



## February, 2024

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### **WINE & WISDOM 2024 IS RIGHT AROUND THE CORNER!**

Make plans to join us for Wine and Wisdom 2024. As in years past, we will be at the beautiful Allegretto Resort in Paso Robles, CA. This year's event will begin on Wednesday, February 14, 2024 with a golf outing at Hunter Ranch. Later that evening, bring your Valentine and enjoy dinner in the wine cave at Eberle Vineyards with entertainment from Country music singer Ryan Jewel.

On Thursday, February 15<sup>th</sup>, several members of the NECA National Staff, including CEO David Long, will be on hand to give updates on the agenda at a national level. More details will follow but we are certain that the content of the

meetings will be very timely and valuable.

That evening, the theme is Hollywood High Rollers! We will enjoy a night of casino gaming and encourage guests to dress as their favorite Hollywood star. Lots of surprises and sure to be a good time!

The agenda will continue on Friday, February 16<sup>th</sup> with an update from Josh Bone of Electri.

If you are interested in attending, please contact Jerri at [jlchamplin@gmail.com](mailto:jlchamplin@gmail.com). A room block has been secured and Jerri will be happy to take care of your reservations.

For more information about the Allegretto Resort, [click here](#).



## TO BENEFIT ... PARTICIPATE!



## CLARITY ON STATE LAW & DRUG TESTING IN THE CONSTRUCTION INDUSTRY

In 2022, Governor Newsome signed legislation (AB 2188) making cannabis users a protected class of employee. AB 2188 contained a delayed implementation date and took effect on January 1, 2024. The measure prohibited employers from discriminating in hiring, firing or setting conditions of employment based upon a person's use of cannabis away from the workplace; or, an employer-required drug screening test that has found the person to have non-psychoactive cannabis metabolites in their hair, blood, urine, or other bodily fluids.

Industry was successful in securing a broad exemption for construction in AB 2188, in an effort to keep construction sites as safe as possible. **Simply, the statute contains language stating that the law "does not apply to an employee in the building and construction trades."** This is highlighted in **green** below.

Also, the law does not permit an employee to possess, be impaired, or use cannabis on the job, nor does it affect the

rights or obligations of an employer to maintain a drug and alcohol-free workplace, highlighted in **blue** below.

The only recent change to the law came in the form of SB 700 in 2023, which also took effect on January 1, 2024. That measure added that it is unlawful for an employer to request information from an applicant for employment relating to the applicant's prior use of cannabis. This is highlighted in **yellow** below.

**To be clear, the construction industry carveout that allows testing via non-psychoactive cannabis metabolites in the hair, blood, urine, or other bodily fluids and discipline for drug use still stands. In addition, current state law does not require construction industry testing programs to transition away from hair, blood, urine, or other bodily fluid based drug testing for construction workers.**

### **CALIFORNIA GOVERNMENT CODE § 12954**

(a) (1) *Except as specified in subdivision (c), it is unlawful for an employer to discriminate against a person in hiring, termination, or any term or condition of employment, or otherwise penalizing a person, if the discrimination is based upon any of the following:*

(A) *The person's use of cannabis off the job and away from the workplace. This paragraph does not prohibit an employer from discriminating in hiring, or any term or condition of employment, or otherwise penalize a person based on scientifically valid preemployment drug screening conducted through methods that do not screen for nonpsychoactive cannabis metabolites.*

(B) *An employer-required drug screening test that has found the person to have nonpsychoactive cannabis metabolites in their hair, blood, urine, or other bodily fluids.*

**(2) This subdivision does not apply to an employee in the building and construction trades.**

**(b) Except as specified in subdivision (c), it is unlawful for an employer to request information from an applicant for employment relating to the applicant's prior use of cannabis.**

(c) *Information about a person's prior cannabis use obtained from the person's criminal history is subject to subdivisions (a) and (b),*

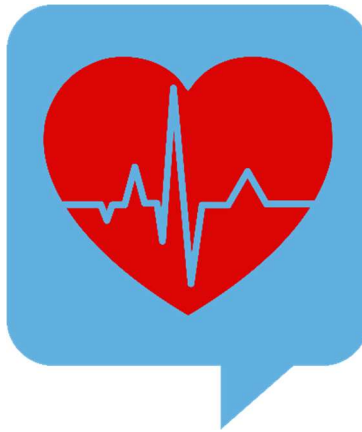
unless the employer is permitted to consider or inquire about that information under Section 12952 or other state or federal law.

(d) This section does not permit an employee to possess, to be impaired by, or to use, cannabis on the job, or affect the rights or obligations of an employer to maintain a drug- and alcohol-free workplace, as specified in Section 11362.45 of the Health and Safety Code, or any other rights or obligations of an employer specified by state or federal law or regulation.

(e) This section does not preempt state or federal laws requiring applicants or employees to be tested for controlled substances, including laws and regulations requiring applicants or employees to be tested, or the manner in which they are tested, as a condition of employment, receiving federal funding or federal licensing-related benefits, or entering into a federal contract.

