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WINE AND WISDOM JUST AROUND THE CORNER

Wine and Wisdom takes place February 12-14, 2025 at Allegretto Resort in Paso Robles. We are thrilled to have our National NECA President, Kirk Davis and his wife Becky, District Nine VP Greg Long and his wife Patti, NECA CEO David Long and his wife Sherri among our guests. We have quite a line up on our agenda again this year and you will have plenty of time for one-on-one conversations with our national team.

As in the past, the wine cave dinner at Eberle Winery will be held on Wednesday evening. On Thursday, our agenda is packed with content including NECA National Staff and Platinum Partners who will give us an

update on the key concerns in our industry.

Gen. Ron Bailey will join us for a leadership training on Thursday. Ron is always one of our most sought after speakers and we are honored to have him join us again this year.

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”! We encourage you to dress as if attending the Derby.

In addition, Todd Stafford and Greg Greiner from the Electrical Training Alliance will give an update on the happenings with the 720 program, CML and other exciting developments.

Spouses will have the chance to decorate their fascinators and Derby hats on Thursday morning while sipping a Mimosa. We will supply everything you need to create your masterpiece!

TO BENEFIT ... PARTICIPATE!

Friday, we will conclude the education with a presentation from Amanda Harbison of Electri and Ryan Courtney from the NECA National Labor Relations Department. Their “not to be missed presentation” and hands on demonstration of how to use Artificial Intelligence (AI) in your business will conclude by noon. **Bring your laptop to participate in this seminar.** See you all in Paso Robles!

Location: Hollywood, FL

This conference is ideal for individuals in diverse roles across NECA member companies and chapters who are eager to enhance their leadership and communication skills, both personally and professionally. A schedule of events can be found [here](#).

The Women in NECA Leadership Conference requires separate registration. Attendees who participate in Women in NECA and NECA Now will receive a refund for the WIN registration fee once they have scanned into both meetings.

Please contact Jerri at the chapter office to register.



NECA NOW 2025 AND WIN REGISTRATION OPEN

NECA Now offers a dynamic platform for leadership and personal development featuring presentations from renowned experts. Attendees can explore a diverse range of current topics including recruitment, culture, change management, and personal development. The event also provides valuable opportunities to network, build meaningful connections and gain insights from industry peers.

Dates: April 7 – 9, 2025

The **Women in NECA (WIN) Leadership Conference** is dedicated to empowering women in the electrical construction industry. Designed as a space for connection, growth, and inspiration, this conference provides unparalleled peer-to-peer networking opportunities for women navigating a traditionally male-dominated field.

Dates: April 6 - 7, 2025
Location: Hollywood, FL

Participants will engage in dynamic workshops and impactful general sessions that tackle critical topics such as power dynamics, effective negotiation strategies, and leadership development. Attendees will leave equipped with practical tools, actionable insights, and an expanded professional network to thrive in their careers.

OSHA 300A FORM

REMINDER: The deadline to file your 2024 [Form 300A data](#) (Summary of Work-Related Injuries and Illnesses) with OSHA is March 2, 2025. Also, don't forget to post your 300A summary at workplace between February 1 and April 30 of this year.

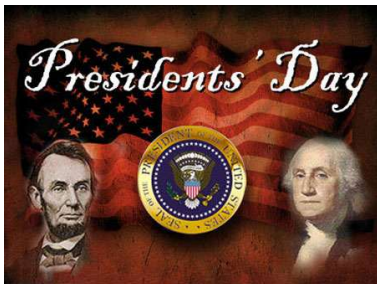
DOCUMENT CRUNCH WEBINARS

As a Monterey NECA Member, your company has access to the Document Crunch Platform through 2025. Document Crunch analyzes and summarizes your contracts and project documents to make them easy to understand, negotiate and execute by the book, ensuring better project outcomes.

