



December, 2024

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TO BENEFIT ... PARTICIPATE!

WINE AND WISDOM 2025 SCHEDULED

Plans are underway for the 2025 edition of Wine and Wisdom so mark your calendar and plan to attend this popular event as space is limited!

The event will be held February 12-14, 2025 at Allegretto Resort in Paso Robles. As in the past, the wine cave dinner will be held on Wednesday evening. On Thursday, we will host several key staff people from NECA National as well as several of our Platinum Partners who will give us an update on the key concerns in our industry.

Back by popular demand, Thursday evening will be a murder mystery – this time the dirty deed takes place at the Kentucky Derby. We know that we will have a great time trying to figure out “who dun it”!

Friday, we will conclude the education with a presentation from Josh Bone of Electri. His not to be missed presentation will conclude by noon. Please mark your

calendar and plan to join us for this fun event!

UPDATED STATE LAWS YOU SHOULD KNOW ABOUT

On September 28, 2024, Governor Newsom signed legislation, SB1100, updating the state Fair Employment and Housing Act anti-discrimination provisions making it an unlawful employment practice for an employer to include a statement in employment materials that an applicant must have a driver’s license unless the employer reasonably expects the duties of the position to require driving, and the employer reasonably believes that satisfying that job function using an alternative form of transportation would not be comparable in travel time or cost to the employer. The law also defines alternative forms of transportation as, but not limited to, use of ride hailing services or taxis, carpooling, bicycling and walking.

On September 28, 2024, Governor Newsom signed

the “Freelance Worker Protection Act,” SB988, establishing protections for freelance workers performing professional services for the same hiring party in exchange for \$250 or more over the preceding 120 days. Under the law, hiring parties must provide covered freelance workers with a written agreement that includes specific information and, unless the agreement indicates otherwise, render full payment no later than 30 days after the completion of services. Hiring parties are prohibited from discriminating against freelance workers exercising their rights under the act and may be subjected to fines of \$1,000 for failing to provide a written agreement requested by a freelance worker prior to commencing services and up to two times any amounts remaining unpaid at the time payment is due. These protections apply to services performed on or after January 1, 2025.

On September 29, 2024, the Governor also signed legislation, AB 2123, eliminating the ability for employers to require employees to use up to two weeks of their earned but unused vacation time before they begin receiving Paid Family Leave benefits. The amendment goes into effect January 1, 2025.



GEN Z WORKERS

[Gen Z workers want to pursue skilled trades but face barriers](#)

More than two-thirds of high schoolers enrolled in skilled trades programs say they're committed to their future trade career, but they also faced challenges when trying to access critical training, [according to a Nov. 18 report](#) from Dewalt, a Stanley Black & Decker brand. [Construction Dive](#)

IBEW Local #234 recently met to allocated the increase that was negotiated. Copies of that wage sheet for the increase that goes into effect at the end of December have been distributed and are also available on the chapter's private site on the website and on NECA STAR. Please contact Jerri at jlchamplin@gmail.com if you need any additional information..



JOB HOPPING COULD SHAPE 2025 EMPLOYMENT MARKET

Business owners and managers hoping to ease into the new year might want to check in on their employees before 2025 arrives.

New research from Resume Templates indicates that six in 10 workers expect to be looking for a new job next year, with a number of those employees having already started their job searches.

The report, which surveyed 1,258 full-time workers, found that 56% of respondents plan to pursue new job opportunities in 2025 — with 27% of all respondents saying they're already engaged in a job search, 13% expecting to begin their search before the end of the year, and 16% planning to start their job search with the start of 2025.

The findings come as data released Friday by the Bureau of Labor Statistics shows a below-expected gain of 12,000 jobs for the labor market in October. BLS cited the impact of hurricanes Helene and Milton as well as strike activity in the manufacturing sector as part of its reported numbers.

Confidence among job seekers, however, remains

high, according to Resume Templates. Eight in 10 respondents expressed optimism about finding a better role, and one in three workers said they're ready to leave their current job without having another job offer secured.

Some job seekers are prepared to take it a step further, with 21% of workers saying they're considering a change in industries.

Why are workers seeking new jobs?

