



April, 2024

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NECA MANUAL OF LABOR UNITS AVAILABLE

The **NECA Manual of Labor Units** has been the estimating resource of choice for electrical contractors since 1923 and we are excited to announce the launch of the 2023-2024 edition! This edition features updated labor units for electric vehicle supply equipment, cable lashing, pull string, pre-cut and field-cut strut, enclosed magnetic motor starters, access control, and much more. Additionally, the introduction to the MLU has been updated to ensure you have the latest information at your fingertips and reflect current practices.

In addition to providing a free copy to all NECA member companies each cycle, Chapters can also receive a reference copy of either the:

- Online subscription
- Hard copy book

Please fill out this form before April 9, 2024 to obtain your free copy. When filling out the form please provide the Redemption Code: **12D7C923**

Each of your member companies have been emailed a similar message with their own redemption codes. We will make every effort to reach every NECA member company, including email follow-ups, a mailing, and circling back with chapters on their members who have not participated. We thank you in advance for your assistance in ensuring this valuable resource gets into our members' hands.

Complete Form

If you need assistance, please email education@necanet.org.

TO BENEFIT ... PARTICIPATE!

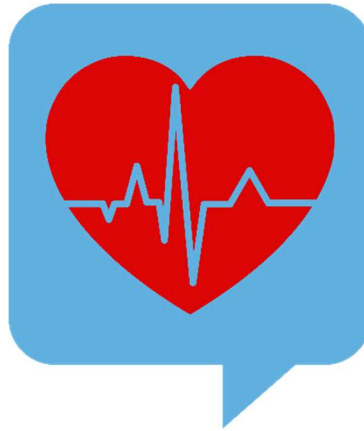


LEGISLATIVE CONFERENCE SCHEDULED

The NECA Legislative Conference is the Ultimate opportunity for electrical contractors to stay informed about key legislative issues impacting the industry and connect with leaders actively seeking effective solutions. Throughout this three day conference, attendees will engage in meaningful discussions with policymakers at the highest levels of government. Mark your calendar to join us – May 6-8, 2024 in Washington, DC.

Contractor participation is key to our legislators knowing what issues are important to their constituents.

[Register Now](#)



HEALTH CORNER WITH NURSE ANITA

Sleep Apnea: What is it and are you at risk?

Sleep apnea is a common condition in which your breathing stops and restarts many times while you

sleep. This can prevent your body from getting enough oxygen. Sleep apnea creates insufficient sleep

which has been linked to the development of a number of health complications and chronic diseases:

Sleep Apnea Complications:

- Increase risk of vehicle or workplace accidents due to daytime fatigue
- Cardiovascular disease: High blood pressure or heart problems.
- Type 2 diabetes: Higher risk of insulin resistance
- Depression
- Obesity

What Are the Symptoms of Sleep Apnea?

- Snoring
- Breathing that starts and stops during sleep
- Waking up suddenly after gasping or choking
- Fatigue or sleepiness during the day
- Restlessness while sleeping, or regular nighttime awakenings
- Dry mouth or sore throat when you wake up
- Trouble concentrating, forgetfulness, or crankiness
- Depression or anxiety
- Constant need to go pee at night
- Night sweats
- Headaches

How Doctors Diagnose Sleep Apnea

- Medical history
- Physical exam
- Sleep Studies: Your doctor may refer you to a sleep specialist or a center for a sleep study.

Sleep Apnea Home Remedies

- Lose weight: About half of people with sleep apnea are overweight
- Don't use alcohol and sleeping pills: They decrease the muscle tone in the back of your throat
- Change sleep positions: You may breathe more easily if you stay off your back

- Stop smoking: Smoking increases swelling in the upper airway, making snoring and apnea worse
- Treat allergies. Nasal allergies swell tissues in your airways making it harder to breathe

Sleep Apnea Medical Treatments

- Continuous positive airway pressure (CPAP) machine: You wear a mask over your nose or mouth
- while you sleep. The mask is hooked up to a machine that delivers air flow into your nose
- Automatic positive airway pressure (APAP): CPAP machine does not help
- Oral Appliances: Dental devices can help keep your airway open while you sleep

Make an appt with your doctor if you are experiencing symptoms of sleep apnea.

