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NIC BITTLE LEADERSHIP SUCCESSION CLASS FEBRUARY 25th!

HOW SMART CONTRACTORS DEVELOP THE NEXT GENERATION OF LEADERS

Please join us for our next 90 minute lunch and learn on February 25, 2021 via Zoom for this important discussion about developing the next generation of leaders within your firm. Target Audience for this session is our mentors to continue our development of those who are mentors. There is no cost to our members thanks to the Wendt Scholarship that we were awarded. Registration is required. Please contact Jerri Champlin if you are interested in attending.

Mentorship is one of those buzz words that gets thrown around a lot in our industry. The fact is we need mentors. We need mentors because our industry has an unimaginable amount of wisdom, knowledge and insights locked away

inside the minds of our best and brightest. What is worse is many of those individuals will be leaving our industry in the next several years, but will this valuable information and experience be leaving with them? The choice is yours.

In this 90 minute program we will take the next step toward developing mentors within your firm and really get the ball rolling.

If you missed the first sessions, it is available as a recorded session in the NECA education portal for those who are registered. Please contact Jerri for more details but it won't keep you from joining in on the next session if you haven't seen the first.

Join us for a conversation around the insights and best practices successful organization use to transfer the knowledge, skills and experience of their best into the next generation. Call now to register!





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.



COVID UPDATE

As there have been new and moving parts regarding employer responsibilities related to COVID-19, we have been fielding new questions in that area. Below you will find responses to the most frequently asked questions we have received.

What Are the Current COVID-19 Related Paid Time off Requirements?

The most recently federal COVID-19 relief measure that was passed in late December of 2020 **did not** extend the federal “Emergency Paid Sick Leave Act,” which is the requirement that employers (with less than 500 employees) provide up to 80 hours of paid sick and family leave under the Families First Coronavirus Relief Act (FFCRA). Although, the new federal relief bill **did** extend the availability of the refundable tax credit under the FFCRA until the end of March, 2021. This allows employers to provide COVID-19 related leave voluntarily to employees that have not fully exhausted the 80 hours of paid leave under that program and still be eligible for the federal payroll tax credit to help offset costs.

AB 1867, which established the state requirement for employers with over 500 employees to provide COVID-19 supplemental paid sick leave, also expired on December 31, 2020, along with the expiration of the federal “Emergency Paid Sick Leave Act,” as AB 1867’s sunset was tied to the federal law.

California’s Department of Industrial Relations has confirmed that both programs have expired. See here: [California’s](#)

[Supplemental Paid Sick Leave Expired on December 31, 2020.](#)

The new [Cal/OSHA COVID-19 Emergency Temporary Standards \(ETS\)](#) requires employers to “continue and maintain an employee’s earnings, seniority, and all other employee rights and benefits,” if an employee is “able and available to work,” but must be excluded from the workplace because they were exposed to the virus at work and must quarantine. In this scenario, a contractor must continue to provide an employee their pay and benefits while they are in quarantine, if the employee was exposed to the virus on the jobsite. Under the regulations, an employer may require the employee to exhaust any paid sick leave benefits before providing exclusion pay, and may offset payments by the amount an employee receives in other benefit payments. These obligations do not apply if an employer establishes the employee’s exposure was not work-related. In addition, Cal/OSHA does not consider an employee receiving workers’ compensation temporary disability benefits for wages lost during the period in which they are excluded from the workplace to be “able and available to work.” Therefore, an employee cannot receive both types of benefits.

Cal/OSHA has recently updated their [FAQs on the Cal/OSHA COVID-19 Emergency Temporary Standards](#). They are very comprehensive and address many questions. Please take a moment to review.

It should be noted, that with the refundable employer payroll tax credit for paid leave under the FFCRA being extended through March of 2021, a contractor with less than 500 employees has the ability to use the federal employer payroll tax credit to offset any exclusion pay incurred under the requirements of the ETS, so long as the employee has not exhausted all 80 hours of paid time off under the FFCRA program.

What Are the Current COVID-19 Related Notification Requirements?

There are three statewide COVID-19 incident notification requirements that contractors need to be aware of. Two are legislatively mandated (AB 685 - employee/union/subcontractor notice & SB 1159 - workers' compensation notice) and one is regulatorily mandated (Cal/OSHA COVID-19 Emergency Temporary Standards). Below is a simple overview of the requirements of each.

