



January, 2022

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TO BENEFIT ... PARTICIPATE!

2021-2022 EDITION MANUAL OF LABOR UNITS AVAILABLE

The NECA Manual of Labor Units has been the estimating resource of choice for electrical contractors since 1923 and we are excited to announce the launch of the 2021-2022 edition! This edition features new labor units for cable bus, conduit tags, all-threaded hanger rods,

coaxial cable, traffic light camera controls and much more.

To provide all NECA members with more options, we're also excited to announce new options for referencing the MLU: in addition to the print, PDF, and companion subscription to TRASER formats, we are releasing an all-new web subscription to enhance user experience. The subscription features the ability to export sections to excel, utilize calculators, customize column factoring and more.

Each NECA member company is able to request a free copy of the MLU each cycle and we're providing more value than ever this year—each NECA member company will get one seat of access to the new web subscription (a \$385 value)! This subscription will provide access over the life of this edition of the MLU with 2 years of access to the labor units!

Accredited Representatives will receive an email with access instructions to this new system within the next two weeks. Please contact education@necanet.org with questions.

In addition to the subscription, the PDF of the Manual is currently available for sale in the [NECA Store](#).

MINIMUM WAGE INCREASE IN CALIFORNIA

California's minimum wage will increase on January 1, 2022, to \$15.00/hour for employers with 26 or more employees, and \$14.00/hour for employers with 25 or fewer employees. In 2016, California became the first state in the nation to commit to raising the minimum wage to \$15 per hour statewide by 2022 for large businesses and by 2023 for small businesses.

Schedule for California Minimum Wage Rate

| Date | Minimum Wage for Employers w/26 or more Employees | Minimum Wage for Employers w/25 or Fewer Employees |
|-----------------|---|--|
| January 1, 2022 | \$15.00/hour | \$14.00/hour |
| January 1, 2023 | \$15.00/hour | \$15.00/hour |

State law requires that most California workers be paid the minimum wage. Some cities and counties have a local minimum wage that is higher than the state rate. Those counties can be found [here](#).



IBEW 234 ADDS NEW 401(k) FOR INSIDE WIREMEN

This article appeared in our December issue...but just in case you missed it....

During our last negotiations, a new 401(k) feature was agreed upon by the parties. Notification has been sent to all employers advising them of the new program. The following is information for your bookkeeping department. Should any employees have questions regarding this new program, please ask them to contact Natasha at Local #234 for details and assistance.

"We are pleased to announce that IBEW Local Union No. 234 will be participating in the National Electrical 401(k) Plan (NEFP)

Contractors: You will be able to submit the employee's elective deferrals through the NECA-Star transmittal benefit reports that you are currently using.

Important Information for payroll:

An employee's contributions to the NEFP 401(k) plan are not subject to Federal or State income tax withholding at the

time of deferral and they are not reported as taxable income on the participant's individual income tax return.

However, the elective deferrals are still subject to withholding for:

- Social Security (FICA)
- Medicare
- Federal Unemployment Tax Act (FUTA) taxes
- State Disability Insurance

For example: If a participant's gross earnings are \$1,000.00 and the participant elected to defer

\$5.00 to the 401 (k) plan, then the full \$1,000.00 would be subject to withholding for Social Security, Medicare, and FUTA taxes as well as State Disability. However, only \$995.00 would be subject to federal or state income tax withholding.

The participant's Form W-2 Box 1 (wages) amount should not include any of the pre-tax contributions that were made to the 401(k) plan.

However, the wages reported in Boxes 3 & 5 (Social Security and Medicare wages, respectively) should reflect the employee's gross wages (because they would include the contributions that the participant made to the 401(k) plan)

The amount reported in Box 12, Code D of the Form W-2 should show the elective

deferral amount (i.e., the amount the participant contributed to the 401(k) plan).

NEBF RETURN TO WORK EXTENDED

The Trustees of the National Electrical Benefit Fund (NEBF) and the National Employees Benefit Board have approved a *temporary* Return to Work Amendment to the Plan of Benefits for the NEBF. This temporary amendment permits certain eligible retirees to return to covered and contributory employment for a period of time without a loss of pension benefits from the NEBF.

The temporary amendment is for the period of **January 1, 2022 through December 31, 2022**. Please read the attached notice carefully as this amendment does not apply to all retirees or to all electrical employment.

Also, in an effort to assist participating JATCs with utilizing pre-age 65 retirees as instructors, the Trustees have approved pre-age 65 retirees with a pension effective date during calendar year 2021 to utilize this amendment as long as they are working as an instructor in a JATC where such instructors are contributed on. **As with the regular amendment, the JATC amendment also does not apply to retirees receiving a disability benefit.** In addition to the normal procedure explained in the

attached notice; the **only** additional requirement is that the individual must completely retire for one full month before returning as an instructor.

NEBF eligible retirees will receive a copy of the notice which will be mailed this month. We wanted you to have this information in advance should you receive any questions from your members.