During 2025, Document Crunch will be hosting four webinars, providing valuable

tools and insights to help strengthen your contracts and business practices. Please mark your calendars:

- 1st Quarter: Thursday, February 13th at 12:00 PM PST - *Making an Addendum Template*
- 2nd Quarter: Thursday, May 29th at 12:00 PM PST - *How to Redline (including brainstorming with chat and using ELECTRI Good/Medium/Deficient Process)*
- 3rd Quarter: Thursday, August 21st at 12:00 PM PST - *How to Request and Review a Prime Contract to a Subcontractor's Advantage*
- 4th Quarter: Thursday, November 6th at 12:00 PM PST - *How to Create a Contract Playbook/Review Guide for Your Business (consistent review process + sample smart)*



2025 MATH FUN FACT

Love math? Here's a great one for the start of the year: Did you know the number 2025 is a square number? The last year that was a square was 1936, and the next one won't be until 2116. But wait. It gets even cooler. If you add up all the numbers 1 through 9 you get the square root of 2025. And there's more. If you take the numbers 1 through 9 and cube each one and add them together, you get 2025. Another thing: if you add 20 and 25 you get 45, which is the square root of 2025. Finally, 2025 is also a Farhad Number, which means it is divisible by the sum of its digits!

POLITICO ALERT

www.PoliticoOnline.com "Connecting you to California"
1127 11th St, Suite 747 / Sacramento, CA 95814 / (916) 444-3770 / FAX (916) 442-8437

NECA Sponsors Legislation to Cap Retention on Private Construction Contracts at 5%

On behalf of the National Electrical Contractors Association (NECA), [Senator Dave Cortese \(D-San Jose, CA\)](#) has introduced [SB 61](#), to establish a 5% cap on retention for private construction contracts in California. This measure aligns private project retention practices with the successful 5% cap already in place for public works in the state, addressing financial strain and

cash-flow challenges faced by contractors statewide.

Retention, or retainage, is a standard industry practice where a portion of progress payments—typically 10% on private projects—is withheld until project completion. However, this excessive withholding creates significant financial burdens, particularly for subcontractors and small businesses operating on tight profit margins. By capping retention at 5%, SB 61 will bring much-needed relief and promote a fair and sustainable construction environment.

Key Benefits of SB 61:

- **Improved Cash Flow:** Contractors can maintain a healthier financial position, ensuring timely payment of wages, benefits, and reinvestment in future projects.
- **Reduced Financial Strain:** Lower retention requirements will decrease reliance on high-interest credit lines, reducing overall project costs.
- **Fairness and Predictability:** A standardized policy provides contractors with consistency and the ability to better manage financial resources.

California has successfully implemented a 5% retention cap on public works projects

since 2011, with no adverse impacts. More than 20 other states, including New York, Nevada, Oregon and Washington, have adopted similar policies for private construction, further demonstrating the viability and benefits of this approach.

About SB 61:

This legislation seeks to level the playing field for contractors, especially small and emerging businesses, by addressing cash flow challenges that hinder growth and job creation. The bill will help contractors remain financially stable, ensuring they can continue delivering high-quality work without unnecessary financial obstacles.

Take Action to Support SB 61:

We are urging all NECA contractors to use our [grassroots advocacy page](#) to send a preformulated email to their elected officials and Governor Newsom, asking them to support SB 61.

Take action TODAY and voice your support for SB 61: [CLICK HERE](#)

HEALTH CARE CORNER

Employers hiring participants of the LU #234 Health Plan may be asked about the benefits of the Health Reimbursement Account.

Here's what you can pass along to your employees:

The HRA is a Health Reimbursement Account that is a member benefit. You must be an eligible participant in the IBEW Local 234 Health and Welfare Plan to have and use the HRA/BennyCard. The purpose of the HRA is to help offset some of your out-of-pocket health care costs while working and to save for the cost of health and welfare in retirement.

- Use the HRA/BennyCard to cover the cost of health care co-pays, prescription medication co-pays, dental and vision co-pays and costs not covered by the plan.
- Over the counter medications, such as Tylenol are now covered. As well as menstrual products and body support products such as ace bandages.
- Vitamins are NOT covered unless you have a written prescription from your doctor.
- You can also use your HRA/BennyCard to pay a self-payment to continue your health care coverage.
- The HRA is funded based on hours you work multiplied by the

HRA hourly contribution rate. HRA contributions are shown on your statement.

