



# April 2021

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**TO BENEFIT ... PARTICIPATE!**



**NECA NOW GOES VIRTUAL SIGN UP NOW!**

Due to the current COVID-19 pandemic, NECA has made the decision to offer the following conferences, virtually. **Get ready to experience, engage and feel more connected than ever!**

We recognize all the hard work that so many contractors, chapters, Premier Partners, speakers and staff have put into making all NECA conferences successful. Given the circumstances, our main priority is to keep the entire NECA family safe.



## **EDUCATION CLASS DATE CHANGE!!**

Due to the ever changing status of the COVID pandemic, we have changed the date to have Dr. Awad Hana present a class for our members. Please mark your calendar for **August 20, 2021** to attend our next education course. We have set the location for Pismo Beach, CA. We will secure a block of rooms and will allow extra nights should you wish to stay through the weekend. More details and a registration form will be coming soon!



## **WINE AND WISDOM NEW DATE!!!**

Due to the uncertainty of scheduling during the pandemic, we have made the decision to move this event to

November 17-21, 2021. We have kept the same location at the beautiful Allegretto Resort in Paso Robles. Please mark your calendar and watch for details. We are working with all involved to make sure that we availability,

## POLITICO ALERT

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### GOVERNOR EXTENDS SICK LEAVE DURING COVID

#### Governor Signs New 80-Hour COVID-19 Supplemental Paid Sick Leave Law

Late Friday, despite our opposition and the opposition of over 100 different organizations representing California businesses, Governor Newsom signed Senate Bill (SB) 95. The new law requires California employers with more than 25 employees to provide their employees with up to 80 hours of COVID-19 supplemental paid sick leave (SPSL) and takes effect on March 29, 2021. The leave is retroactive to January 1, 2021 and the statute expires on September 30, 2021.

**We want to thank everyone who took the time to alerted the Governor of their opposition to the bill at our request.**

We have developed the following SB 95 FAQs to offer some guidance. Please remember that these FAQs are intended to provide general information about the new law and should not be relied upon as legal advice.

#### **FAQs:**

#### **What employers are covered?**

*The new law applies to employers in the state of California with 25 or more employees.*

#### **Which employees are eligible?**

*Employees who are not able to work or telework for any of the reasons detailed below, qualify for the paid leave. There is no length of service requirement for the use of the COVID-19 SPSL under SB 95.*

#### **When can employees take leave?**

*Employees are entitled to leave for the following reasons:*

- *The employee is subject to a quarantine or isolation period related to COVID-19;*
- *The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19;*
- *The employee is attending an appointment to receive a vaccine for protection against COVID-19;*

- *The employee is experiencing symptoms related to a COVID-19 vaccine that prevents the employee from being able to work or telework;*
- *The employee is experiencing symptoms related to COVID-19 and seeking medical diagnosis;*
- *The employee is caring for a family member who is subject to a quarantine or isolation order or has been advised to self-quarantine;*
- *The employee is caring for a child whose school or place of care is closed or otherwise unavailable for reasons related to COVID-19 on the premises.*

#### **How much leave are employees entitled to?**

*Generally, full time employees are entitled to 80 hours of COVID-19 SPSL, while part-time employees are entitled to an amount of COVID-19 SPSL correlating with the number of hours the employee regularly works over 2 weeks.*

#### **Is there a monetary cap on the COVID-19 SPSL?**

*The leave must be paid at the employee's regular rate of pay and is capped at \$511 per day and \$5,110 in aggregate.*

#### **Is the new COVID-19 SPSL in addition to the any COVID-**

### **19 related leave provided for in 2020?**

Yes, this new bucket of 80 hours of leave is in addition to any leave an employee took in 2020 under the federal Families First Coronavirus Response Act or AB 1867.

### **How is the retroactive provision of the COVID-19 SPSL applied?**

Employers must provide retroactive payment for qualifying leave taken since January 1, 2021, once the employee makes an oral or written request for such payment. Employers must make this payment on or before the payday for the next full pay period after the employee makes the oral or written request. The employee's wage statement must separately list the payment and reflect the hours available, rate of pay, and corresponding COVID-19 SPSL wages.

