



December, 2023

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TO BENEFIT ... PARTICIPATE!



WOMEN IN NECA AND FUTURE LEADERS CONFERENCE SLATED

The **Women in NECA and Future Leaders (WIN+FL)** Leadership Conference is a one-of-a-kind event with three full days of education, breakout sessions, and networking opportunities. With featured speakers, group discussions, and a focus on the most relevant issues in leadership and the industry, this conference promises to be an unforgettable experience. Don't miss out on this incredible opportunity to grow as a professional and be part of this community!

Learn More

MARKET ADVANCEMENT MOU EXTENDED

Our Market Advancement Initiative between the NECA Chapters and the IBEW Locals in Northern California has been extended for three years, effective January 1, 2024 - December 31, 2026. Under that Agreement, the newly bargained for rate applies to the Construction Electrician Level 2, and other classifications apply from that point on a percentage basis. On January 1, 2024, there will be a \$2.75/hour increase to the CE2, moving the wage rate from \$39.48 to \$42.23. In addition, there will be an increase in the Health contribution of \$0.16/hour bringing the total cost increase to \$2.91 for 2024. Lower classifications are scaled down from that point. In January of 2025 and January of 2026, there will be additional increases of \$2.75/hour. There is a maintenance of benefits provision for the Health Plan so the actual increase for 2025 and 2026 will likely be somewhat higher. The Agreement itself (before updates to reflect above) can be viewed [here](#). One of the more perplexing concerns we have on the NECA side is why

more of our contractors do not take advantage of the Agreement. Area wide, we estimate perhaps 200 individuals are working under this MOU. In Contra Costa County we average only about 15 people working at any given time. For years we encouraged the IBEW to give us a classification that we could use to lower our composite cost. We really believed that most of our employers would take advantage of this. Here we are more than ten years later and it has not garnered large scale acceptance. With that in mind, we want to make sure that we are not the problem. We remind you that you have access to the Agreement, which works as an addendum to the local Inside Wireman Agreement. The hours of work, overtime, shift work are all the same as the Inside Agreement. What contractors need to pay attention to is the Scope of Work you can perform (see pages 2 and 9) in the actual Agreement. You cannot use it on Public Works projects, PLA's, Kaiser hospitals and Kaiser MOB's, Bishop Ranch, or any of the refineries. This means most small or medium sized private commercial jobs are included in the scope. Unlike the issue you have with apprentices, CE's and CW's are portable between jurisdictions.

Please take another look at the Agreement and see if you can't give it a try on a project coming

up with a lot of repetitive work. Also, if you have attempted to use this agreement without success, we would appreciate your input on what would make the arrangement more viable.



HEALTH CORNER WITH NURSE ANITA

Please consider the health and safety tips below to help ensure you have a happy, healthy, and safe holiday season:

- ✓ Prevent the spread of germs. It's flu season. Wash your hands with soap and clean running water for at least 20 seconds. Get vaccinated for flu, RSV, and Covid.
- ✓ Manage stress. Give yourself a break if you feel stressed out, or overwhelmed. Best ways to manage stress: find support, connect socially, and get plenty of sleep.
- ✓ Practice fire safety. Most home fires occur during the winter months. Don't leave fireplaces, space heaters, food cooking on stoves, candles, or Christmas

tree lights, unattended. Have a fire extinguisher and emergency plan in place.

✓ Prepare food safely. Remember these simple steps: Wash hands and surfaces often, avoid cross-contamination, cook food to proper temperatures and refrigerate foods promptly.

✓ Eat healthily. Limit your portion sizes and foods high in fat, salt, and sugar. Increase fruit, veggie, and lean meats, and fish intake.

✓ Choose drinks wisely. Choose calorie-free drinks: water, tea or seltzer. Alcoholic beverages are high in sugar/calories. If you choose to drink alcohol, do so in moderation, and alternate each alcoholic drink with a glass of water.

✓ Don't drink and drive or let others drink and drive. Whenever anyone drives drunk, they put everyone on the road in danger.