SB 1159

Report any positive case to your workers' compensation carrier. The report must be

made via email or facsimile within three business days of learning of the case and contain the following information:

- An employee has tested positive, without revealing any personal information about the employee.
- The date the employee had their specimen taken for their test.
- The address of the worksite to which the employee reported.
- The highest number of employees who reported to that worksite over the preceding 45-day period.

AB 685

Upon learning of a positive case in the workplace, an employer, within one business day, must provide the following written (includes text and email) notice:

- To all employees (and their exclusive representative, if any), and the employers of subcontracted employees who were on the premises at the same worksite as the "qualifying individual with the infectious period" notice that they may have been exposed to COVID-19.
- To "all employees who may have been exposed" (and their exclusive representative, if any)

information about COVID-19-related benefits to which they may be entitled under federal, state or local laws, as well as employer-provided benefits.

- To all employees (and their exclusive representative, if any) information about the disinfection and safety plan in place in accordance with Centers for Disease Control and Prevention (CDC) guidelines.

Cal/OSHA COVID-19 Emergency Temporary Standards

Upon learning of a positive case in the workplace, an employer, within one business day, must:

- Notify all employees (and their employees' authorized representatives), as well as independent contractors and employers of other workers who may have been exposed to COVID-19, in a manner that does not reveal the COVID-19 case's personal identifying information

Is Construction Provided COVID-19 Vaccine Priority?

The State's vaccine distribution plan ([Vaccinate All 58](#)) includes efforts to prioritize

segments of the population for inoculation. By way of background, Governor Newsom formed two advisory bodies to make scientific, evidenced-based recommendations for the roll out of the COVID-19 vaccination. The [Drafting Guidelines Workgroup](#) was tasked with developing California-specific guidance for the prioritization and allocation of vaccines when supplies are limited and the [Community Vaccine Advisory Committee](#) (Advisory Committee) provided input and feedback to the planning efforts and on resolving barriers to equitable vaccine implementation. During the process, we had been advocating for construction to receive some level of priority.

We have confirmed that construction will fall under Phase 1B Tier Two.

Per the State's webpage (<https://covid19.ca.gov/vaccines/>), Phase 1B Tier Two covers:

1B Tier Two:

- Those at risk of exposure at work in the following sectors:
- Transportation and logistics
- Industrial, commercial, residential, and sheltering facilities and services
- Critical manufacturing
- Congregate settings with outbreak risk: Incarcerated & Homeless

The construction essential workforce designation is covered under "Sector Index 13" of the [essential workforce definitions](#), which is titled "industrial, commercial, residential, and sheltering facilities and services."



NECA PODCASTS INTRODUCED

"We had a harder time when we were complacent. There is a big cost of doing nothing."

Sean Lazarian, CFO of ESSCO, Pasadena, Calif., shares his experience of embracing change while running a third-generation-owned business. Listen on how to pit fear against fear in order to overcome those who are risk adverse.

How To Listen

Listen On Spotify

Listen On Apple Podcasts

Listen On Buzzsprout



WINE AND WISDOM

We continue to add more opportunities to our agenda for this educational and entertaining event! We have previously announced that we will be hosting a great event. Due to the current situation with the pandemic, we are having to consider moving the date from our originally scheduled time in May 2021 to the Fall. Please watch for details. We are working with all involved to make sure that we availability,

NECA RELEASES REVISED STANDARD FOR INSTALLING STEEL CONDUIT

NECA is excited to announce the publishing of its revised standard NECA 101 – 2020, **Standard for Installing Steel Conduits (RMC, IMC, EMT)**. This revised ANSI-approved standard describes installation procedures for steel rigid metal conduit (RMC), steel intermediate metal conduit (IMC), and steel electrical metallic tubing (EMT),

including steel conduits with supplementary PVC coating, used as raceway systems for electrical wiring in residential, commercial and industrial occupancies. This Standard also includes information on fittings and other applicable accessories necessary for a quality installation of these raceways.