### **Can employers credit any COVID-19 related paid leave provided since January 1, 2021?**

Employers who provided supplemental paid sick leave on or after January 1, 2021, under any local COVID-19 paid leave ordinance or a COVID-19 specific employer policy, may be able to count such paid leave towards the requirements of the new law. Excluding regular state required paid sick leave, SB 95 authorizes an employer to credit towards COVID-19

SPSL the hours of other paid leave the employer provided to employees on or after January 1, 2021, for absences taken for the same COVID-19-related reasons as those outlined the bill. Employers may not credit paid leave they provided employees for COVID-19-related reasons in 2020.

### **Is there a prohibition on forcing employees to use other leave first?**

An employer may not force covered employees to use any other form of paid or unpaid leave or time off, including company-provided sick leave, vacation, or paid time off (PTO), before using COVID-19 SPSL. Instead, SB 95 authorizes employees to choose the number of COVID-19 SPSL hours to use, and when, up to the number of COVID-19 SPSL hours for which the employees are eligible.

### **Use of COVID-19 SPSL before pay required under the Cal/OSHA emergency temporary standards?**

Although generally the employee may select when he or she uses COVID-19 SPSL, the employer can require that an employee exhaust COVID-19 SPSL before the employer pays exclusion pay under the [California Division of Occupational Safety and Health \(Cal/OSHA\) COVID-19 Emergency Temporary Standards \(ETS\)](#). Currently, employers must pay exclusion pay if they exclude an

employee who tests positive during the infectious period or an employee has close contact with a positive individual and either situation is work-related.

### **What are the wage statement requirements?**

An employer must list the amount of an employee's available COVID-19 SPSL on the employee's wage statement as a distinct line item. The employer must list available COVID-19 SPSL separately from any other available paid sick leave or paid time off. The wage statement requirement becomes effective the first full pay period after the statute's effective date of March 29, 2021.

### **Is there a notice or posting requirement?**

Yes, employers must post a notice of the COVID-19 SPSL requirements in a conspicuous place in the workplace. If an employer's covered employees do not frequent a workplace, the employer may satisfy the notice requirement by disseminating notice through electronic means such as email. SB 95 requires the Labor Commissioner's office to release a model notice within 7 days of the bill passing in to law. This means the model notice will be available on April 5, 2021.



## NIC BITTLE COURSE CONTINUES – PART 4 MENTEES

We are pleased to announce the next course in our Mentoring Series to be held for our Mentees on Wednesday, May 5, 2021. Please watch for more details for this informative Zoom Class.

This class will be a lunch and learn and will begin at 11:30 am. Please contact Jerri at [jlchamplin@gmail.com](mailto:jlchamplin@gmail.com) to notify us of who you wish to register. Don't miss this session!

## CONGRATULATIONS TO THOSE COMPLETING CLASSES

The following individuals have recently completed classes:

### 2017 SIGNIFICANT CHANGES TO THE CODE

March 16, 2021

- Jorge Mendoza
- Justin Anderson
- Randy Evans
- Ralph Ynigue
- James Stanchfiel
- Hermilo Ruiz
- John Agra
- Eric Schappert



### CPR/FIRST AID March 27, 2021

- John Agra
- Ivan Garcia Ponce
- Jose Gomez
- Andres Laureano
- Patricio Ortiz
- Reginaldo Ramirez
- Steve Rios
- John Rodriguez, Hermilo Ruiz
- Justin Soto
- Michael Steel, Jorge Suarez
- AJ Todd
- Randyn Trybom
- Tyler Western



## MILWAUKEE APPRENTICE OF THE MONTH

The Apprentice of the Month program is sponsored by Milwaukee Tools. The goal is to encourage apprentice participation and reward a high performing student for achieving outstanding results both in the classroom and on the job. The JATC has named fifth year apprentice **Zach Moore** as the apprentice of the

month for April.  
Congratulations!



