

We've Moved! WECA's Sacramento Region Office and Training Center Opens in New Location

WECA's Sacramento Region office and training center has completed the move into our new location with more classrooms and expanded hands-on lab training facilities. The WECA Sacramento Region training center and administrative offices are now located at 3695 Bleckley Street in Rancho Cordova in a building located on the former Mather Air Force Base property. The new location just one exit East from our former location on Lincoln Village Drive. An open house is being planned for early next year to allow members, students and friends of WECA to visit and tour the new building.

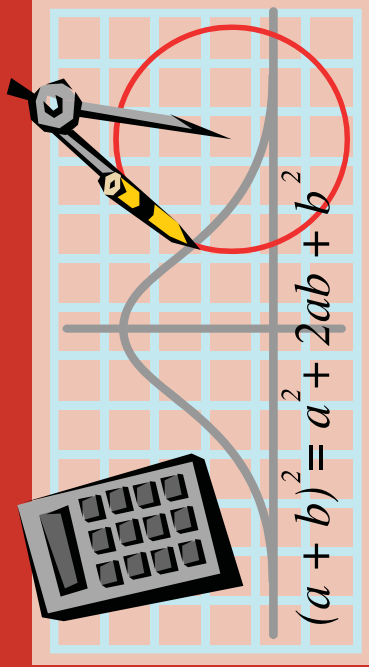
"The move was a big challenge but, as usual, our great team of staff and instructors made it happen with hardly a bump in the road," asserted Terry Seabury, WECA's Executive Director and CEO.

The move was completed over the weekend of October 15th-17th and the Sacramento Region office and training center re-opened for business at the new location on October 18th. Special thanks to the staff members who led the "WECA Move Team": Training Programs Manager Sheila Zuvich and Registrar/Quality Control Manager Audra Jamieson who oversaw and coordinated much of the office move.

Sacramento Lab Manager Jimmie Slemp and Instructor Zack Wallace oversaw the move of WECA's labs and classrooms and would like to thank the following for their help and contribution to the lab move: System 3, Inc, Harrison Electric,, Granite Electrical Supply, Royal Electric, Rex Moore Electrical Contractor & Engineers, Butterfield Electric and Vasko Electric.

Thanks to everyone who helped make the move a smooth success. Members, students and friends of WECA should keep an eye out for your invitation to the Open House in early 2011.

Apprentice Math Test Study Materials Updated



Please note that the apprenticeship study guide and pre-test for the Algebra Equivalency Test that applicants must pass with a score of at least 70% to qualify to become a WECA apprentice has been updated. Contractors can download the updated study materials on the WECA website www.goweca.com under Become an Apprentice / Entrance Qualifications & Testing.

Save the Date! Annual Installation of Officers & Awards Dinner Set for March 3rd in San Diego

Join WECA members, staff and friends in San Diego on March 3, 2011 for the Association's Annual Installation of Officers & Awards Dinner. This year's event will take place at The Omni Hotel San Diego and WECA members who attend will have the opportunity to take advantage of a free night's stay at The Omni with purchase of a ticket for the dinner. Check our website at www.goweca.com for more details, or call Christine Hauser at (916) 889-7122 for ticket and sponsorship information.

WECA Offering Expanded Opportunities for Certifications in Fire Life Safety

WECA recently formed a partnership with the National Training Center (NTC) so that we can provide apprentices, journeymen, electrician trainees, and members' employees with state of the art Fire Life Safety training which prepares students to take the certification test offered by the National Institute for Certification in Engineering Technologies (NICET).

WECA's Voice Data Video (VDV) apprenticeship program already prepares students to take the tests for the California Sound and Communication Certificate and for the State Electrical Fire Life Safety Certificate. Adding preparation to apply for, and test with, NICET for Technician Level 1 and Level 2 certification, which is often a requirement for winning contract bids, enables electricians to increase their competencies and their value to their contractor.

For members with apprentices in the VDV program, your apprentices can apply to take the NICET test after completing the second year of the WECA program by applying to NICET. The cost to apply for and to take the test is \$250.00 per student and is paid directly to NICET. NICET certifications are issued to students who pass the tests and are valid for three years.

For members who want to increase the Fire Life Safety competencies and credentials of electricians who are not in WECA's VDV apprenticeship program, WECA offers Continuing Education courses for NICET Level 1 and 2 Fire Alarm training and certification.

The NICET continuing education course is led by Steve Jatala, WECA's VDV Apprenticeship Program Manager, and covers certification procedures and requirements, testing strategies, and NFPA code books. Students attending this course will obtain knowledge of fire



WECA VDV Apprenticeship Program Manager Steve Jatala leads the NICET continuing education course.