✓ Be smoke-free. Smokers have greater health risks because of their tobacco use, but nonsmokers (including babies and children) are at greater health risk when exposed to tobacco smoke.

✓ Stay active. Be active for at least 2-3 hours a week and help kids and teens be active for at least 1 hour a day.

Wishing you a holiday season filled with joy, good health, and wellbeing. Please feel free to

reach out to me for health-related support.

Anita Alvarez, Nurse Health Advocate 831-741-8677 (confidential work cell) or contact her via email at anita@ibew234.org



CONGRATULATIONS TO THOSE COMPLETING CLASSES

CPR/FIRST AID WITH BLOOD-BORNE PATHOGENS 11/4/123

- Joel Abundis
- Juan Arguelles
- Joaquin Argueta
- Marco Arredondo
- Gilberto Contreras
- Sergio Diaz
- Gerardo Espinoza
- Rigo Garcia
- Adali Gonzalez
- Cristian Gonzalez
- Ronnie Lance
- Matt Munoz
- Antonio Navarrete
- Frank Rodrigue
- Ricardo Telles-Rivera
- Patrick Torres

- Andrew Vasconcello
- Andrew Zavala

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.

TRAINING



CPR/FIRST AID WITH BLOOD-BORNE PATHOGENS

This class is scheduled for **Saturday, January 20, 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.)

NFPA 70-E

This class is scheduled for **Saturday, January 27, 2024 from 8am – 2pm** Please call Stacy to sign up.

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. No apprentice was selected this month.

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](#)



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](#)

AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 80 on Book 1, 97 on Book 2, 44 on Book 3 and 21 on Book 4. There are 2 on Book 1, 4 on Book 2, 4 on Book 4 and 0 on Book 4 for Sound & Comm. There is 1 CE's on Book 1 and none on Book 2, 52 CW's on Book 1 and 6 CW's on Book 2 and 0 on Book 3 available. ***There are Inside apprentices available for work at this time. Please call Stacy with your apprentice needs.***