## UPCOMING CLASSES OFFERED THROUGH THE JATC

### SIGNIFICANT CHANGES TO THE NEC

Online classes have resumed for the Significant Changes to the NEC. Instructor David Martinez has started up these informative classes. Those interested in attending must register in advance in order to get a Zoom invitation. The next class is scheduled for Tuesday, April 20th at 5:30-8:30pm via Zoom. Please contact Stacy at [Stacy@tricountyjatc.org](mailto:Stacy@tricountyjatc.org) for more information.

### FIRST AID/CPR

If your employees need First Aid/CPR, please contact Stacy at the JATC office to let her know.

The practical exam (for those who are registered through the JATC) will be held as needed. Here is the latest course:

CPR / First Aid with instructor, Merralinda Goddard

Part 1 – Online Coursework to be completed

prior to testing in person: link to online course provided by the instructor via email

**Part 2 – In-Person Practical** to be scheduled for an in person practical and available only to those who complete the online coursework. You will receive an appointment time to attend your hands-on practical. Masks are required but not provided.

\*\*You must complete both the online course and the in-person, hands-on practical in order to receive your certification.

Please contact Stacy (JATC) to sign up for the online course at (831) 741-9069 or [stacy@tricityjatic.org](mailto:stacy@tricityjatic.org) Note that once you are signed up with a link to online course – the course is paid for.

## APPRENTICE APPLICATION INFORMATION

The Tri-County Electrical JATC is accepting applications on a year-round basis. **OUR PROCEDURES HAVE CHANGED!!! Please note that we will only accept online applications and applicants need only follow the directions contained in our website to apply.** For more information regarding the process, please click in the following link:

[JATC INFORMATION](#) on

## AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 33 on Book 1, 40 on Book 2, 9 on Book 3 and 3 on Book 4. There are 2 on Book 1, 0 on Book 2, 0 on Book 3 and 0 on Book 4 for Sound & Comm. There is 1 on CW Book 1 and 4 on CW Book 2. There are 6 Inside apprentice available for work at this time. Should you need an apprentice, be sure to contact Stacy at [Stacy@tricityjatic.org](mailto:Stacy@tricityjatic.org).



## OSHA Clarifies that Vaccinated Workers Must Still Mask Up!

OSHA released updated guidance clarifying that workers who have received the COVID-19 vaccine should still wear masks and practice sanitization and social distancing. This is partially because we do not have comprehensive data on how vaccines affect transmission of the virus. It is possible that someone vaccinated against COVID-19 can still be a carrier and transmit the virus to others.