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FLS courses **continued from pg. 1:**

alarm systems, including the requirements of NFPA 72 (National Fire Alarm Code), NFPA 101 (Life Safety Code), International Building Code (IBC), and the NFPA 70 (National Electrical Code).

Steve adds content from his own extensive experience and training that he received from NTC to assure that this is a practical applications based training course. The content in this course directly applies to everyday work in the industry. This course provides students with skills in accessing code requirements and for implementing proven standard practices for the industry. Throughout the course, there is an emphasis on safety and professional ethics.

As part of the \$695 per student tuition for the continuing education course, each student receives a copy of the following NTC Professional References: NTC Red Book (NICET Testing and Study Guide), NTC Orange Book (Chuck Notes – Fire Alarm Code Quick Reference Book), and NTC Brown Book (Fire Alarm Systems Design and Installation). These reference books are critical to the NICET test preparation process and make the testing process much easier, enabling the student to achieve his/her certification goals faster.

This 16 hour course will be offered periodically throughout 2011 as a public course. Visit WECA's web site www.goweca.com for exact dates or call WECA at (877) 444-9322 for more information. For those contractors who prefer that WECA conduct a custom version of this course, either on site at a WECA training center or at their own facilities, please contact Robin Lysaght (rllysaght@goweca.com) for scheduling and pricing information.

WECA Now Offering Foreman Skills Training Course as GET WIRED! 403



When WECA surveyed our members earlier this year, you asked us to develop a foreman training course to help your employees build the technical and leadership skills essential to becoming a good foreman. WECA has responded to that request by developing an engaging and effective foremanship training course that can help your company reduce turnover, improve productivity and safety records, and reduce lost time and stock loss.

This foreman skills training course is being offered as GET WIRED! 403 and is designed to tie together the technical skills on which the preceding GET WIRED! Curriculum has been based, with an emphasis on leadership of related electrical installation projects.

The course introduces the students to such foremanship skills as job estimating, job project management, new installation planning, conflict management, and job site documentation and communications. The course features computer-based interactive learning activities and includes many realistic and engaging case studies and practice scenarios. Students get the opportunity to tackle electrical construction projects from a ground-up planning perspective, and will have the opportunity to learn and practice leadership skills as they do so.

Goals of the course include:

- Facilitate career development for those students who are now foreman or who want to be promoted to foreman positions.
- Develop competencies to set foremen up for success. Successful foremen save time and money not only by managing jobs successfully but also by managing people in a way that reduces turnover and contributes to overall productivity.

For more information, or to sign up for the GET WIRED! 403 Foreman Skills Training course, visit www.goweca.com, or call WECA's office at (877) 444-9322 during normal business hours. (7 a.m. to 5 p.m. Monday – Friday).

An Important Message for our Valued Member Contractors Regarding Changes to Commercial Apprentice Health Care Costs

From Terry Seabury, WECA Executive Director & CEO

As you probably know, the cost of health care continues to rise year after year. In addition, Health Care Reform has mandated numerous changes that needed to be incorporated into our current plans. Currently, WECA Commercial apprentices receive major medical coverage, chiropractic coverage, dental coverage, short term and long term disability coverage, life insurance, accidental death and dismemberment insurance and an Employee Assistance Program.

However, in order to maintain the coverage provided to apprentices and their families and for the Health and Welfare trust fund to remain solvent, WECA commercial apprentices and the contractors that employ them must absorb some of the latest additional premium increases.

The purpose of this letter is to inform you of the changes recently approved by the WECA Board of Directors and ATC Committee members to what contractors and apprentices will contribute to the cost of continuing to provide comprehensive health and welfare coverage, effective December 2010.

- **Effective with the Commercial Apprentice Hours reported for December 2010, the hourly health and welfare contribution made by contractors on behalf of commercial program apprentices in their employ will increase from \$3.75 an hour to \$4.50 an hour.**
Important Note: The majority of prevailing wage and private wage calculations have at least \$0.75 in the Excess Pension/Additional Wage category. For those contractor members who currently contribute the Excess Pension/Additional Wage amount to the WECA ATC Retirement Plan, the increased health and welfare contribution may be re-directed from the Excess Pension fund to the Health and Welfare fund.
- Effective with December 2010 coverage, the monthly dependent coverage premium paid by the apprentice will increase from \$75 a month to \$100 a month for Subscribers plus one dependent and from \$110 a month to \$135 a month for Subscribers plus two or more dependents.