Employees cited a number of factors for why they are — or why they expect to be — in the market for a new job.

The top-cited reasons were low pay, feeling unappreciated and burnout. Other reasons mentioned include limited career-growth opportunities, poor management and lack of flexibility.

Resume Templates' chief career strategist Julia Toothacre said given inflation and minimal cost-of-living increases or raises for many workers, it's not surprising a number of employees feel undercompensated.

"Companies tend to prioritize profits over employee well-being," Toothacre said in a statement with the survey results. "Underappreciation, however, is often traced back to manager relationships. If your manager supports you,

you likely won't feel underappreciated, even if you are undercompensated. A good manager is transparent and open with their team about the realities of the organization."

A resounding number of respondents said they're mindful of work-life balance when it comes to job searches, with 99% saying they consider it a key factor in their next role. That was followed closely by job security (98%), interest in the work (97%) and a higher salary (95%). Flexible hours and career-growth opportunities also stood out among workers' top priorities.

Workers told Resume Templates they're concerned about the impact of artificial technology on hiring practices, with 30% of the respondents saying they believe employers' use of AI in the hiring process will negatively impact their ability to land a job.

Additionally, 35% of respondents believe the coming presidential election may influence their job prospects — with 57% saying they think their opportunities will improve if Donald Trump is elected president, and 43% saying the same if Kamala Harris is elected president.

A separate survey from Resume Builder recently

found that seven in 10 managers anticipate escalated workplace tensions post-election. The report, which surveyed 1,000 managers, found some employers are struggling with how to navigate heightened political tensions that have crossed into the workplace.

With those expectations in mind, there are steps managers can take to prepare to handle potential conflicts that might arise.

HEALTH CARE CORNER

Eight Health Tips for a Safe and Healthy Holiday

□ Eat Healthy and Be Active: Eat your favorite foods but choose smaller serving sizes. Limit fats, salt, and sugary foods and drinks. Limit alcohol. Get 20 min of walking or other physical activity five days/wk. Healthy eating is all about balance and moderation

□ Get Flu and Covid Vaccines: You can get both vaccines at the same time. It's not too late-Flu activity peaks between December and February. Flu and Covid infections can cause serious health complications like pneumonia, bacterial infections, hospitalization and death.

☐ Food Safety: Prevent food poisoning- wash hands and work surfaces before, during, and after preparing food. Keep raw meat, poultry, seafood, and eggs separated during preparation. Use a different cutting board for fruits and vegetables. Cook food at the right internal temperature to kill harmful germs. Refrigerate perishable foods (including leftovers), within two hours of buying or cooking.

☐ Handwashing: is one of the most effective ways to prevent the spread of germs. Evidence shows handwashing can help prevent 1 in 5 respiratory illnesses. “Life is Better with Clean Hands ☐ Cold Weather and Home Heating: Have your gas heating system and water heater, serviced by a qualified technician every year to keep your family safe from carbon monoxide (CO) poisoning. Install a battery-operated or battery backup CO detector in your home.

☐ Cope with Stress: Feeling emotional and nervous or having trouble sleeping and eating can all be normal reactions to stress. Check out the links: healthy ways to cope with stress and Suicide Resources, for more information and support.

☐ Travel Safety: Have a safety plan and carry an

emergency supply kit . If traveling for more than 4 hrs. stretch and move your legs to prevent blood clots. Always wear a seat belt.

☐ Prevent Injuries: Use step stools when hanging decorations. Prevent home fires-keep candles away from children, pets, walkways, trees, and curtains. Never leave fireplaces, stoves, or candles unattended. Don't use generators, grills, gasoline or charcoal-burning devices inside your home or garage. Carbon monoxide poisoning Wishing you all a safe and healthy holiday season!

Anita Alvarez, RN, PHN
Nurse/Health Advocate
Electrical Workers Health and Welfare Trust Fund, Local 234
Work #: 831-741-8677

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

**The next class will be held
on December 14th. Please
contact Damaris to sign
up.**

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.)

OSHA 10

If you are interested in taking
an online OSHA 10 course,
please contact Damaris at the
JATC office (831) 633-3063
during office hours Monday –
Friday, 12pm-5pm to sign up.