(f) This section does not apply to applicants or employees hired for positions that require a federal government background investigation or security clearance in accordance with regulations issued by the United States Department of Defense pursuant to Part 117 of Title 32 of the Code of Federal Regulations, or equivalent regulations applicable to other agencies.

(g) This section shall become operative on January 1, 2024.



## HEALTH CORNER WITH NURSE ANITA

National Heart Month is about taking care of our heart. Heart issues and problems can begin in our thirties. One of the biggest factors affecting our heart is our blood pressure. High blood pressure, also called hypertension, can lead to heart disease, stroke, long term disability, and death.

Keep your heart healthy by practicing the following healthy living habits:

**Get an Annual Health Exam:** If you do not have a doctor, I can help you. Please contact me.

**Eat a Healthy Diet:** Eat lots of fresh fruit and vegetables. Decrease salt and saturated fat intake. Check out the DASH (Dietary Approaches to Stop Hypertension) eating plan, a proven healthy diet plan.

**Maintain Healthy Weight:** If you know your weight and height, you can calculate your

BMI at CDC's Assessing Your Weight website. Or talk with your doctor.

**Be Physically Active:** Adults should get 30 minutes a day of mod-intense exercise, like a brisk walk or bicycling. Visit the website for CDC's Division of Nutrition, Physical Activity, and Obesity for more tips.

**Do Not Smoke:** If you do smoke, quitting will lower your risk for heart disease. Checkout these resources for help: How to Quit Smoking | Quit Smoking | Tips From Former Smokers | CDC limit How Much Alcohol You Drink: The recommendation for men is no more than two alcoholic drinks per day, and women no more than one alcoholic drink per day. For help check out: Rethinking Drinking | NIAAA (nih.gov)

**Get Enough Sleep:** Adults need an average of 7 hours of sleep each night. Visit CDC's Sleep and Sleep Disorders website for resources on how to get better sleep.

As always, please reach out to me for help, support and coaching, and resources. Be well.

Anita Alvarez, RN, PHN  
Nurse Health Advocate  
Work #: 831-741-8677  
[anita@ibew234.org](mailto:anita@ibew234.org)



## **ELECTRI APPROVES NEW RESEARCH**

At its recent meeting, the ELECTRI Council reviewed research proposals for projects recommended by the Program Review Committee as essential to the electrical construction industry. After discussions on the merits and methodologies for each project, **the Council voted to accept six new research and education initiatives for 2024.**

**ELECTRI provides each researcher with a Task Force of industry leaders. Please consider volunteering to serve on one of the Task Forces for the 2024 research portfolio.** Task force members are asked to attend monthly meetings with the researcher and to offer their EC expertise for the research. It is only with the help of our Council that we can help craft relevant research. You may also suggest joining a task force to those in your company with relevant experience. For additional information, contact Amanda Harbison, ELECTRI Director of Research, at [amanda@electri.org](mailto:amanda@electri.org) or 202-991-6255

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

- [Artificial Intelligence \(AI\) for the Electrical Construction Industry](#)
- [Impact of Incentive Pay for Electrical Contractors](#)
- [Artificial Intelligence \(AI\) Implementation Roadmap for Electrical Contractors \(ECs\)](#)
- [Exploring the Value of Early Electrical Contractor Involvement](#)
- [The Impact Megaprojects Have on Labor Markets: Assessment and Case Study](#)
- [CMMC 2.0 and Cybersecurity Education](#)

## **NECA INTRODUCES EMERGE CONFERENCE 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 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 1/20/24**

- Adrien Antosz
- Marco Arredondo
- Ancelmo Caro
- Beau Kelly
- David Martinez
- Jose Munoz
- Josh Murra
- Ralph Yniguez
- Moises Zuniga

### **NFPA 70E 1/27/24**

- Priscilla Cerna
- Israel Corona
- Jonas Delgado Hurtad
- Adali Gonzalez
- Jasper Gonzalez

- Jovanni Guzma
- Alan Lopez
- Christian Lopez
- Jaime Martinez
- Omar Melgoz
- Angel Mendoza
- Josh Murray
- Jake Myhre
- Robert Ortiz
- Ivan Ramirez

## CPR/FIRST AID

This class is scheduled for **Saturday, March 9, 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. 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](#)

## 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.**

## AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 87 on Book 1, 111 on Book 2, 43 on Book 3 and 22 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 is 1 CE's on Book 1 and none on Book 2, 54 CW's on Book 1 and 0 CE's on Book 2 and 0 on Book 0 available. ***There are Inside apprentices available for work at this time. Please call Stacy with your apprentice needs.***

## CALIFORNIA MANDATES WORKPLACE POSTER

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*



The poster features a red background with a large white archway. Inside the archway, the text reads: "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.", and "Please click here to access training for :". Below this, there are two links: "[Managers](#)" and "[Employees](#)". At the bottom of the archway is the NECA logo, which includes the text "NECA" in a large, stylized font, with "NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION" underneath. The logo also features three stars above the letters "E" and "A". On either side of the archway, there are illustrations of hands holding megaphones, with lightning bolts emanating from the top corners of the archway.