- To view your balance and account activity, manage your card, request reimbursements online, and more, log on to the Wex web portal <https://fundoffice.lh1ondemand.com> or download the app "BeneSys Member Reimbursement".

If you have questions regarding the HRA or BennyCard, please contact Member Services at (408) 588-3753 or reach out to me, your nurse health advocate, and I will be happy to assist you.

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 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 February 8, 2025. 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.)

INTRODUCTION TO BLUE BEAM

Monday, February 24th 6pm-9pm with instructor, Andy Hartmann

CONFINED SPACE AWARENESS TRAINING

Saturday, March 1st
8am-4:30pm (30 min break for lunch – lunch NOT provided)

***DEADLINE to sign up: by no later than 5pm Tuesday, February 18th
Sign-up is required – not a drop-in 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. If you are interested in taking our online OSHA 10 course, we will be taking sign-ups between now and January 31st. All who sign up will be required to complete the course no later than February 28th. Online access codes will be available and emailed after the first of the new year – along with further class completion instructions.

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



CLASS COMPLETIONS

CPR/First Aid
12/14/24

Roberto Alanis, Gilberto Espindola, Andy Hartmann, Angel Lopez Magana, Ernie Magallan, Lee Harry Markowitz, Sam Martinez, Robert Meloney, Alfredo Nicolosi, Chris Olsen, Josiah Ramos, Jaime Urzua, and Philip Villaneda



CAL/OSHA INCREASES PENALTIES

On January 1, 2025, the Department of Industrial Relations' (DIR) Division of Occupational Safety and Health (OSHA) increased penalties for certain violations. For citations issued on or after January 1, 2025, the maximum penalties for violations as regulatory, general, willful, or repeat are as follows:

- The maximum penalty for general and regulatory violations, including posting and recordkeeping violations, is \$16,285.
- The maximum penalty for willful and repeat violations is \$162,851.

- The maximum penalty for violations classified as serious is \$25,000; it did not increase.
- The minimum penalty for willful violations is \$11,632.

The annual increase is required by law and was enacted by the California Legislature in 2017. This legislation authorizes increases in certain minimum and maximum civil penalties, making them consistent with federal OSHA's civil penalties. The increase is based on the Bureau of Labor Statistics' report on the October Consumer Price Index for All Urban Consumers each year. This year's adjustment for inflation rate was approximately 2.6%.

POST 2024 ANNUAL SUMMARY FOR CAL/OSHA REQUIREMENTS

Cal/OSHA is reminding employers in California to post their 2024 annual summary of work-related injuries and illnesses by February 1, 2025. The Form 300A summary must be posted each year from February 1 through April 30.

The annual summary must be placed in a visible and easily accessible area at each worksite. This helps ensure workers are aware of work-

related injuries and illnesses that occurred the previous year. Employers are required to complete and post Form 300A even if no workplace injuries or illnesses occurred. Instructions and form templates are available for download from Cal/OSHA's [Record Keeping Overview](#). The overview gives instructions on completing both the log (Form 300) and annual summary (Form 300A) of work-related injuries and illnesses.

Current and former employees and their representatives are entitled to a copy of the summary or the log upon request.

Many employers in California must also comply with [electronic submission of workplace injury and illness records](#) requirements by March 2 each year. Cal/OSHA has posted details on which employers are required to submit the electronic reports as well as other information online. To be recordable, an illness must be work-related and result in one of the following:

- Death
- Days away from work
- Restricted or transfer to another job
- Medical treatment beyond first aid
- Loss of consciousness

- A significant injury or illness diagnosed by a physician or other licensed health care professional



NEW ACA REPORTING AND PENALTY RULES

Two new federal laws bring good news to employers subject to reporting and other requirements under the Patient Protection and Affordable Care Act (ACA). President Biden approved laws in December that not only ease the burdens of furnishing copies of IRS Forms 1095-B and 1095-C to applicable individuals, but also give applicable large employers (ALEs) new protections related to employer shared responsibility (ESR) penalty assessments. Fisher Phillips has compiled a list of the "Five New ACA Reporting and Penalty Rules Employers Will be Happy About."

