



## July, 2019

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**TO BENEFIT ...  
PARTICIPATE!**



### **NECA CONVENTION HEADS TO VEGAS!**

#### **More Education Opportunities Than Ever at NECA 2019 Las Vegas**

Conventions are the perfect place to learn and share new information, skills and concepts. As always, NECA will be providing attendees with a full slate of education at NECA 2019 Las Vegas on Sept. 14-17.

From full day preconvention workshops to 50-minute sessions on the trade show floor, there is something for everyone with a wide range of topics. The full schedule is available at [www.necaconvention.org](http://www.necaconvention.org).

“Whether you’re looking to get the inside information on the 2020 NEC or strategies for recruiting and retaining workers or navigate a drug-free workplace, attendees will have the opportunity to customize their experience,” NECA

Executive Director of Education Stephanie Adamec said.

Need help registering? Please contact Jerri for assistance.

### **SEXUAL HARASSMENT PREVENTION TRAINING**

This will serve as a reminder that all employers in California are subject to the revised state requirements regarding sexual harassment. There are five actions that all employers must take before the end of the year. There is an additional training requirement for employers with any combination of 5 or more full and part-time employees. In an effort to help you comply, we developed the following step-by-step guide utilizing a variety of resources provided by the State of California, Contra Costa NECA and Sweeney, Mason, Wilson and Bosomworth.

**Compliance Item 1:** distribute the two-page publication provided by the Department of Fair Employment and housing to all of your employees. [You](#)

[can find the DFEH-185-ENG/December 2018 here.](#)

Include with a paycheck/paystub and/or direct email. ***This is also the base document that outlines the six steps most employers need to take.***

**Compliance Item 2:** Post a copy of the Department of Fair Employment and Housing poster entitled “California Law Prohibits Workplace Discrimination and Harassment” which you can find [here](#). This should be posted where other such notices are commonly posted, including job trailers where applicable.

**Compliance Item 3:** Develop a harassment, discrimination and retaliation prevention policy in accordance with California law (CCR11023). Again, the government has provide a [model publication](#) where you can simply plug in the name of your firm and your firm’s EEO Officer. The state has also provided a prevention guide that focuses on what to do and how to investigate a report of harassment or bad behavior which you can access [here](#).

**Compliance Item 4:** Distribute a copy of your policy (developed in item 3 above) to all employees and have them acknowledge receipt by any one of a number of methods. Also be

sure that the policy and acknowledgement of receipt are included in your new hire package and that the policy is discussed at new hire orientation.

**Compliance Item 5:** If ten percent or more of your employees at any given facility speak a language other than English, translate your policy into each language spoken by at least ten percent of the workforce.

**Compliance Item 6:** If you have 5 or more full or part-time employees, you must provide at least one-hour of training to everyone in your employ and two-hours of training to every Supervisor. The training must be done by the end of the year and represents the most important, and costly element of compliance.

Sweeney, Mason, Wilson and Bosomworth recently developed a ‘Question and Answer’ document regarding the requirements of the training which you can access [here](#). You will note that computer-interactive training is allowed, and we recommend you at least consider the program developed by our National Office of NECA to comply with this leg of the requirement.

The NECA online training has been adapted and customized for several states meeting the individual requirements of each. This type of training is probably the best long-term approach to what is going to be a continuing process in your Human Resources function. The advantage is that your employees can take the training during normal business hours so that additional compensable time issues can be avoided. Beginning January 1, 2020, you must provide the training for new hires after 30 days or 100 work hours.

**All of the model documents are in the private portion of the chapter website for your future use.**

The [2-hour Supervisor course](#) is available for \$38.00

The [1-hour Supervisory course](#) is available for ~~\$26.00~~. **This just in!!! The price has been cut to \$13 per course.**





**NECA recently released the NECA Service Network.** The NECA Service Network brings together leading electrical contracting firms from across the US, every one of them dedicated to expert delivery of every type of electrical service & maintenance. Their professional capabilities extend broadly into all segments of the industry, including commercial, institutional, residential, industrial, generation, and transportation. [Click here for more information.](#)



## SMWB ALERT CAL OSHA REMINDER ON HEAT!

Cal/OSHA Reminds Employers to Protect Outdoor Workers from Heat Illness as Temperatures Rise Across the State

The Department of Industrial Relations has issued the following reminder: Cal/OSHA is reminding all employers to protect their outdoor workers from heat illness as temperatures rise throughout California. In addition to responding to workplace accidents and

complaints of hazards, Cal/OSHA investigators conduct high heat inspections at outdoor worksites to ensure compliance with California's heat illness prevention regulation and other workplace safety and health requirements.