NECA 101 drills down into installation details not found in the NECA, such as threading techniques, recommended securement processes that compensate for thermal expansion and contraction, bending processes and protection from electromagnetic interference (EMI). Because workmanship is described in this standard, it does recommend use of specific tools to accomplish complete installations. Specific techniques must be used when threading PVC-coated rigid conduit. This must be performed in a manner that the coating remains intact and undamaged. Multiple quality workmanship installation methods and techniques are provided to assist not only seasoned electrical workers, but also those learning the electrical trade.

Ordering: NECA 101 – 2020, *Standard for Installing Steel Conduits (RMC, IMC, EMT)* is \$30 for NECA members and \$60 for non-members. Contact the NECA Order Desk at (301) 215-4504 or orderdesk@necanet.org.

NEIS can also be purchased in pdf format from www.neca-neis.org/standards.

SEXUAL HARASSMENT PREVENTION TRAINING REMINDER

**January 1, 2021
Deadline!**

Contractors with five or more employees had until January 1, 2021, to ensure that all employees received either one-hour (non-supervisory employees) or two-hours (supervisory employees) of sexual harassment prevention training pursuant to California law.

Please note that:

- A supervisor is anyone with authority to hire, fire, assign, transfer, discipline or reward other employees.

- Union construction flexibility was placed in statute (SB 530 of 2019) to ensure that the harassment training can follow a collective bargaining agreement (CBA) covered employee within the union multiemployer construction setting if the employee changes employers. SB 530 also authorized joint labor management apprenticeship training committees and other labor management committees to provide the requisite training.

- Employers must provide the sexual harassment prevention training to new non-

supervisory employees within six months of hire and the new supervisory employees within six months of hire or the assumption of a supervisory position.

The option to verify that a CBA covered employee has undergone training within the past two years rather than provide the training, per SB 530, still applies.

- Pursuant to the original statute, the Department of Fair Employment and Housing (DFEH) was required to develop, and make available on its website, online sexual harassment training courses with a method for employees who have completed the training to print out a certificate of completion. The DFEH online training is free, and can be found by [clicking here](#).

- National NECA was able to license sexual harassment online training courses which meet California's one-hour requirements for employees and two-hour requirement for supervisors.

- o The one-hour non-supervisory course is [available here](#) for \$13.00/person.

- o The two-hour supervisory course is [available here](#) for \$19.00/person.

Another source for training can be found at California Department of Fair Employment and Housing. They offer a free Anti-harassment training at <https://www.dfeh.ca.gov/shpt/>

CONGRATULATIONS TO THOSE COMPLETING CLASSES

The following individuals have recently completed classes:

CPR/FIRST AID

January 9, 2021

- Lamont Adams
- John Barber
- Matt Craddock
- Nick Jackson
- David Martinez
- Jose Melgarejo
- Robert Meloney
- Josh Murray
- Maxwell Schnittger
- Stephen Slovacek



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 third year apprentice **Darien Rosbach** as the apprentice of the month for February. Congratulations!



UPCOMING CLASSES OFFERED THROUGH THE JATC

ALL IN-PERSON JW CLASSES ARE CURRENTLY SUSPENDED DUE TO THE SHELTER IN PLACE ORDER! HOWEVER...ONLINE CLASSES ARE AVAILABLE. PLEASE HAVE THOSE INTERESTED CONTACT STACY AT THE JATC OFFICE AT STACY@TRICOUNTYJATC.ORG TO OBTAIN DETAILS.

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, February 9th at 5:30-8:30pm via Zoom. Please contact Stacy at 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 by January 8, 2021: link to online course provided by the instructor via email

Part 2 – In-Person Practical to be held on Saturday, January 9, 2021: 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@tricountyjatc.org Note that once you are signed up with a link to online course – the course is paid for.