[Click Here for Full Article](#)



Five Minute Meeting:

Topic: PG&E Applicant Installer Pre-Qualification Requirements

Date: 10/15/2024

Audience: PG&E Applicant Installers, Gas and Electric Inspectors, Job Owners, and Clerical teams supporting new business installations

The key thing you need to know

Natural Gas and Electricity are both hazardous commodities that can result in hazards to installers, the public, and the environment if not installed, tested, and commissioned in accordance with PG&E Standards and Procedures.

Effective March 1, 2025, all Applicants and/or their Contractors installing PG&E facilities (*Applicant Installers*) must be Pre-Qualified by PG&E in order to ensure the safety, quality and compliant installation of facilities to be owned and operated by PG&E. In addition, all applicant installers installing gas facilities must have programs and documentation in place to meet 49CFR Part 199 Subparts B and C of the Department of Transportation Pipeline and Hazardous Materials Safety Drug and Alcohol Testing.

Why it matters to you

Applicant Installers will no longer be able to install PG&E facilities without obtaining and maintaining PG&E's Pre-Qualification "Safety, Quality, and Conduct Assessment" (SQCA) in Onboard Learning Management System by Industrial Training Services (ITS).

Prior to performing inspections on applicant-installed facilities, PG&E inspectors must validate that applicant installer personnel have completed PG&E's pre-qualification assessment by scanning the individuals ITS wallet Card (see job aid page 4 of this document)

Key discussion points

- Each applicant installer contractor will be required to register and create an account with ITS (see job aid page 5 of this document) Each individual performing or documenting work to install PG&E facilities (laborers, operators, welders, fitters, field engineers, etc.) will be required to complete an individual SQCA, available starting 11/15/24. Each individual successfully completing the assessment will be issued an ITS Wallet Card with a QR code that can be scanned by PG&E inspectors using a smart phone device to view and validate the pre-qualification in the field. For individuals and homeowners installing PG&E facilities for which the applicant, installer, and customer are one in the same, please reach out to PG&EApplicantInstallerPreQual@pge.com to obtain an ITS profile 12 weeks prior to pre-construction meeting (*Note: applicant installers already maintaining OQs required for gas installations in ITS will be able to use their existing account and wallet cards by simply adding the SQCA to the student's profile*)
- Each Applicant installer installing gas facilities will also be required to register with National Compliance Monitoring System (NCMS) and submit documentation supporting a compliant drug and alcohol testing program for any individual performing an Operator Qualified (OQ) covered task. (see job aid page 6 of this document) You must register with ITS and complete the SQCA prior to being approved to register with NCMS (*Note: NCMS is integrated with ITS to provide evidence of the individuals*)

compliance with drug and alcohol testing on the ITS wallet card)

The comprehensive list of Pre-Qualified Applicant Installers (*and designers*) can be found at [Applicant Designer and Installer Qualification Program \(pge.com\)](https://www.pge.com)

- **PG&E reserves the right to revoke applicant installer pre-qualification and ability to install PG&E assets for willful, serious, or repeated breaches of safety, poor quality, non-compliant work, or breaches of conduct. Breaches of conduct include, but are not limited to, disrespectful, offensive, or intimidating language or behavior towards PG&E personnel. Reinstatement of pre-qualification status will be considered upon submittal and adherence to a documented corrective action plan.**

Questions to ask for understanding

Q: How is the Pre-Qualification Safety, Quality, and Conduct Assessment administered?

- A. The assessment is a self-guided, web-based training in ITS followed by a short quiz. Upon passing the quiz, the individual's wallet card data will be updated to show the individual is pre-qualified to install PG&E facilities. The assessment is available in both English and Spanish and is designed to be completed in less than 30minutes.

Q: I'm a PG&E inspector, when should I scan the applicant installer's ITS wallet card?

- A. Ideally, scan the wallet card at the pre-construction meeting, but at a minimum the pre-qualification must be scanned prior to accepting work performed by the applicant installer.

Q: I'm a PG&E inspector, how often should I scan the applicant installer's ITS wallet card?

- A. Prior to accepting work on each and every inspection in case an applicant installer's pre-qualification status has been revoked.