CLASS COMPLETIONS

**Forklift/GradeAll
11/23/24**

*Alberto Aguilera, Amauri
Arista, Ancelmo Caro, Bryan
Craddock, Erik Fritz,
Mohammed Garaan,
Jonathan Goddard, Andrew
Hartmann, Giovanni Lopez,
Steven Luiz, Jorge Mendoza,
Roldan Morales, Christopher
Olsen, David Salinas, Juan
Torres, Francisco Villanueva,
and Tyler Western*

APPRENTICE APPLICATION INFORMATION

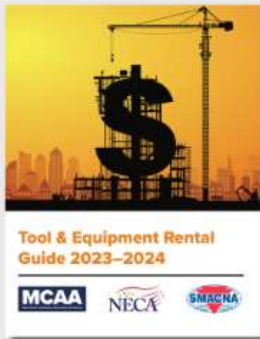
The Tri-County Electrical JATC is accepting applications on a year-round basis. **OUR PROCEDURES HAVE CHANGED!!!** Please note that we will only accept online applications and applicants need only follow the directions obtained in our website to apply. For more information regarding the process, please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



The Electrical Training ALLIANCE has announced a new LMS video series, launching in 2025, will address challenges related to mental well-being and provide actionable solutions. Its primary aim is to significantly enhance your mental health and emphasize that maintaining healthy well-being starts with opening up—because it's good to talk.

[It's Good to Talk series promo.](#)





New Edition Available:

2023-2024 Tool & Equipment Rental Guide

Now Available: 2023-2024 Tool & Equipment Rental Guide

Jointly published by NECA, MCAA & SMACNA, the 2023-2024 Tool & Equipment Rental Guide offers insights on contractor-owned equipment to ensure industry professionals have the most updated costs to inform internal estimating, project proposals for new and potential customers, and cost accounting efforts.

[Learn More](#)

NECA 2025 Future Leaders Conference



We are thrilled to unveil the newly reimagined NECA Future Leaders Program! With a renewed focus on industry excellence, this program is crafted to inspire and elevate the next generation of leaders through professional and personal growth. Join us Feb.19-21 in Nashville for our Future Leaders Conference that will feature industry facility tours from Premier Partner, [Leviton](#), and presentations from the Dodge Construction Network and other expert speakers.

[Learn
More](#)



NECA Safety Professionals Conference 2025: Call For Proposals

NECA is seeking the best and brightest speakers to join us and the electrical industry's leading safety experts at the premier safety event, the NECA Safety Professionals Conference. This conference will take place on May 19 - 21 in Des Moines, IA. The deadline to submit your proposal is November 18.

[Submit Now](#)

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 78 on Book 1, 151 on Book 2, 40 on Book 3 and 12 on Book 4. There is 1 Book 1, 1 on Book 2, 0 on Book 3 and 0 on Book 4 for Sound & Comm. There are 0 CE's on Book 1 and 0 on Book 2, 61 CW's on Book 1 and 0 CW's on Book 2 and 0 on Book 0 available. ***There are 2 Inside apprentices available for work at this time. New Apprentices have started but we can start additional if we have long term employment for them! If you have a need for a first year apprentices, please call Stacy with your apprentice needs.***

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.](#)



[CFO Best Practices Virtual Classroom](#)

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

[Introduction to Change Orders](#)

