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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”! We encourage you to dress as if attending the derby!

Friday, we will conclude the education with a presentation from Amanda Harbison of Electri. Her not to be missed

presentation and hands on demonstration of how to use AI in your business will conclude by noon. Bring your laptop to participate in this seminar. Please mark your calendar and plan to join us for this fun event!



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
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 (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.

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.

CONTRACTOR GUIDELINES DURING UNION ELECTIONS

From time to time, unions engage in the process of electing officers, delegates, and representatives. Federal law requires that contractors and their supervisory personnel remain neutral throughout any such election process. With the Local 302 elections coming up in June, we thought it timely to present some guidelines that contractors and their supervisory personnel should follow.

- Never provide financial assistance to any union representative (aside from regular pay to stewards). ⇒ Never give or promise any type of benefit in exchange for employee's vote.
- Never threaten discharge to influence an employee's vote.
- Never ask employees to dissuade other

employees from voting for a particular candidate.

- Never distribute written materials or make statements to employees which disparage any union representative or candidate for office. Never distribute materials or make statements which favor one candidate over another or which advocate or suggest that employees vote for a particular candidate.
- Never allow business representatives or candidates for office to campaign at the jobsite or place of business. Prohibit the posting of campaign materials.
- Contractors (or contractor associations) may distribute materials to employees containing general factual information such as: the financial health of employee benefit trusts, the impact of a benefit increase on a pension fund's unfunded liability, and the loss of market to open-shop contractors. However, distribution of such materials in close proximity to a union election may be viewed as interfering with the election regardless of intent.



NEBF CHANGES

The Trustees of the National Electrical Benefit Fund (NEBF) and the National Employees Benefit Board have approved the following pension benefit improvements for the NEBF's retirees and beneficiaries.

First, the NEBF's pension benefit multiplier will increase by \$1.00 from \$32.00 to \$33.00, effective January 1, 2025. As such, participants with a pension effective date of January 1, 2025, or later, who have not incurred a "break in service", will have their benefits computed based on \$33.00 per month per benefit service credit. Minimum disability payments for vested participants, who become totally and permanently disabled on or after December 1, 2024, with a pension effective date of January 1, 2025, will be increased to \$660.00 per month.

Second, retirees and beneficiaries on our pension rolls as of December 31, 2024 will receive a one-time 13th payment on or around November 1, 2025.

Finally, a new, optional benefit feature known as the National Electrical Individual Benefit (or "NEIB") has been approved effective January 1, 2025. If adopted by local bargaining parties, the NEIB would provide participants with an additional monthly retirement benefit and more personal planning opportunities. This benefit feature will be funded by employer contributions of at least \$0.50 per hour worked and provide participants with an additional monthly benefit equal to 1.5% of the contributions made on their behalf. The NEBF's actuary projects that the NEIB will further improve the NEBF's funded status over time. Optional, verbatim language for the NEIB is available upon request for any area choosing to participate.

We wanted you to have this information should you receive any questions from your members

Trustees of the National Electrical Benefit Fund

HEALTH CARE CORNER

Back pain is one of the most common reasons people seek medical help or miss work. Back pain ranges from a persistent dull ache to sudden sharp pain and has many causes. Sometimes it results from sprain, fracture, or accidental injuries. It can also stem from

disease, medical condition or being overweight.

Tips to protect your back and prevent back pain:

Do muscle-strengthening and stretching exercises. Experts now know that regular physical activity can help ease inflammation and muscle tension, which cause pain. Check out this link: [Back exercises in 15 minutes a day - Mayo Clinic](#)

Avoid heavy lifting; if you do lift something heavy, bend your knees and keep your back straight. Let your legs do the lifting, not your back. Don't twist your body while lifting. If you can, push rather than pull heavy objects. Pushing is easier on the back.

Aim for a healthy weight; being overweight can strain your back. Extra pounds, especially in your midsection, can make back pain worse by shifting your center of gravity and putting strain on your lower back.