The Health and Welfare benefits provided to WECA Commercial apprentices and their families are greatly valued by our students and we appreciate your support of the changes necessary to ensure that these benefits will be maintained. Information regarding the above changes was also sent to all WECA Commercial apprentices in their Open Enrollment Packages. If you or any of your apprentices have questions about these changes, please contact us toll-free at (888) 830-9322.

Welcome New Members!

Pinnical Electric
(Commercial)
Elk Grove, CA
(916) 670-1722

Sab ET Sons Electric
(Commercial)
North Hollywood, CA
(818) 764-7697

Weekworth Electric
(Commercial)
El Dorado Hills, CA
(619) 939-6636

A&R Electric
(Commercial)
Chula Vista, CA
(619) 337-0283

Masters and Associates, Inc.
(Commercial)
Huntington Beach, CA
(714) 47-1983

Unity Electric
(Commercial)
Shasta Lake, CA
(530) 275-3000

WECEF Scholarship Awards Announced for 2010-11

Available WECEF scholarship funds for the current fiscal year (2010-2011) have been awarded. Please see below for a list of winners and check back on the WECEF website at www.wecef.org for information on when future awards will be available.

Recipients of the 2010-2011 fiscal year awards are:

- **Jason Koenig, 2nd year Commercial apprentice**
- **Vadim Podgayetskiy, a recent Commercial apprentice program graduate**
- **Matthew Zampielo, a 1st year VDV apprentice**



Thank You to our WECEF Donors!

The Western Electrical Contractors Education Foundation (WECEF) would like to thank those listed below for their recent donations to support the foundation. If you or your business is interested in making a tax-deductible donation of cash, equipment or time, please contact Bob Bartlett at (877) 663-9322.

Grider	Cash (\$40)
Premier Lighting	Cash (\$25)
Savemart SHARE	Cash (\$30.51)
LPC	Cash (\$25)
KS Telecom	Material for low voltage labs (\$1,885 value)
Klein Tools	1 display board and 1 banner for Riverside location (\$350 value)
Milwaukee Tools	M18 cordless band saw kit; Sawzall M18 cordless recip saw tool kit; M18 cordless 1/2" hammer drill driver kit; fork meter for HVAC/R; fork meter; digital multi-meter; clamp meter for HVAC/R; clamp meter; laser TEMP-GUN; voltage detector with work light (\$2,200 value)

Mark your Calendars!

15th of every month	Apprentice/Journeyman worksheets/payments due	WECA Sacramento Offices
15th of every month	Dues and PAC contributions due for previous month	WECA Sacramento Offices
December 9th January 13th	WECA Monthly Board of Directors Meetings	9:00 a.m. WECA Sacramento Offices
December 12th January 25th	Apprenticeship & Training Committee Meeting	9:00 a.m. WECA Sacramento Training Center
December 14th January 12th	San Diego Area Committee	WECA San Diego Training Center 9 a.m. on Dec. 14th & 12 p.m. on Jan 12th
March 3rd, 2011	Annual Installation of Officers & Awards Dinner	The Omni Hotel San Diego Call (916) 889-7122 for details

WECA Apprentice Program Graduates Celebrate in Sacramento and San Diego

The 2010 class of WECA Northern California apprentices celebrated their graduation from the WECA Commercial, Residential and Voice Data Video programs Saturday, October 16th in Sacramento. Nearly 200 guests including the graduates, their friends and family members, member contractors, industry partners and WECA staff gathered on that evening at the Holiday Inn Southeast in Sacramento to honor the 61 Northern California program graduates.

Award winners for the Northern California program included:

- **Commercial Valedictorian (highest overall score throughout the program): Dustin Barr**
- **Commercial Salutatorian (2nd highest score): Nicholas Irish**

- **Residential Valedictorian: Daniel Saylor**
- **Residential Salutatorian: Dustin Dann**
- **Voice Data Video Valedictorian: Jose Perez**
- **Voice Data Video Salutatorian: Daniel Hitt**

The dinner and awards ceremony were followed by casino-style games. The top three winners for the evening were:

- **First place: Jose Perez (also the Voice Data Video Valedictorian)**
- **Second place: Dale McCaskill (also a graduating Commercial Apprentice)**
- **Third place: Tieu Tran (also a graduating Commercial Apprentice)**

The 2010 class of WECA Southern California apprentices celebrated graduating from the WECA Commercial apprenticeship program with a luncheon at the McCormick & Schmick's restaurant in the lobby of the The Omni Hotel on Saturday, Oct. 23rd in San Diego. The three graduates and their guests joined WECA Membership Director Bob Bartlett and Instructor Rick Labon for lunch and the graduate awards presentation.