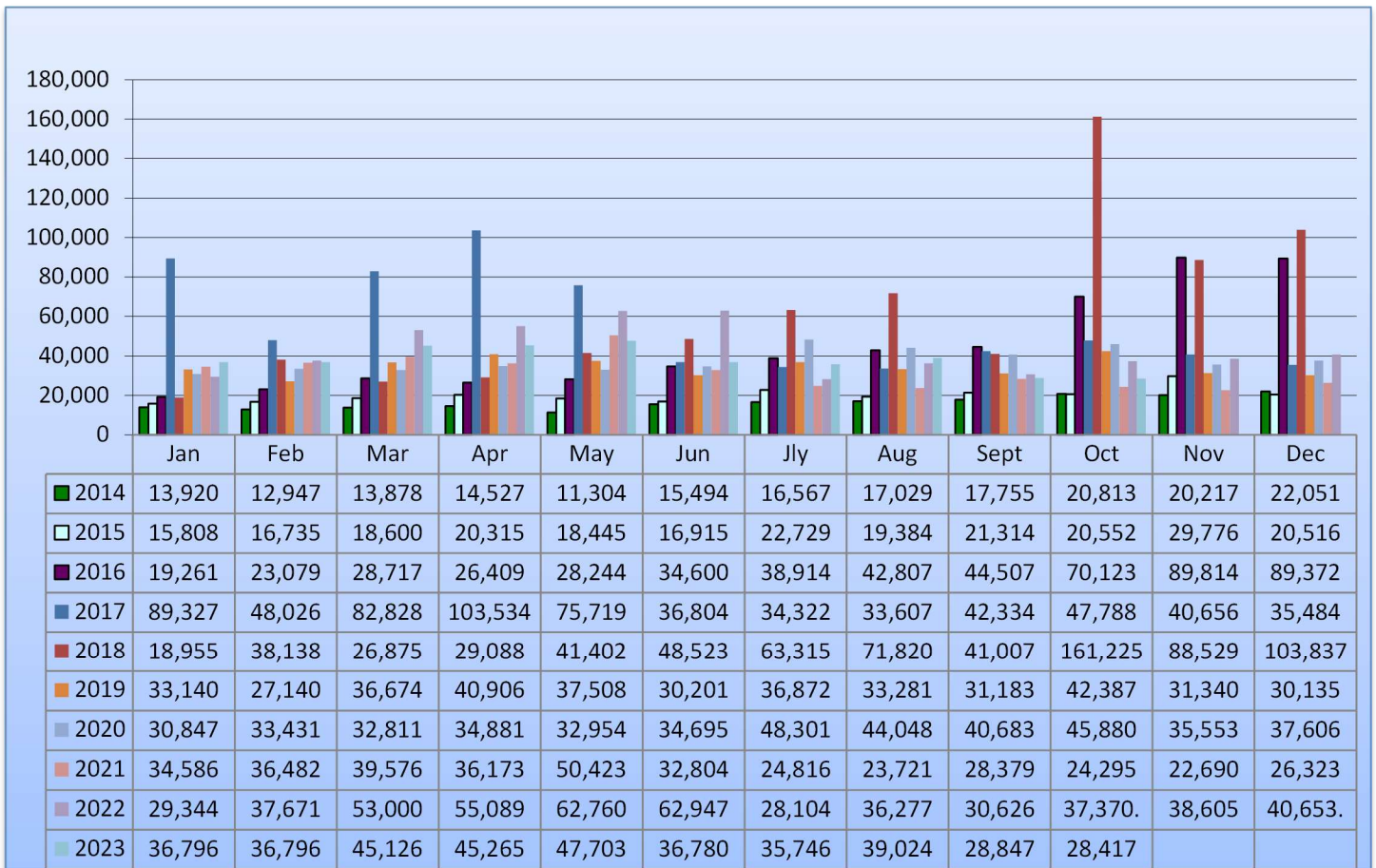
NECA Safety Round Up

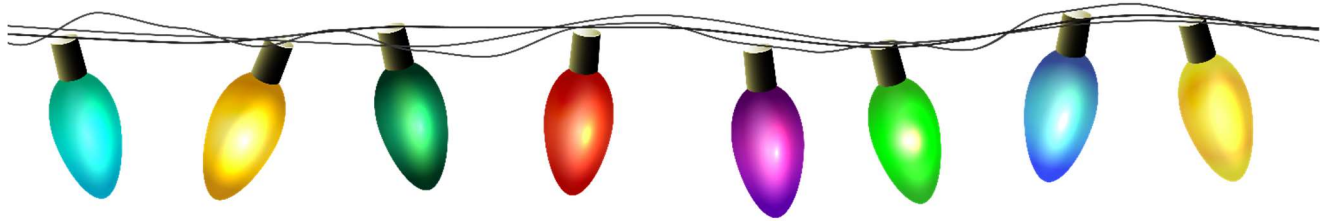
NECA Podcast Network

Throughout this monthly series, the NECA Risk Management Executive Directors of Safety will discuss specific topics within electrical construction safety. They'll welcome guests onto the podcast to talk about safety issues and obstacles the industry is facing. Prepare to learn about laws and policies that spread into everything from FLSA, Immigration, FACTA, Title VII, ADA, and FMLA to Workers Comp, Leaves, and Return-to-Work procedures. Other episodes revolve around protective cover, safety leadership, OSHA and Safety training practices, JSAs, HSAs and job briefings as well as incident investigation.

[Click here to listen](#)

INSIDE MONTHLY HOURS REPORT





November 29-December 1, 2023

Electrical Training Alliance
Fall Regional Seminar
Park MGM Hotel
Las Vegas, NV

December 8, 2023

NECA Christmas Party
Clement Intercontinental Hotel
Monterey, CA
By Invitation Only
Ugly Sweater Theme and Casino Night

January 16-18, 2024

Electri Meeting
Amelia Island, FL

January 20-25, 2024

IBEW-NECA Benefits Conference
St. Pete, FL

February 5-7, 2024

WIN and Future Leaders
Atlanta, GA

February 14-17, 2024

Wine and Wisdom
Allegretto Resort
Paso Robles, CA