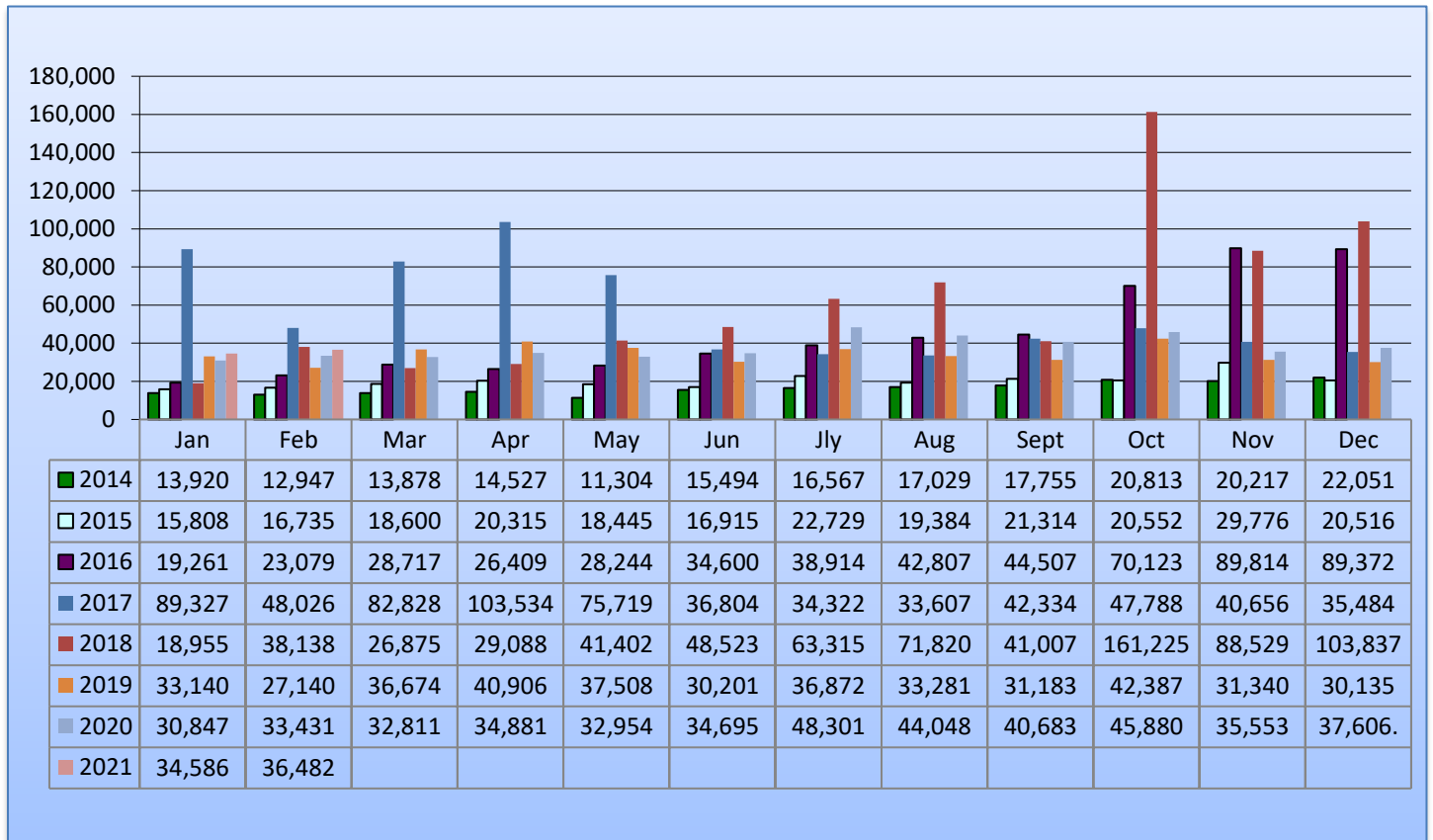
The guidance therefore emphasizes that regardless of employees' vaccination status, employers should continue to follow existing protocols for COVID-19 prevention by:

- [Conducting a hazard assessment](#);
- [Identifying a combination of measures that limit the spread of COVID-19 in the workplace](#); and
- [Adopting measures to ensure that workers who are infected or potentially infected are separated and sent home from the workplace](#), among other things.

The OSHA guidance also puts the onus on employers to ensure that workers are not retaliated against for raising concerns about workplace safety. It [recommends](#) that employer establish a process for

workers to share concerns anonymously. The guidance and other important resources, including industry-specific guidance, are available [here](#).

# INSIDE MONTHLY HOURS REPORT





**WE WILL KEEP YOU POSTED AS TO THE STATUS OF THESE MEETINGS  
AS WE BECOME AWARE.**

**April 12-15, 2021**

NECA Now  
Virtual  
Sign Ups Available Soon!

**May 5, 2021**

Mentoring Lunch and Learn  
Nic Bittle  
11:30 am

**July 25-30, 2021**

National Training Institute

**August 20, 2021**

Education Course  
Managing Field Productivity  
Dr. Awad Hana  
Pismo Beach, CA

**November 17-21, 2021**

Wisdom and Wine  
Education Course & Retreat  
Allegretto Resort  
Paso Robles, CA  
Watch for details!

**October 9-12, 2021**

NECA Convention  
Nashville, TN

**December 3, 2021**

Chapter Christmas Party - By Invitation