Please reach out to me for any questions or assistance you may need.

Anita Alvarez, RN, PHN
Nurse Health Advocate
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anita@ibew234.org

CA NEW WORKPLACE VIOLENCE STANDARDS

California has passed SB 553 requiring employers create and implement a Workplace Violence Prevention Plan

(WVPP) by July 1, 2024. The new law applies to most California employers, large and small - with exceptions to healthcare employers already covered under the existing healthcare WVPP Standard.

Developing and implementing the plan will be a significant undertaking for employers since the standard requires comprehensive multi-prong procedures, including; identifying and evaluating unsafe conditions in the workplace and responding to, investigating and report workplace violence incidents. Employers must also conduct interactive training for employees covering their tailored WVPP's and the workplace violence hazards specific to their employees' jobs.

These elements must be incorporated into the plan document and implemented, including: *An assessment of workplace violence risks upon developing the plan
*Management Communications with employees regarding workplace violence risks and how to respond to emergencies
*Post-incident response and investigation *Steps to ensure employee compliance with the plan *Procedures for reviewing the effectiveness of the plan and making revisions *Topics required for annual interactive training of employees on

workplace violence prevention plan
*Practical tips for implementing the plan to comply with the new law and best protect your employees

To read more about each project, click the link to read the full proposal.



NECA INTRODUCES EMERGE CONFERENCE April 15-17, 2024

It's not too late to take advantage of this new meeting! This groundbreaking conference consolidates specialized contractor areas and key business trends, streamlining efficiency and travel for NECA contractors and stakeholders. NECA EMERGE 2024 unites several industry-favorite meetings -- including Service & Maintenance and Business Development, and low voltage and systems integration disciplines from the NECA-BICSI Summit -- merging them into one power-packed three-day conference. Attendees can customize their experience, choosing from diverse tracks that include Service & Maintenance, Green Energy Initiatives, Low Voltage & Systems Integration, Business Development, Emerging Opportunities, and more! Get ready for a NECA

event like no other and emerge prepared to take on new opportunities!

Conference Audience:
Individuals in a wide variety of roles across NECA member companies, chapters and other related groups who interact with business development, innovation, service & maintenance, low voltage, and other emerging areas of work. [Click here for more information.](#)

CONGRATULATIONS TO THOSE COMPLETING CLASSES

CPR/FIRST AID March 9, 2024

- Tyler Kendall
- Jason Lawrence
- Miguel Mexicano
- Arnulfo Monroy
- Kevin Rategan
- Agustin Torres



UPCOMING CLASSES OFFERED THROUGH THE JATC

**PLEASE NOTE THAT ALL
CLASSES REQUIRE
REGISTRATION PRIOR TO
THE CLASS.
PLEASE CONTACT
DAMARIS IN THE JATC
OFFICE TO SIGN UP
(831) 633-3063**

**Please note that if you reserve
a space and do not show up
for class, you will be
responsible for paying for the
class.**

CPR/FIRST AID

This class is scheduled
for **Saturday, May 18,
2024 from 8am – 1pm**

Instructor Merralinda Goddard will be teaching on the basics of First Aid and CPR. Contact Damaris in the JATC office to sign up at (831) 633-3063.

Please note that class size is limited and sign-up is required. This is NOT a drop-in class. (Also note that if you reserve a space and do not show up for class, you will be responsible for paying for the class.)

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. We are pleased to announce that 2nd year apprentice Anthony Branquist has been selected as this month's recipient. Congratulations!

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](#)



JATC INSTRUCTORS NEEDED!

The JATC is seeking instructors for apprenticeship and journeyman training courses on an ongoing basis. If you or someone that you know is interested in teaching – even to substitute or teach journeyman upgrade classes, or if you have a specialty that you would like to assist in for one night, please contact Stacy at the JATC office for more information. Your help in teaching our future generations is always greatly appreciated.

AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 79 on Book 1, 121 on Book 2, 35 on Book 3 and 42 on Book 4. There are 3 on Book 1, 4 on Book 2, 5 on Book 3 and 0 on Book 4 for Sound & Comm. There are no CE's on Book 1 and none on Book 2, 54 CW's on Book 1 and 0 CW's on Book 2 and 0 on Book 0 available. ***There are no Inside apprentices available for work at this time. Please call Stacy with your apprentice needs.***

CALIFORNIA MANDATES WORKPLACE POSTER HAVE YOU COMPLIED?

The California Civil Rights Department (CRD) has issued an updated version of the required [“California Law Prohibits Workplace Discrimination and Harassment”](#) poster. The update includes information about protections for employees taking bereavement leave or the newly enacted reproductive loss leave.

Like all other required postings, the updated poster must be displayed at the workplace in a conspicuous place where employees gather, and where it can be read by all employees and job applicants. The text has to be large and legible enough to be easily read when posted.

If 10 percent or more of an employer's workforce speaks a language other than English, the poster must also be displayed in that/those language(s). For more information, and for a complete database of all required posters, please check out the [CRD website](#).

Taken from Sweeney Mason LLP Newsletter – 01/17/2024

Profile of the Electrical Contractor Research Study

2024 Profile of the Electrical Contractor

What will this year's survey say?



Help us get the word out about our [Profile of the Electrical Contractor research study](#).

ELECTRICAL CONTRACTOR magazine conducts this research to find out what NECA members are doing, how large their firms are, what training they want to take, etc. We're trying to get as many responses as possible for this 15-minute survey. It's only open to magazine subscribers (which all NECA members are). It's easy for them to participate and valuable for our industry.

We hope you can share this information around to your contractors. They'll need their subscriber ID to unlock the survey or a specialized link we can provide to verify that they qualify. Email holly.sauer@necanet.org for the list of your members that are eligible to take the survey and for their links that you can share with them. Here is the [2022 Profile of the Electrical Contractor](#) so people can see the information we are looking to gather.

ELECTRICAL CONTRACTOR Launches Mental Health Hub

There is a rising understanding of the need for mental health support in the construction industry. The CDC considers construction workers at a higher risk of suicide than workers in most other industries. ELECTRICAL CONTRACTOR has published numerous articles that discuss mental health concerns and how the construction industry is addressing them. These articles have been assembled into a resource page, which you can access now. [Click here to access the articles](#).



 ELECTRICAL
CONTRACTOR

**Now Available:
Mental Health
Hub**

NECA Emerge Conference 2024

SCALE YOUR BUSINESS



Registration is now open for the inaugural NECA EMERGE 2024 Conference being held at the MGM Grand in Las Vegas, from April 15-17, 2024! This groundbreaking conference consolidates specialized contractor areas and key business trends, streamlining efficiency and travel for NECA contractors and stakeholders. NECA EMERGE unites several of industry-favorite meetings – including Service & Maintenance, Business Development, and low voltage & systems integration disciplines from the NECA-BICSI Summit – merging them into one power-packed three-day conference. The conference creates a one-stop shop for you to scale your business across market sectors expected to see huge demand in the coming years.

Register by March 12, 2024, to ensure early bird registration pricing of \$900. After March 12th, the registration fee increases to \$1,100. Pre-conference sessions are available at additional costs. Registration is required before booking hotel reservations. You will need to complete and pay for registration in order to advance to the hotel website.

[REGISTER NOW](#)



IMPORTANT ANNOUNCEMENT

Sexual Harassment Prevention Training is required in California every 2 years. This is a reminder that NECA National has virtual courses on their website that meet the California requirement.