Q: I'm a PG&E inspector, I scanned the applicant installer's wallet card, but no pre-qualification showed up and they are adamant they took and passed the assessment for pre-qualification.

- A. ITS is the system of record and the pre-qualification must be present when scanned to be valid. Refer the applicant installer back to their ITS administrator to resolve if the records are not populating.

Q: The applicant installer misplaced their badge, but they are adamant they are pre-qualified.

- A. The ITS GO app (available through the app store) can be used to validate the pre-qualification by searching for the individual by name and company. See separate communication for "5MM ITS GO App Release for OQ"

Q: Is the Pre-Qualification an individual or company level qualification?

- A. The assessment must be completed at an individual level, but the pre-qualification can be revoked at the individual and/or employer level.

Q: Where will these requirements be formally documented?

- A. The January publication of the Greenbook will include the pre-qualification requirements

Q: I'm a job owner, but I'm not sure how this impacts me. What should I expect?

- A. It's important to communicate with the applicants that you work with to ensure they are aware of the change in requirements when entering into contract, throughout the job progress, and again at the pre-construction meeting. It's also important to note that for jobs where the applicant, installer, and customer are one in the same, the Job Estimate needs to include ITS administration costs. Please refer to the internal PG&E Applicant Installer Pre-Qualification Teams page for up-to-date estimates. Impacted stakeholders will receive an invite to the page at a later date.

Q: My job is currently in construction but will not be finished before the effective date. Will these prequalification requirements apply to my project?

- A. Yes, these requirements will be effective for any work performed after March 1st. If an installer chooses not to proceed with becoming pre-qualified, then an alternate pre-qualified installer will need to be onboarded to the project. If there are extenuating project circumstances for electric only facilities, please reach out to PG&EApplicantInstallerPreQual@pge.com for guidance.

Q: What sort of activities could lead to pre-qualification removal?

- A. Willful safety violations that put any workers or facilities in a situation that is immediately hazardous to life and health.
- B. Repeated failures by the same individual/company documented on inspection logs where ample coaching by PG&E has been provided
- C. Bullying, intimidating, or arguing with an inspector for failing an inspection.
- D. Repeated instances of scheduling inspections and having no work to inspect or last-minute cancelations in an attempt to monopolize inspection time slots on the calendar.
- E. Over pressurized air test
- F. Willfully concealing damage to PG&E facilities caused by the installer
- G. Modifying or falsifying inspection records or installer qualifications/Span of Control

Who do I contact with questions?

For General Applicant Installer Pre-Qualification Questions

PG&EApplicantInstallerPreQual@pge.com

For Gas DOT Compliance

DOTContractorCompliance@pge.com

For Gas Operator Qualifications

OQPgmMgr@pge.com

Job aid: How to scan ITS wallet Cards

Audience: Applicant Installers, PG&E Gas and Electric Inspectors

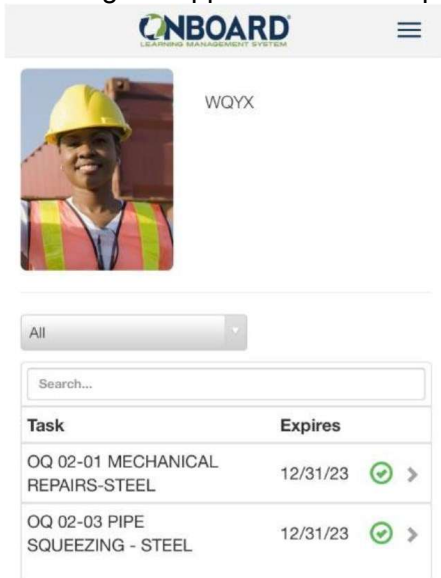
Step 1 – Download “QR reader for iPhone” app from Apps@Work (PG&E employees only) or simply utilize the camera on your smart device



Step 2 – Scan the QR code on the applicant installers e-wallet card using the QR reader or Camera



Step 3 – The qualification details will be displayed on the smart device after the e-wallet card is scanned including the applicant installers pre-qualification and DOT status



Job aid: How to create an account and register with Industrial Training Services (ITS)

Audience: Applicant Installers

Skip this step if you already have an ITS account for Operator Qualifications when installing gas facilities; simply profile your students for the SQCA



G&E Applicant Installers will need to contact Sales@ITS-Training.com or call 270-753-2150 Ext 100 to begin the agreement process.