If you smoke, stop. Smoking restricts the flow of nutrient-containing blood to spinal discs, so smokers are especially vulnerable to back pain.

Start with your seat. The best chair for preventing back pain is one with a straight back or low-back support. Keep your knees a bit higher than your hips while sitting. Take microbreaks from

sitting in a chair, 30 min- one-hour intervals.

☐ Sleep well. If you're prone to back pain, sleeping on your side with your knees pulled up slightly toward your chest is sometimes suggested, add a pillow between your knees. If you sleep on your back, put one pillow under your knees.

☐ Pay attention to your posture. Check your posture by standing with your heels against a wall. Your calves, buttocks, shoulders, and the back of your head should touch the wall. You should be able to slip your hand behind the small of your back. Now, step forward and stand normally. If your posture changes, correct it right away.

As a reminder, seek medical attention if pain persists. Consider alternative therapies covered by the Health and Welfare plan, such as: physical therapy, chiropractic services, and acupuncture.

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
in February. Date to be
determined. 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. 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.

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

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.](#)

WORKPLACE LAWS TAKING EFFECT JANUARY 1, 2025

As the year wraps up, Fisher Phillips has put together a cheat sheet rounding up the new workplace laws that will take effect on January 1, 2025. With so many laws about to kick in, it can be hard to keep track of everything. This cheat sheet will provide information on federal and state laws that you'll need to comply with on day one of 2025.

[2025 New Workplace Laws](#)



[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!

[Learn More](#)

IRS STANDARD MILEAGE RATES FOR 2025

The Internal Revenue Service announced that the optional standard mileage rate for automobiles driven for business will increase by 3 cents in 2025, while the mileage rates for vehicles used for other purposes will remain unchanged from 2024.

Optional standard mileage rates are used to calculate the deductible costs operating vehicles for business, charitable and medical purposes, as well as for active-duty members of the Armed Forces who are moving. Beginning January 1, 2025, the standard mileage rates for use of a car, van, pickup or panel truck will be:

- \$0.70 per mile driven for business use
- \$0.21 per mile driven for medical purposes
- \$0.14 per mile driven in service of charitable organizations

The rates apply to fully-electric and hybrid automobiles, as well as gasoline and diesel-powered vehicles.

CA MINIMUM WAGE INCREASES JANUARY 1, 2025

As a reminder, the state minimum wage will increase from \$16.00 to \$16.50 per hour on January 1, 2025. State law requires that most California workers be paid the minimum wage.

The change in the minimum wage also affects the minimum salary an employee must earn to meet one part of the overtime exemption test. Exempt employees are not subject to the payment of overtime for hours worked. An employee must earn no less than two times the state's minimum wage for full-time work to meet this initial requirement of the exemption test. As of January 1, 2025, employees in California must earn an annual salary of no less than \$68,640 to meet this threshold requirement.

Employers must post the Minimum Wage Order and Wage Order applicable to their workplace at a worksite area accessible to employees. The wage orders can be downloaded and printed from the [workplace postings page](#) on the DIR website.

Further, the following jurisdictions have different minimum wage requirements than the State: Belmont, Burlingame, Cupertino, Daly City, East Palo Alto, El Cerrito, Foster City, Half Moon Bay, Hayward, Los Altos, Menlo Park, Mountain View, Novato, Oakland, Palo Alto, Petaluma, Redwood City, Richmond, San Carlos, San Diego (city), San Jose, San Mateo City, San Mateo County (unincorporated), Santa Clara City, Santa Rosa, Sonoma (city), South San Francisco, Sunnyvale and West Hollywood. Information regarding these minimum wage requirements can be found [here](#).