The top graduate for the Southern California program was Andre Lewis, who thanked his family and instructors for their support in helping him successfully complete his apprenticeship. Andre and the top graduate from each Northern California program will receive a 14-piece toolkit from Klein Tools in recognition of finishing at the top of their respective classes.

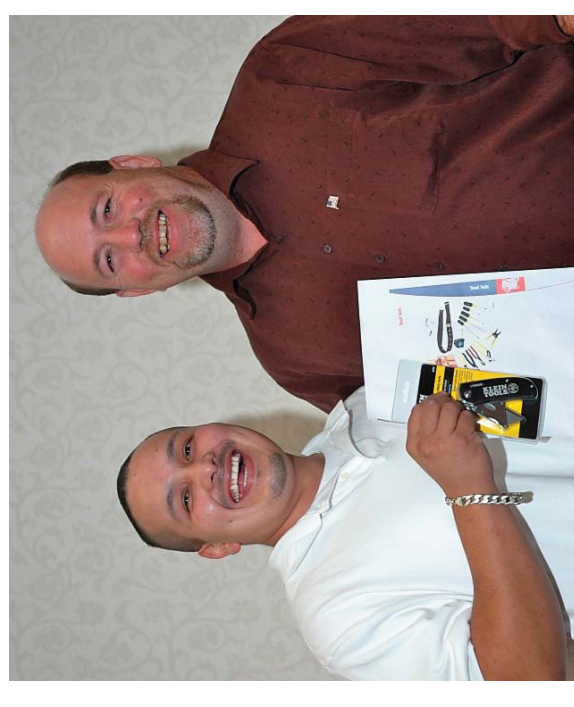
Many thanks to our sponsors and supporters who made the WECA Apprentice Graduation events possible:

- **Platinum: Helix Electric**
- **Silver: Rex Moore Electrical Contractors and Engineers**
- **Bronze: Platt Electrical Supply**
- **Other supporters: Klein Tools**

Please check out WECA's Facebook page for graduation photos.



Commercial apprentice graduate Dustin Barr (above) receives his Valedictorian award plaque from WECA Apprenticeship & Training Committee Chairman Greg Anderson of Rex Moore Electrical Contractors & Engineers. VDV Valedictorian Jose Perez (below) with Mike Olsen from Klein Tools.





Political Affairs Update



Election Results Show Confusion, Inconsistency among California Voters

From WECA Government Affairs Director Richard Markuson (richard@pacificadvocacygroup.com)

Trying to make sense of the election returns from Tuesday has more than a few folks scratching their collective heads as they try to discern what were California voters thinking.

Let me illustrate: Elected officials in California are less popular than used car dealers and personal injury attorneys (according to a PPIC poll only 10% think the California Legislature is doing a good job). But how many State Legislators were replaced as a result of the November 2nd vote? Only one. And in that race (Senate District 12), a Bay-Area State Assembly member who was running for the Senate lost in a district that stretched from Monterey to Merced. Long Beach voters re-elected their Senator who DIED two weeks before the election and they also sent back to Congress a member who has had four properties go through foreclosure!

Another head-scratcher: Republican Attorney General Candidate Steve Cooley is LA's first District Attorney to be elected/re-elected three times. He beat the incumbent DA in 2000 with 63% of the vote and went on to be re-elected in 2004 with 60% and 2008 with 65%. But those same LA voters, only two years after re-electing Cooley, favored uber-liberal, death penalty opponent (but arguably very hot) San Francisco DA Kamala Harris last Election day by an almost 2-1 margin.

And how about those propositions? Voters rather convincingly approved Prop 25, which allows the Legislature to pass the state budget with a simply majority vote (after rejecting a similar measure in 2008 by even larger margins), but passed two other measures GUARANTEED to make it harder to balance the same budget. Prop 22 will keep the Legislature from picking the pockets of local government to balance the state budget – a laudable goal – but adds about a billion dollars a year to the State's ballooning deficit. And then just for grins – they approve Prop 26 that makes raising fees and taxes hard at both the state and local level by requiring a 2/3 vote to raise those taxes – again laudable but how do those voters expect the budget to get passed with limited ability to raise revenue - \$18 to \$25 billion in cuts to State services?

Then voters reject the suspension of California's landmark Cap-and-trade experiment – AB 32 – by almost 2-1. But Prop 26 will mandate that the same 2/3 vote will be required to approve the "fees" that will be charged to California's carbon emitters.