Please click here to access training for :

[Managers](#)

[Employees](#)



NECA
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION





NECA
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

ON-DEMAND CLASSES

From NECA National
www.necanet.org

[CFO Best Practices Virtual Classroom](#)

[The Project Manager's Role in Conflict Management](#)

[Introduction to Change Orders](#)

[2022 Harassment Prevention for Managers: California](#)

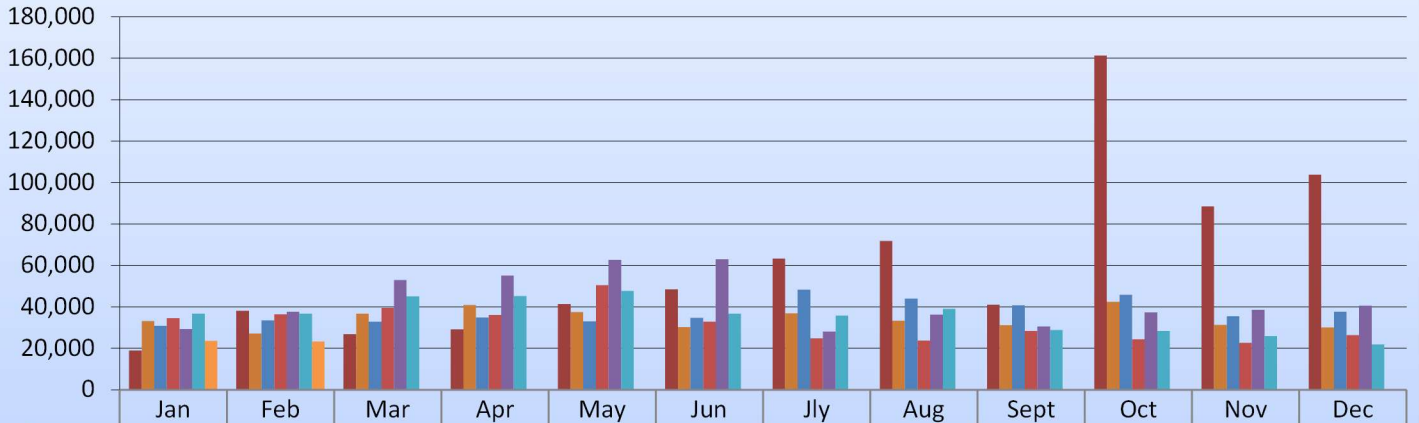
[The Contract and the Project Manager](#)

[Valuing Diversity in the Work Place](#)

[View All On-Demand Classes Here](#)



INSIDE MONTHLY HOURS REPORT



| | Jan | Feb | Mar | Apr | May | Jun | Jly | Aug | Sept | Oct | Nov | Dec |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|--------|---------|
| ■ 2018 | 18,955 | 38,138 | 26,875 | 29,088 | 41,402 | 48,523 | 63,315 | 71,820 | 41,007 | 161,225 | 88,529 | 103,837 |
| ■ 2019 | 33,140 | 27,140 | 36,674 | 40,906 | 37,508 | 30,201 | 36,872 | 33,281 | 31,183 | 42,387 | 31,340 | 30,135 |
| ■ 2020 | 30,847 | 33,431 | 32,811 | 34,881 | 32,954 | 34,695 | 48,301 | 44,048 | 40,683 | 45,880 | 35,553 | 37,606 |
| ■ 2021 | 34,586 | 36,482 | 39,576 | 36,173 | 50,423 | 32,804 | 24,816 | 23,721 | 28,379 | 24,295 | 22,690 | 26,323 |
| ■ 2022 | 29,344 | 37,671 | 53,000 | 55,089 | 62,760 | 62,947 | 28,104 | 36,277 | 30,626 | 37,370. | 38,605 | 40,653. |
| ■ 2023 | 36,796 | 36,796 | 45,126 | 45,265 | 47,703 | 36,780 | 35,746 | 39,024 | 28,847 | 28,417 | 25,844 | 21,874 |
| ■ 2024 | 23,629 | 23,361 | | | | | | | | | | |





April 15-17, 2024

NECA Emerge
Las Vegas, NV

May 6-8, 2024

Legislative Conference
Washington, DC

May 10, 2024

Tri-County JATC Graduation
Hyatt Hotel
Monterey, CA

June 25-28, 2024

Tri-District Meeting
Banff, Canada

July 15-17, 2024

Electri Meeting
Boston, MA

July 17-19, 2024

Labor Relations Conference
Boston, MA

September 27-October 1, 2024

NECA Convention
San Diego, CA