizes to the radio signal transmitted from the wireless master.

Ribbon cutting ceremony on June 19, 2015.

Touring the Napa Room which teaches Fire Alarm, ECS, and Paging.

Fiber Optics hands-on instruction.

Official ribbon-cutting of the training center on June 19, 2015.

Sound & Communications Technology Training Center.

Norcal Sound & Communications Joint Apprenticeship Training Committee Trainers at the time of the training center ribbon-cutting (2/15).

Technology Training Center ribbon-cutting ceremony on June 19, 2015.

Ken Miller opening the new Technology Training Center during the ribbon-cutting ceremony on June 19, 2015.

The Technology Training Center's Data Center is used for student demonstrations.

Ken Miller, Training Director, at the time of the ribbon-cutting ceremony of the Technology Training Center.

**About Us**  
The Northern California Sound and Communication Joint Apprenticeship and Training Committee helps to provide a highly trained and skilled workforce for apprentices in the low voltage electrical industry in Northern California. It also provides ongoing instruction for Installer/Technicians.

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**JATC**

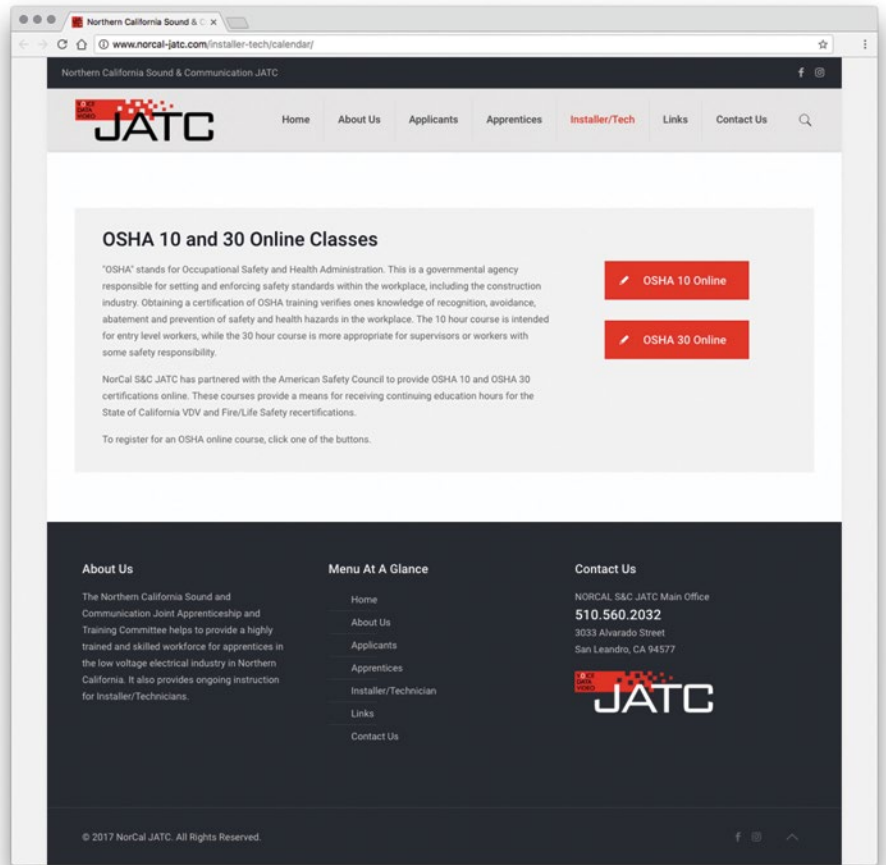
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NorCal Picture Gallery

# Register Online For OSHA 10 And 30 Training

**N**orCal S&C JATC has partnered with the American Safety Council to provide OSHA 10 and OSHA 30 certifications online. These courses provide a means for receiving continuing education hours for the State of California VDV and Fire/Life Safety recertifications. The 10-hour course is intended for entry level workers, while the 30-hour course is more appropriate for supervisors or workers with some safety responsibility.

Register for OSHA 10 and 30 Certifications online on the new NorCal S&C JATC website at <http://www.norcal-jatc.com/installer-tech/calendar/>. If you don't have your password to register for a class, please email [info@norcal-jatc.com](mailto:info@norcal-jatc.com).