And don't even get me started on the notion that re-electing the Governor who set the course for California's financial voyage of the Titanic. Jerry Brown embraced unionization of public employees whose unfunded pension and health programs liabilities are estimated to be in the range of \$500 billion! Then after the passage of Prop 13 that slashed local taxes, he put Cities and Counties on State life-support that shifted most of the costs of the education system and social services to the State's general fund! Give me four more years of that please!

But as they say, every cloud has a silver lining. Voters in San Diego County (the fifth most populous county in the country) approved Proposition A by a whopping 75.67 percent of the vote according to the San Diego County Registrar of Voters website. This ballot measure amends the San Diego County charter to prohibit the county from entering into contracts that require construction companies to sign anti-competitive and costly project labor agreements (PLAs) with unions.

The passage of Proposition A is another win for the principles of free and open competition and further evidence that citizens want to keep politicians accountable by ending wasteful crony contracting PLA schemes. Proposition A is the eighth PLA ban to be approved at a local government in California.

Voters in Multiple States Pass Legislation to Pre-empt Federal "Card Check" Bill

Voters in Arizona, South Carolina, South Dakota, and Utah voted in favor of ballot measures that would guarantee the right to a secret ballot in union elections. These measures represent an effort at the state level to nullify the card check provisions of the proposed Employee Free Choice Act that has been pending in Congress for several years. It is unclear at this point whether these measures will be challenged as preempted by the National Labor Relations Act. Also unresolved is what effect, if any, these measures will have on voluntary recognition and neutrality agreements between employers and unions.

For those unfamiliar with EFCA, the legislation was re-introduced in the US House and Senate in May 2009 House and Senate and would sweepingly revise the National Labor Relations Act (NLRA) to give organized labor unprecedented power over businesses. EFCA would deprive employees of their basic and fundamental right to a secret ballot election to determine whether or not they want to be represented by a union. It would also foreclose an employer's ability to effectively communicate with its employees about unionization during an election campaign. The legislation was not a priority for the Administration in 2010 but WECA is tracking its progress.

NLRB Orders Daily Compound Interest on Back Pay Awards

Now composed of only Democrat nominees, the National Labor Relations Board, in a decision released on October 25, 2010, unanimously adopted the new policy of adding daily compound interest to back pay awards under the National Labor Relations Act, as opposed to the prior simple interest calculation.

The effect of the Board's new policy will be to significantly increase an employer's liability to employees who were discriminated against due to their union-related activities. The Board also decided that the new policy applies retroactively to all currently pending cases in whatever stage.

The Board's decision has clear implications for currently pending and future labor disputes, resulting in larger payments to prevailing employees. This in turn may provide an added incentive for employees (often supported by their union) to make more unfair labor practice claims. Additionally, this decision may cause some federal courts to reconsider how interest awards are calculated in employment cases.

Another California Court Rules Employers Need Only 'Provide' Meal Periods Not 'Ensure' They Are Taken

For more than two years, employers have waited for the California Supreme Court to answer the meal-period question that has clogged the court system with innumerable lawsuits. Must management simply "provide" the opportunity for meal periods or must they affirmatively "ensure" that those meal periods are taken?

In October, a California Court published an opinion in *Hernandez v. Chipotle Mexican Grill, Inc.*, 2010 Cal. App. LEXIS 1853 (2010), ruling in favor of management. Hernandez can be cited to attack certification in meal and rest break cases. This case also concludes that the standard for meal and rest breaks is the same – employers must make the time available, but are not responsible for ensuring that employees actually take their meal and rest periods.

Changes Coming to Mechanics Lien Law on January 1, 2011

Two important recent changes to California's mechanic's lien laws will become effective on January 1, 2011, and should be carefully reviewed by owners as well as by contractors, subcontractors and suppliers. The Legislature approved SB 189 earlier this year, which makes the following changes to the mechanics lien statute:

- re-codifies, reorganizes, and clarifies the mechanics lien statute
- modernizes terminology and eliminates inconsistencies in language
- makes provisions more readable and easier to use
- enacts separate provisions for private and public works
- modernizes and streamlines existing notice requirements
- revises and recasts provisions relating to liens for design professionals
- requires certain bonds to be obtained from licensed sureties
- improves and clarifies statutory forms relating to waivers and releases
- allows notices under the mechanics lien statute to be given electronically
- adds procedural detail relating to a summary lien release
- and becomes operative July 1, 2012 to allow the industry and homeowners to become familiar with the new reorganization and updates.

WECA will provide a comprehensive analysis early next year to assist contractors in dealing with these changes.