Should you have any questions, please contact the NEBF at 301-556-4304.

Thank you,

Trustees of the National Electrical Benefit Fund

UPCOMING ETS UPDATE WEBINAR

Monday, January 10, 2022 |
1:00 - 2:30 PM ET

Join us for an updated ETS Q&A with Jef Fagan and Conn Maciel Carey LLP. NECA has been working closely with Conn Maciel Carey LLP. His practice focuses exclusively on issues involving occupational safety and health law. In this presentation, we will discuss the updates on the ETS as well as field a Q&A following the update.

Speakers:

Jef Fagan – NECA

Eric Conn - Conn Maciel Carey

Aaron Gelb - Conn Maciel Carey

Kathryn McMahon - Conn Maciel Carey

Fern Fleischer-Daves - Conn Maciel Carey

Speaker Bios:

Jef Fagan has extensive experience in labor and employment law. He has counseled both public and private employers on a wide variety of employment issues, including employment discrimination, wage and hour, employment agreements and restrictive covenants, recruitment, discipline, termination, and compliance with civil rights laws. Jef also has extensive experience in the representation of management in traditional labor matters on issues involving union management, collective bargaining, and unfair labor practice charges.

Eric J. Conn is a founding partner of Conn Maciel Carey and Chair of the firm's national OSHA • Workplace Safety Practice Group. His practice focuses exclusively on issues involving occupational safety and health law. Before launching his own OSHA Practice, Mr. Conn practiced for more than a decade alongside the former first General Counsel of the OSH Review Commission. Mr. Conn and his OSHA Team at

Conn Maciel Carey develop safety and health regulatory strategies for employers across all industries.

Kathryn M. McMahon is a partner in Conn Maciel Carey's Washington, DC office. She focuses her practice in the areas of occupational safety and health (OSHA) law and environmental law.

Aaron Gelb is a partner in Conn Maciel Carey's Chicago office where he regularly advises and represents clients in relation to inspections, investigations, and enforcement actions involving federal OSHA and state OSH programs while managing a full range of litigation against OSHA. Mr. Gelb also litigates EEO matters in federal and state courts (having tried several cases to verdict) and defends employers before the EEOC and fair employment agencies across the country.

Fern Fleischer-Daves is Of Counsel to Conn Maciel Carey, providing advice on environmental, safety and health, and product stewardship matters. She specializes in compliance with federal regulations promulgated by EPA, OSHA, MSHA, DOT, CPSC and FDA.

Course Length: 1.5 Hours
<https://courses.necanet.org/course/session/details/953>

NECAnet.org

It's finally here!! NECA has launched a new experience on necanet.org. Beyond a redesign, this new website will provide users with brand-new ways to interact with NECA's web resources.

A video has been made available to help you log in. [Click on this link to view this helpful video.](#) If you have difficulty logging into the new system, please free to contact us for assistance.

CONGRATULATIONS TO THOSE COMPLETING CLASSES

No Classes were held during december due to the holidays but will resume in January.



UPCOMING CLASSES OFFERED THROUGH THE JATC

All upgrade classes have gone back to 100% in-person learning at the training center

SIGNIFICANT CHANGES TO THE NEC

Significant Changes to the 2017 NEC with David Martinez will be held in December. Please contact Stacy for date and time.

FIRST AID/CPR

First Aid/CPR will be offered on **Saturday, January 22nd 8am – 2pm** with CPR / First Aid with instructor, Merralinda Goddard. To sign up for the class, please contact Stacy at the JATC office.

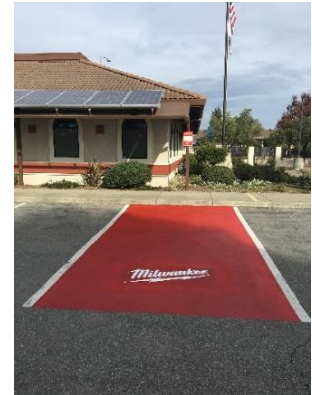


MILWAUKEE APPRENTICE OF THE MONTH

We would like to congratulate third year apprentice **Rigo Gardia** for being selected the Apprentice of the Month for December 2021! Milwaukee Tools has provided a reserved parking place for the month and will also be presenting him with a Milwaukee gift.

The JATC selects one apprentice in the program based on attitude, performance and

participation in the classroom and on the job. Congratulations and thanks to Milwaukee Tools for their continued support!