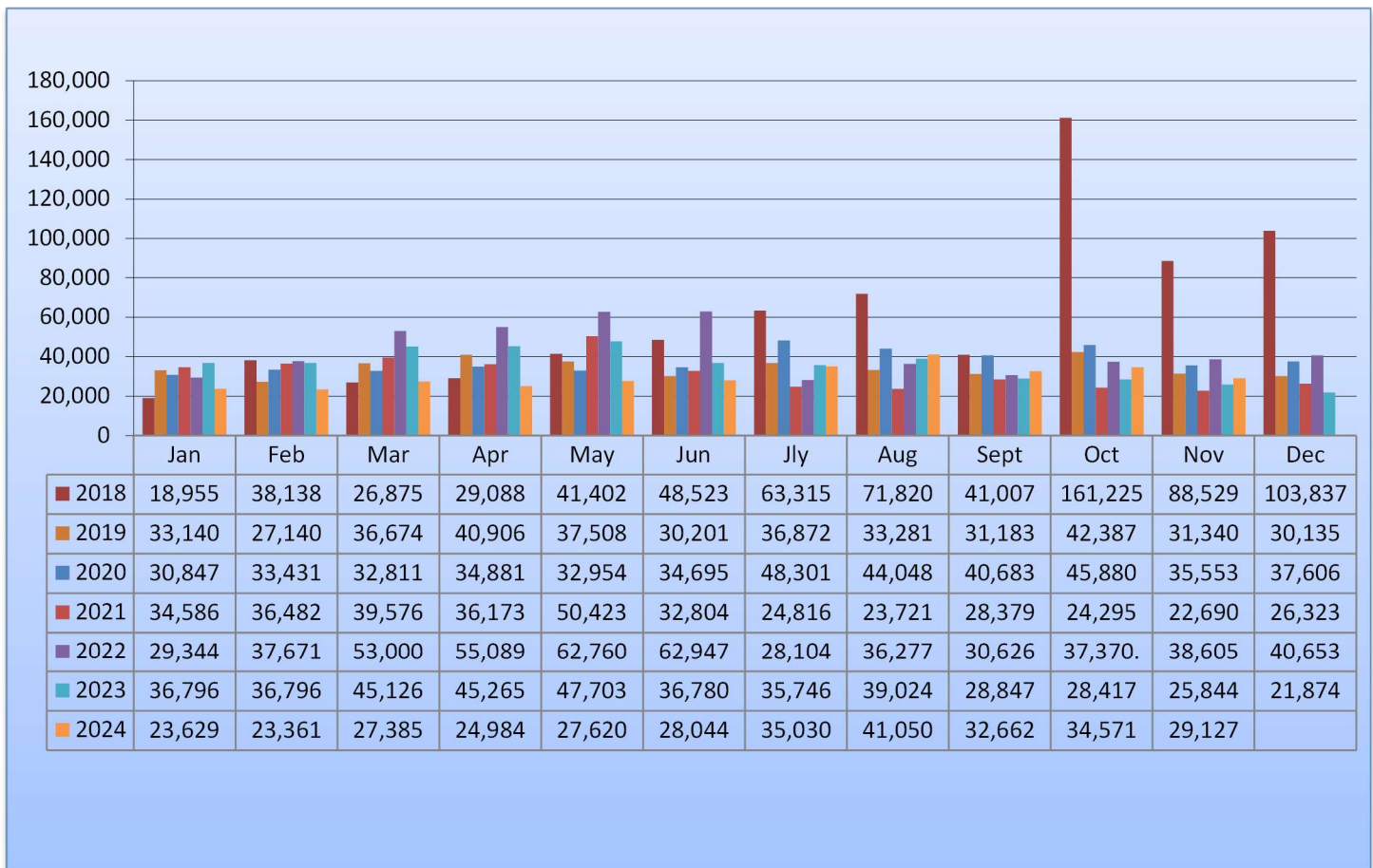
JATC INSTRUCTORS NEEDED!

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, 161 on Book 2, 40 on Book 3 and 12 on Book 4. There is 1 Book 1, 1 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, 62 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.***

INSIDE MONTHLY HOURS REPORT



UPCOMING EVENTS

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

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