- ITS Contracts Department will send an information form to each contractor to complete in Panda Docs.
- Once completed, ITS will send an agreement for signature.
- Contractor must provide a copy of their Certificate of Insurance (COI) showing a minimum of \$1,000,000 per occurrence for General Liability Insurance.
- Set-Up Fee \$350 (must be paid prior to account creation plus a minimum of 1 Admin)
- Fees: Admin \$150, Student \$80, Inactive \$10, eWallet card \$10 + Shipping
- Questions for ITS regarding set-up? Email Sales@ITS-Training.com
- Once the set-up fee is paid, the company will be created. The Admin will need to attend an Admin Training session before gaining full access to OnBoard.

Job aid: How to create an account and register with National Compliance Monitoring System (NCMS)

Audience: Gas Applicant Installers

Who We Are:

National Compliance Management Service (NCMS) provides contractor monitoring services for Pacific Gas & Electric (PG&E). We will review your company's drug testing program to ensure it meets the DOT/PHMSA expectations, which PG&E is held to. If your company does not already maintain an acceptable testing program, we can help guide you in the direction of starting an acceptable testing program.

Monitoring Process:

Before we can monitor your company, we need the approval of PG&E. Upon successful completion of the Safety, Quality, and Conduct Assessment in ITS, your company contacts will receive an engagement email from pipelinesafety@nationalcompliance.com within 10 business days. The email your company will receive will provide step by step directions on how to obtain access to our website and complete our online audit process.

The first step in this process is subscribing to the NCMS website – www.nationalcompliance.com (this process will be detailed in the engagement email sent from NCMS). Once subscribed, your company will receive a username and a website link, via email. The website link will need to be utilized to establish a password for your new NCMS website credentials. Once credentials have been established, your company will be able to access the audit request and supply NCMS with the requested information. All information your company supplies will be reviewed and either be approved or rejected. If rejected, NCMS representatives will provide guidance on the shortfalls and your company will have the opportunity to resolve any issues.

Once the audit has been completed, your company must continue to maintain their NCMS platform and complete any NCMS requests, which will be sent from NCMS throughout the year via email.

Contractors that are not familiar with running a compliant DOT testing program often choose to utilize a third-party administrator (TPA), who assists contractors in establishing and maintaining a compliant drug and alcohol testing program and also assists contractors in completing the NCMS program review. NCMS works closely with Pipeline Testing Consortium (PTC), who has established a number of processes that aid their contractor clients with their testing programs. If your company is interested in the services PTC offers, contact info@pipelinetesting.com or call 800-294-8758 Ext 1.

National Compliance Management Services (NCMS)

Pipelinesafety@nationalcompliance.com

620-669-0954

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](#)



[NECA Now](#) is a dynamic event for leadership and personal growth, offering expert talks on recruitment, culture, and more. Network, connect, and learn from industry leaders!

This conference boasts four distinct tracks that delve into talent acquisition, development, culture, and change management, all while enjoying the warm sunshine and beaches.

Lead, Learn, and Relax by the Beach 

[Learn More](#)