## The NorCal S&C JATC is proud to announce the 2017 graduates:

*We would like to offer congratulations to the 2017 class of apprentices who have completed the Related Supplemental Instruction portion of the Apprenticeship program and are tentatively scheduled to graduate. Our industry thrives on a skilled, highly trained labor force and our apprentices are our future!*

### LOCAL 595

Jerre B. Fine  
Jeremy D. Hickman  
Joseph S. Licican  
Marcelo Navarrete Torres  
Aldrin Payopay  
Brandan J. Utzerath

### LOCAL 302

Nicole E. Capell  
Ivan A. Elias  
Michael D. Fields  
Antonio D. Hernandez  
Jason T. Poltl

### LOCAL 332

Isaac G. Alvarez-Alaba  
Salvador N. Aquino, Jr.  
Richard Astorga  
Andrew B. Athanasios  
Gabriel A. Bonilla  
Michael A. Cadena  
Manuel E. Colin  
Daniel J. Czap  
Brysson W. De Motta  
Daniel R. Duran  
Marcelo Martinez  
Scott A. Ornelas-Parrish

### Macie Santos

Richard J. Santos  
Michael L. Sellers  
Avelino E. Tamayo  
Paul Torres  
Joseph E. Valdez  
Rigoberto Villanueva  
Luis J. Villarreal

### LOCAL 6

Moses O. Gala  
Donald S. Griffin  
Ryan D. Mendenhall  
Jonathan J. Politron

### LOCAL 617

Jason M. Bowman  
Joshua A. Casias  
Bradley J. Foley  
Bill E. Merkouris

### LOCAL 551

Hjamar C. Hake  
Reyes Mendoza, Jr.  
Wilkin Seet  
Marcus C. Sweeny  
Aaron J. Walters

### LOCAL 340

Darryl A. Jenkins  
Bonnie L. Lewis  
Matthew L. Lewis

### LOCAL 180

Zachery Y. Cleveland  
Michael L. Roe  
John M. Sullivan

### Local 100

Jimmy Turpin, III



# NorCal VDV Golf Tournament Hosts 190 Players At Cinnabar Hills

*Golfers are lined up for the shotgun start at the 2017 NorCal VDV golf tournament.*

PHOTO COURTESY SCOTT PORTER

# 190

golfers had a great time at this year's NorCal VDV golf tournament, held at Cinnabar Hills Golf Club in South San Jose under blue skies on April 28th. A total of 48 foursomes played in the tourney, which is a four-ball 'best ball' scramble tournament.

The tourney included check-in gifts, lunch and a raffle after a BBQ dinner. Prizes ranged from golf clubs and golf bags to a full-size smoker. It is a great industry event and we look forward to it again next year!



PHOTO COURTESY SCOTT PORTER

*Milwaukee Tools hosts a closest to the pin competition on one of the most difficult holes at Cinnabar Hills golf course.*



PHOTO COURTESY SCOTT PORTER

*Golfers participating in the tournament received check-in gifts, lunch and BBQ dinner, and had the option to participate in a raffle for various prizes.*

## CSI Electric's Safety Program Follows A Simple Philosophy "Safety Every Way, Every Day!"

**CSI Electric's commitment to its safety program starts day one. Shane Eckerman, Safety Manager, discusses how safety is everyone's responsibility and that employees are encouraged to speak up if they see something that is not right. You could be saving a life!**



PHOTO COURTESY CSI ELECTRIC

### Shane Eckerman

Safety Manager  
CSI Electric, San Jose

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

**A:** I am the Safety Manager for Northern California Operations and have been with CSI Electric for two and a half years.

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

**A:** The CSI Electric safety program consists of many components, including our injury and illness prevention program; code of safe practices; safety manual of policies and procedures; site specific safety plan; heat illness prevention plan; training modules; activity hazard analysis; hazard communication; safety tool box topic meetings; safety committee; site audits; and safety rewards/incentives, to name a few. They are administered by the Safety Department and all levels of management.

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

**A:** All new employees must complete a comprehensive safety orientation to cover Federal and State safety standards and regulations, as well as, policies and procedures specific to CSI Electric. Employees also receive site-specific safety orientation at every new project they are assigned. Employees are trained on hazard recognition, safe work practices, task-specific tools and equipment that may be operated on that job.

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

**A:** I start by engaging each CSI Electric employee on a regular basis and establishing a positive relationship with each one that promotes the message of safe work practices. I work with the supervisors to identify training needs for each individual based on that person's planned tasks. The majority of my time is spent in the field training, identifying safety compliance issues and opportunities for improvement.

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

**A:** Our philosophy is simple - Safety Every Way, Every Day!

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

**A:** Employee participation in the safety program is priority #1. Our crews start every day with a morning huddle to complete an activity hazard analysis. They discuss their tasks, the hazards associated with those tasks and what they will do to mitigate, correct or eliminate those hazards. All employees

are empowered with Stop Work Authority if they are engaged in or witness an unsafe act. We encourage this mindset through effective training, coaching, and positive feedback from management and coworkers. I also love to reward crews with safety awards. Training programs on specific topics, such as NFPA 70E, reinforces the importance of participation and looking out for one another. Quarterly, we hold Foreman and Safety Committee meetings to discuss how our program is working and where we can improve.

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

**A:** CSI Electric's Safety Department has grown with the expansion of the company itself. Our Vice President of Safety & Risk Management has added new administrative staff to the team, including Site Coordinators, EMT's and Managers. Our Senior Training Director has developed over thirty training programs for our employees and technology has been added into the field with iPads.