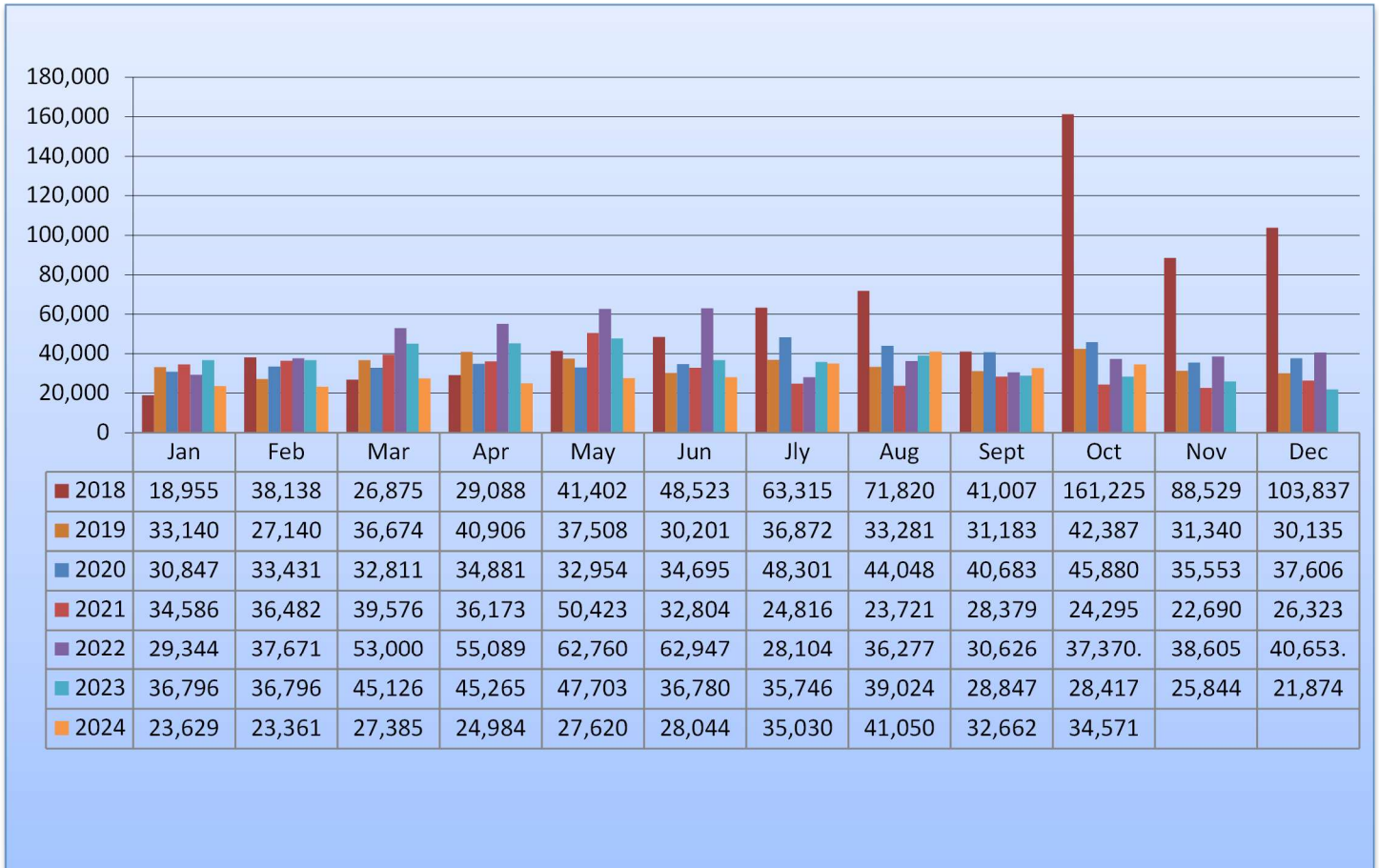
[2022 Harassment Prevention for Managers: California](#)

[The Contract and the Project Manager](#)

[Valuing Diversity in the Work Place](#)

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

INSIDE MONTHLY HOURS REPORT



This newsletter is published by the Monterey Bay California Chapter of the National Electrical Contractors Association (NECA) for the exclusive use of its members. Although we make every effort to verify information, its Directors, Staff and Members make no warranty of accuracy.

UPCOMING EVENTS

December 7, 2024

Chapter Christmas Party
Monterey Bay Aquarium
Cannery Row
Monterey, CA
By Invitation

January 15-17, 2025

Electri Council Meeting
La Quinta, CA

January 28-30, 2025

Innovation Conference
Los Angeles, CA

February 12-14, 2025

Wine and Wisdom
Allegretto Resort
Paso Robles, CA

March 3-5, 2025

Association Executives Institute
Chicago, IL

April 7-9, 2025

NECA Now
Hollywood, FL

August 13-16, 2025

District 9 Meeting
Tuttle Bay, HI

September 12-15, 2025

NECA Convention
Chicago, IL