# 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



[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](#)

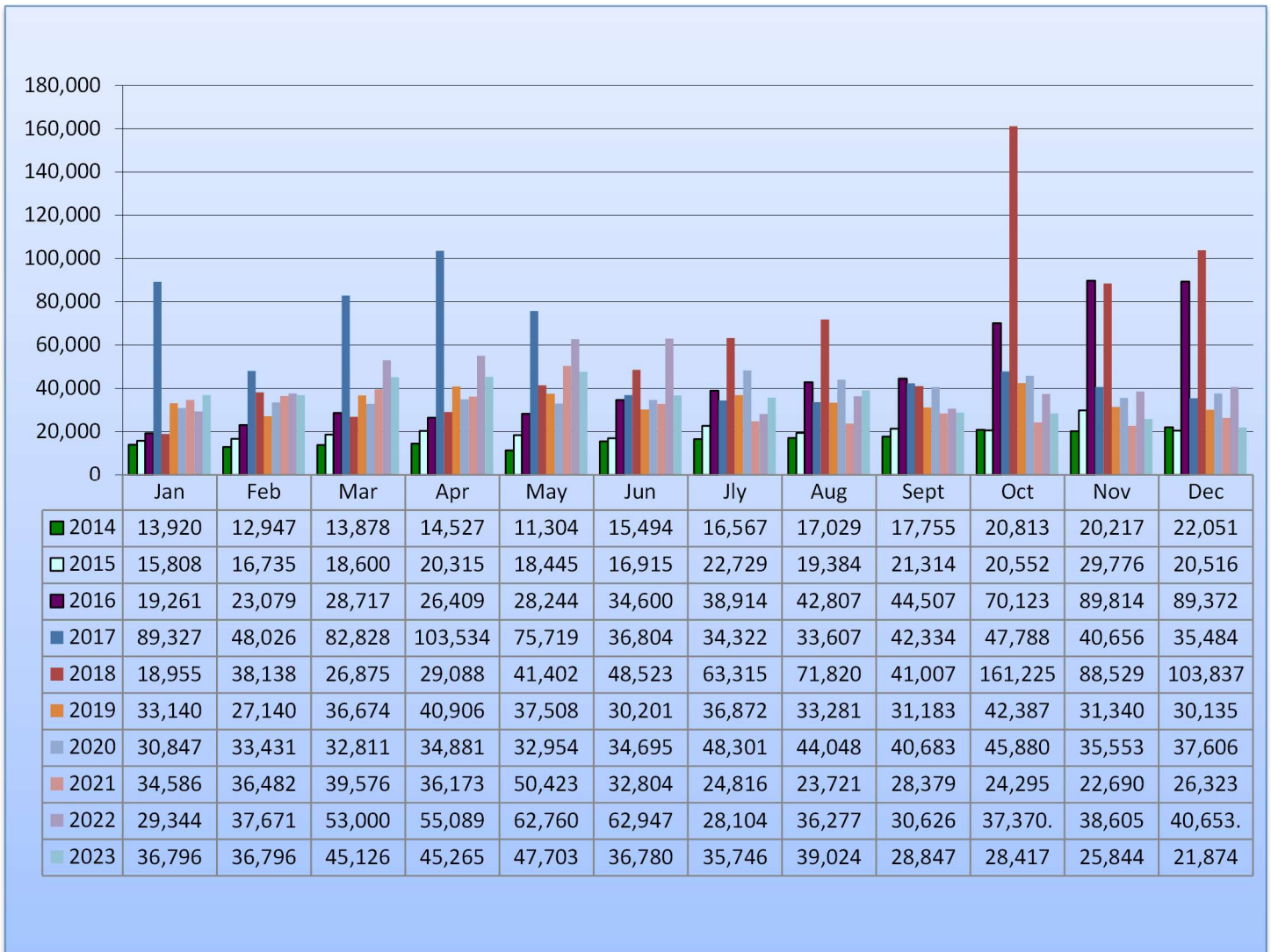
[Valuing Diversity in the Work Place](#)

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





## INSIDE MONTHLY HOURS REPORT







**February 5-7, 2024**

WIN and Future Leaders  
Atlanta, GA

**February 14-17, 2024**

Wine and Wisdom  
Allegretto Resort  
Paso Robles, CA

**February 21-23, 2024**

Association Executives Institute  
San Diego, CA

**March 15-16, 2024**

Chapter Education Class  
Vespera Hotel  
Pismo Beach, CA

**April 15-17, 2024**

NECA Emerge  
Las Vegas, NV

**May 10, 2024**

Tri-County JATC Graduation  
Hyatt Hotel  
Monterey, CA

**June 25-28, 2024**

Tri-District Meeting  
Banff, Canada

**September 27-October 1, 2024**

NECA Convention  
San Diego, CA