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

**A:** We have a dedicated administrative team that supports the safety program while we are in the field. This support enables our safety team in the field to concentrate on working with the crews. Another important structural component is how safety and production work together to solve problems and not oppose each other.

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

**A:** Yes, CSI Electric supports and encourages professional development opportunities.

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

**A:** Safety is paramount to our customers! They see the value and they expect nothing but strong safety programs from their contractors.

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

**A:** Safety training at CSI is always engaging and fun, which encourages great discussions and presents many learning lessons from the attendees.

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

**A:** Remember that safety is everyone's responsibility! Speak up if you see something that is not right! You could be saving a life!



PHOTO COURTESY CSI ELECTRIC

CSI Electric crews start every day with a morning huddle to complete an activity hazard analysis, which is profiled on a daily huddle board.



PHOTO COURTESY CSI ELECTRIC

All CSI Electric employees are required to wear the necessary Personal Protective Equipment (PPE) while on the job site.



PHOTO COURTESY CSI ELECTRIC

CSI Electric employees are trained on hazard recognition, along with task-specific tools and equipment that may be operated on that job.

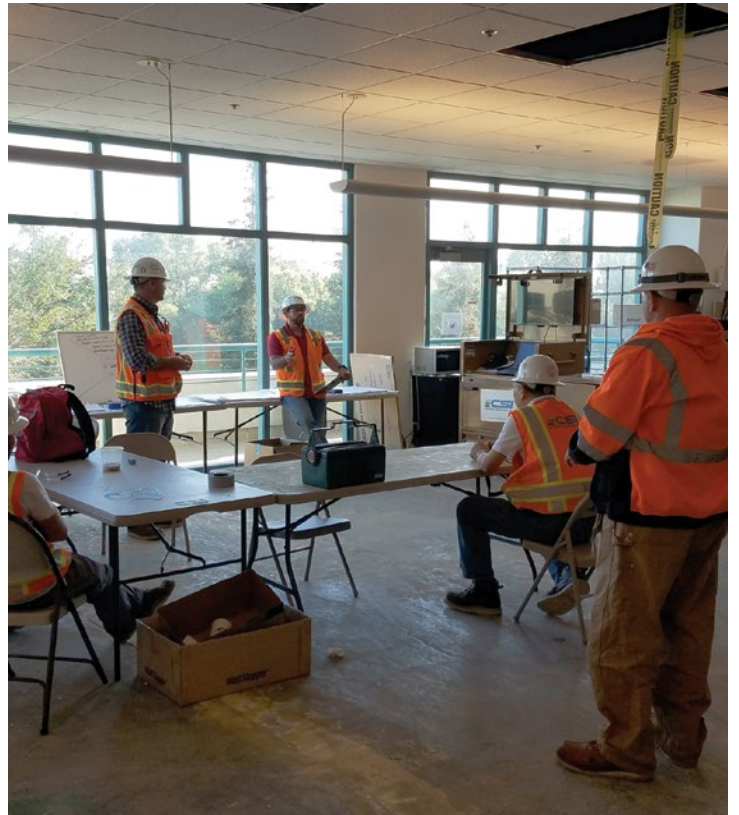


PHOTO COURTESY CSI ELECTRIC

Employee participation in CSI Electric's safety program is priority #1.

## 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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scott@hillzoog.com**

# Make Sure You Get Your Fringe Benefit Reciprocity Dollars

When you travel to work outside of the 9th District Sound & Communications Agreement jurisdictional area (**Locals: 6, 100, 180, 234, 302, 332, 340, 551, 595, 617 and 684**) and check in with the outside Local's office to be dispatched, the outside Local's office will use ERTS (IBEW/NECA Electronic Reciprocal Transfer System) to notify both the participating and your home Trust Fund(s) administrative offices that you are to be dispatched in their jurisdiction.

The Local notifies the participating health and welfare and pension funds so they can prepare to transfer reciprocal fringe benefit monies received on your behalf, and alerts your home Trust Fund(s) to expect to receive the money.

That means to ensure your fringe benefit contributions are reciprocated properly, you must register in the ERTS system. Then, when travelling outside the 9th District Sound & Communications Agreement area, be sure to check in at the Local Union office whose jurisdiction

you intend to work in to ensure they notify the relevant Trust Fund administrative offices.

If you are not registered in the ERTS system or have forgotten your personal identification number (PIN), contact your nearest IBEW Local Union office for assistance. You must initially register in person (with photo identification). Once you've registered, you will be able to log in to the ERTS website at **<https://erts.ibew.com>** using your user ID and PIN.

One of the most important issues addressed by ERTS is the security of the plan participants' personal information. All log-ons to ERTS will be encrypted to ensure the security of the information on ERTS. No personal data will be transmitted over the open Internet.

It is important to note that ERTS is only for the transfer of reciprocal information from fund to fund. No individual personal account information can be accessed on ERTS. Members must contact the administrative office of their individual Trust Fund(s) for any personal account information.

## norcalvdv.org

**VOICE  
DATA  
VIDEO**

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