JATC INFORMATION



APPRENTICE APPLICATION INFORMATION

The Tri-County Electrical JATC will again accept 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:

AVAILABILITY LIST UPDATE

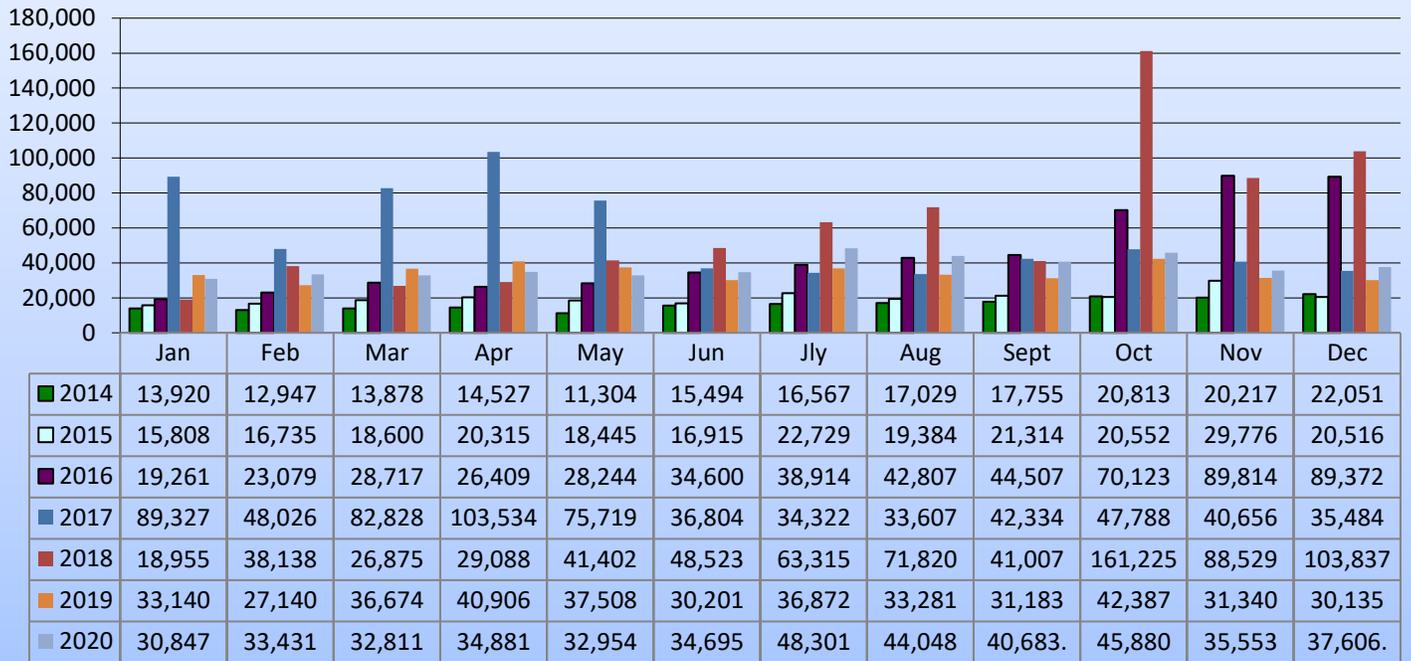
On the Inside Out-of-Work List, there are 10 on Book 1, 58 on Book 2, 4 on Book 3 and 7 on Book 4. There is 1 on Book 1, 2 on Book 2, 1 on Book 3 and 0 on Book 4 for Sound & Comm. There is 2 on CW Book 1 and 4 on CW Book 2. There are 3 Inside apprentice available for work at this time. Should you need an apprentice, be sure to contact Stacy at Stacy@tricountyjatc.org.

Join us on Wednesday, February 10, 2021 at 11:30 am via Zoom to hear from the NECA EARN Director Dr. Charles Backes, Ph.D. about this program. Registration is free! Just email Jerri Champlin at jlchamplin@gmail.com to join us for this half hour program to learn how NECA EARN can work for you or your employees.

[NECA EARN Information](#)



INSIDE MONTHLY HOURS REPORT





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

February 10, 2021

11:30 am via Zoom
NECA EARN Presentation
Dr. Charles Backes, Ph.D.

February 15, 2021

Presidents' Day Holiday

February 25, 2021

Leadership Succession Zoom Class
Lunch and Learn
11:30 am to 1 pm
Virtual Class for our Chapter
Nic Bittle, Instructor

April 12-15, 2021

NECA Now
Virtual
Sign Ups Available Soon!

May 6-9, 2021 – DATE CHANGING!!! WATCH FOR UPDATES

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

October 9-12, 2021

NECA Convention
Nashville, TN