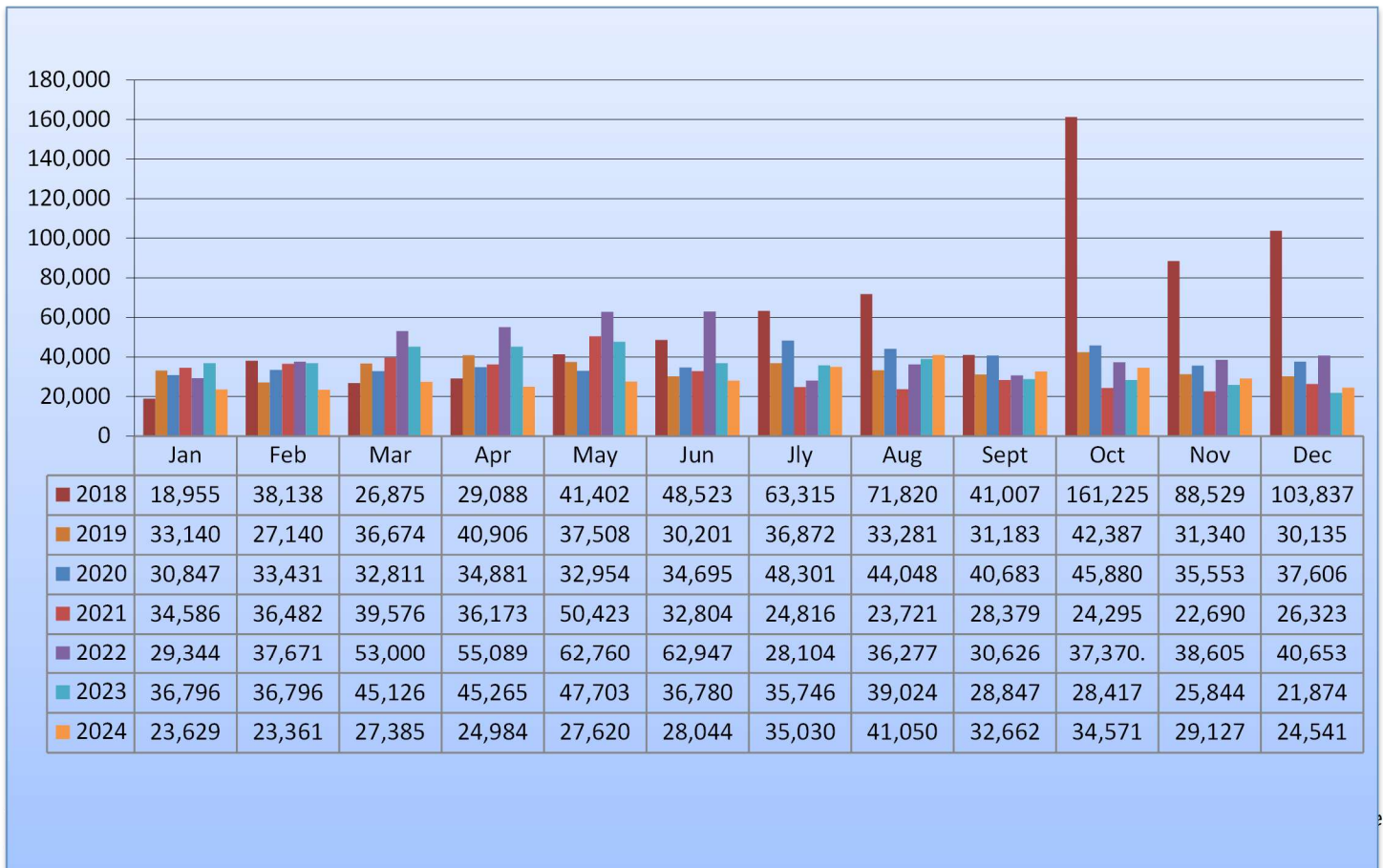
JATC INSTRUCTORS NEEDED!

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 85 on Book 1, 172 on Book 2, 42 on Book 3 and 13 on Book 4. There is 1 Book 1, 0 on Book 2, 2 on Book 3 and 0 on Book 4 for Sound & Comm. There are 0 CE's on Book 1 and 0 on Book 2, 65 CW's on Book 1 and 0 CW's on Book 2 and 0 on Book 0 available. ***There are 4 Inside apprentices available for work at this time.***

INSIDE MONTHLY HOURS REPORT



UPCOMING EVENTS

February 12-14, 2025

Wine and Wisdom
Allegretto Resort
Paso Robles, CA

February 19-22, 2025

Future Leaders
Nashville, TN

March 3-5, 2025

Association Executives Institute
Chicago, IL

April 6-7, 2025

Women in NECA (WIN)
Hollywood, FL

April 7-9, 2025

NECA Now
Hollywood, FL

May 19-21, 2025

Safety Professionals Conference
Des Moines, IA

August 13-16, 2025

District 9 Meeting
Turtle Bay, HI

September 12-15, 2025

NECA Convention
Chicago, IL