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](#)

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, 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 26 on Book 1, 79 on Book 2, 18 on Book 3 and 11 on Book 4. There are 0 on Book 1, 1 on Book 2, 1 on Book 3 and 0 on Book 4 for Sound & Comm. There is 1 CW on Book 1 and no CE's available. There is 1 Inside apprentice available for work at this time. Should you need an apprentice, be sure to contact Stacy at Stacy@tricountyjatc.org

A MESSAGE FROM RASHA

Pandemic Update:

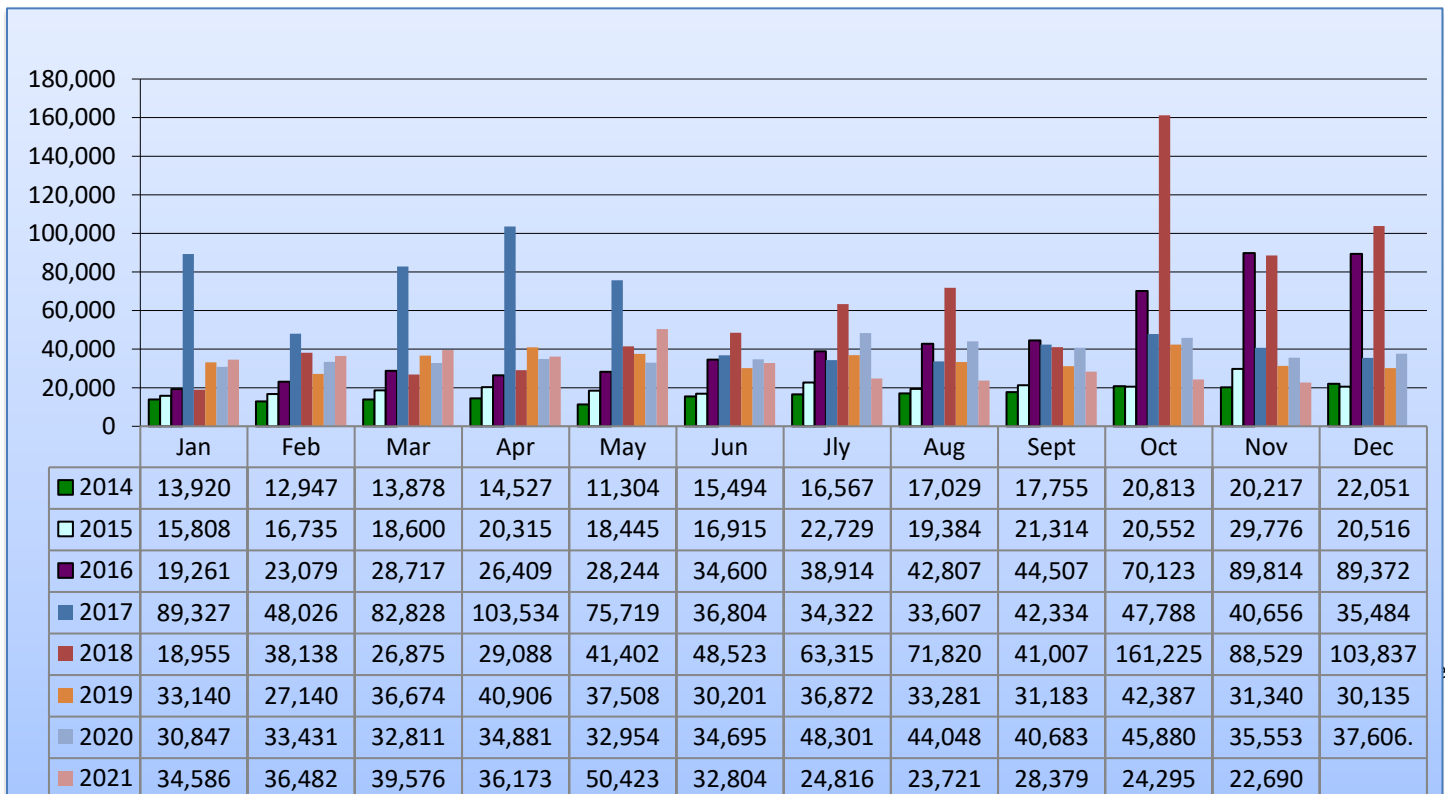
This season, the coronavirus has yet to be defeated and there are some regions where the number infected has risen. Some of the employers may require weekly testing for those who are not vaccinated. Here are some wallet-friendly options nearby. Please refer to :

<https://www.anthem.com/ca/coronavirus/>
for more resources.

Please be sure to pass this information along to anyone of need. For further questions please don't hesitate to call (831)731-0460

Rasha Wilson, MSN BSN

INSIDE MONTHLY HOURS REPORT



HAPPY NEW YEAR
2022

January 8, 10, 11, 13, 2022

JATC Interviews
Training Center
Castroville, CA

January 19-21, 2022

Electri International
San Diego, CA

January 24-27, 2022

IBEW-NECA Benefits Conference
St. Petersburg, FL

February 20-22, 2022

Association Executives Institute
Austin, TX

March 22-25, 2022

District Nine Meeting
Indian Wells, CA

May 20, 2022

JATC Graduation
Tides Hotel
Monterey, CA

October 15-18, 2022

NECA National Convention
Austin, TX