

Coming Soon:

We are always working diligently on improving the ways in which we service our employers. Keep an eye out for a future announcement explaining the details. Some areas we are working on currently include:

STATUS LETTERS

You will be able to request a status letter, conditional release and other pertinent information through an easier process via the internet.

FAQs

“Frequently Asked Questions” FAQ’s. We will have a dedicated section on our webpage for those Frequently Asked Questions to better assist our employers.

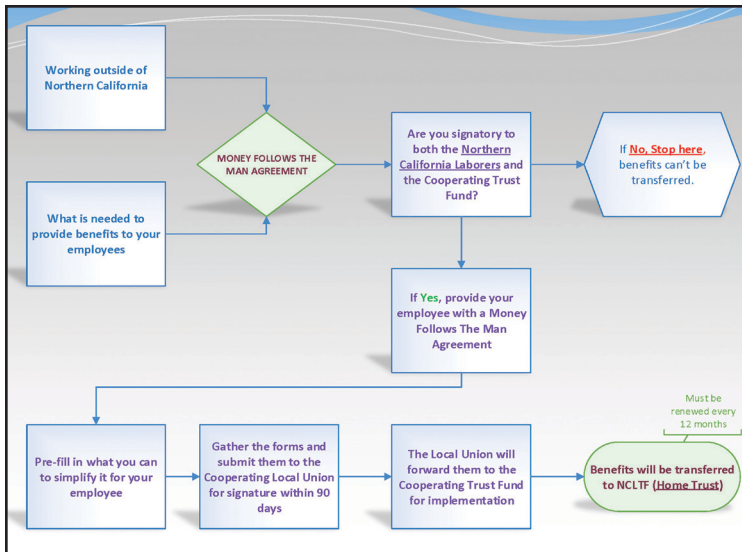
Subcontractor Agreements

General Contractors should obtain a release or status letter from the Fund Office for subcontractors utilizing laborers on their projects prior to releasing payments to the subcontractor.

Remember, under the Laborers Master Agreement, the General Contractor has the primary obligation for performance of all conditions of the Master Agreement by your subcontractors, including the payment of fringe benefit contributions to the Trust Funds.

We appreciate the working relationship that exists between the employers and the Fund Office and make this request to help protect the interest of your company and the Trust Funds, as well as the benefits of the laborers working on your projects.

Money Follows the Man Form Process



Portal Invitation Code

New Employer Portal invitation codes have been mailed. Please log onto our website www.norcalaborers.org and click on Employers/Employer Portal to sign in and set up your profile.

GUIDANCE: From our website click the EMPLOYERS tab, scroll down to INFORMATION and select Employer Portal Guide. You will have two options to choose from [1] Employer Portal Guide [2] Employer Portal Quick Start. Both guides give assistance in getting started while one is a bit more in-depth than the other.

If you have not received an invitation code or if you need further assistance please contact Employer Services at: 707-863-3480 extension 267 or 269

Employer Services Phone Number Menu

When calling the Employer Services department phone number (707-863-3480), you will be prompted to choose from the following list of menu options by pressing the appropriate number keys on your phone. Please listen carefully to all the options before you make a selection:

- **Web Portal** information and support - PRESS 1
- **Delinquency** questions- PRESS 2
- **Audit** support - PRESS 3
- **Reciprocity** questions - PRESS 4
- **Liquidated Damages** information - PRESS 5
- All other Union inquiries - PRESS 6

Report 170 Hours per Month for Supervisor Personnel Above the Rank of Foreman

Reminder regarding fringe benefit contributions that are being paid to the Trust Funds on behalf of your Supervisory Personnel. The CBA addresses this issue, see below.

Section 28A of the Laborers Master Agreement wherein it states:

“The Union and the Employer agree that the individual Employer covered by the Master Agreement may continue the coverage of their supervisory personnel above the rank of foreman in the Laborers Health & Welfare Trust Fund for Northern California, the Laborers Pension/Annuity Trust Funds for Northern California, the Laborers’ Vacation Holiday Dues Supplement Trust Fund for Northern California, the Laborers Training-retraining/Apprenticeship Trust Fund for Northern California, by paying in to all Trusts monthly on the basis of one hundred seventy (170) hours per month in accordance with the schedules set forth in the Master Agreement regardless of the hours worked by any such employee in a month provided, however, the Individual Employer having made one (1) payment on an employee shall continue to make such a payment so long as the employee is in his/her employ.”

CA Assembly Bill-1701

(Labor-Related Liabilities: Original Contractor)

The recently signed Assembly Bill-1701 legislation went into effect January 1, 2018. Please visit www.norcalaborers.org and click the EMPLOYERS tab for more information.

Delinquency Notice

Employer contributions are due the 15th each month. If the monthly contributions or reports are not received or postmarked by the 25th, contributions are considered delinquent. Each month, as the 25th nears, the Fund will issue a Delinquency Notice that lists the report period missed.

If you receive a Delinquency Notice, but are certain that the report was mailed on time, the report and notice likely crossed in the mail. If this is the case, call the Employer Services department to confirm receipt of your report.

If you did not employ any Laborers for the period listed on the Delinquency Notice, simply sign it where indicated and return to the Fund Office via mail or fax 707-864-5856.

If your report is not yet mailed, please do so immediately. Remember, contributions received late are subject to liquidated damages and interest. To avoid a Delinquency make certain that the contribution form and report are submitted on time and completed accurately.

Completing a Contribution Report Form

- DO** Use Contribution Report Form mailed to you
- DO** Submit contribution report if you have NO hires for the month
- DO** Write laborers’ SSNs and DOBs clearly
- DO** Inactivate account if no longer employing laborers
- DO** Verify contribution columns added accurately
- DO** Mail contribution reports/payment to BANK
- DO** Report prior month adjustments on separate sheet and send it to the Trust Fund Office.
- DO NOT** Copy a previous report to use; it has a unique number that is only valid once. If you need to report additional hours for a previous period or need a supplemental report, contact the Trust Fund Office.
- DO NOT** Create your own report for submission - rather use the one sent to you by the Trust Fund as it has a unique identifying number.
- DO NOT** Send payment by certified mail, as it will delay the payment process

Trust Fund Mailing Calendar

Discrepancy & Liquidated Damages Statements:

10th - 12th of each month

Employer Reporting Forms:

23rd - 25th of each month

Delinquency Notices:

22nd - 25th of each month