Employers with outdoor workers must take the following steps to prevent heat illness:

**Plan** - Develop and implement an effective written heat illness prevention plan that includes emergency response procedures.

**Training** - Train all employees and supervisors on heat illness prevention.

**Water** - Provide drinking water that is fresh, pure, suitably cool, and free of charge so that each worker can drink at least one quart per hour, and encourage workers to do so.

**Shade** - Provide shade when workers request it and when temperatures exceed 80 degrees. Encourage workers to take a cool-down rest in the shade for at least five minutes. They should not wait until they feel sick to cool down. Cal/OSHA urges workers experiencing possible overheating to take a preventative cool-down rest in the shade until symptoms are gone. Workers who have existing health problems or medical conditions that reduce tolerance to heat, such as diabetes, need to be extra vigilant. Some high blood

pressure and anti-inflammatory medications can also increase a worker's risk of heat illness. To prevent heat illness, it is crucial that supervisors are effectively trained on emergency procedures in case a worker gets sick. This helps ensure sick employees receive treatment immediately and that the symptoms do not develop into a serious illness or death. Cal/OSHA's Heat Illness Prevention special emphasis program, the first of its kind in the nation, includes enforcement of heat regulations as well as multilingual outreach and training programs for California's employers and workers. Details on heat illness prevention requirements and training materials are available online on Cal/OSHA's Heat Illness Prevention web page and the [99calor.org](http://99calor.org) informational website. A Heat Illness Prevention online tool is also available on Cal/OSHA's website.

Cal/OSHA helps protect workers from health and safety hazards on the job in almost every workplace in California. Employers and workers who have questions or need assistance with workplace health and safety programs can call Cal/OSHA's Consultation Services Branch at 800-963-9424.

Complaints about workplace safety and health hazards can be filed confidentially with Cal/OSHA district offices. Employees with work-related

questions or complaints may contact DIR's Call Center in English or Spanish at 844-LABOR-DIR (844-522-6734).



## UPCOMING CLASSES OFFERED THROUGH THE JATC

### FIRST AID/CPR

A CPR/First Aid class is scheduled for July 10th from 8 am to 1 pm. Instructor Merralinda Goddard will be teaching the basics of First Aid and CPR. Call Stacy at (831) 633-3063 to reserve your place. Class size is limited.

### SIGNIFICANT CHANGES TO THE CODE

Instructor David Martinez will be leading the way through the Significant Changes of the 2017 National Electrical Code. Drop on in! You are welcome to attend one class or as many as you like in this series. This is a (3) hour class. The next class is scheduled for Tuesday, July 16<sup>th</sup> at 5:30pm.

### FOREMAN DEVELOPMENT

The next Foreman Development classes are scheduled for July 1st (Change Management) from 5:30 pm to 8:30 pm with instructor Stephen Slovacek.

### CALCTP-AT

California Advanced Lighting Controls Training Program-

Acceptance Testing (CALCTP - AT) with Instructor Stephen Slovacek. This class is a total of 32 hours. The class schedule will be coordinated with those in attendance. The prerequisite for this class is completion of the 50 hour CALCTP. An application form must be completed prior to starting class. To register for this class there is a \$225 application/record maintenance fee. Go online to [goo.gl/qkW7Al](http://goo.gl/qkW7Al) to complete an application and pay the application/record maintenance fee. There is a \$125 stipend available upon successful completion provided by the Monterey Bay LMCC.

### CALCTP

California Advanced Lighting Controls Training Program (CALCTP) with Instructor Stephen Slovacek. This class is a total of 50 hours: 10 hours of lecture and 40 hours of lab. The class schedule will be coordinated with those in attendance. YOU MUST PROVIDE PROOF OF COMPLETING THE ONLINE COURSE PRIOR TO THE FIRST CLASS. Email your proof to [stacy@tricityjatc.org](mailto:stacy@tricityjatc.org). Students will not be allowed to attend the class if they have not completed the online coursework. Go to [bit.ly/IBEW234CALCTP](http://bit.ly/IBEW234CALCTP) to get started today. There is a \$125 stipend available upon successful completion provided by the Monterey Bay LMCC.

## CONGRATULATIONS TO THOSE COMPLETING UPGRADE CLASSES

**Congratulations to the following individuals who have recently completed classes offered through the apprenticeship program! We appreciate your commitment to the industry!**

### FOREMAN DEVELOPMENT June 6, 2019

- Randy Trybom
- Steve Luiz
- Tyler Daly
- Jacob Taylor
- Chris Olsen

### SIGNIFICANT CHANGES TO THE CODE

- Steve Luiz
- Brian Stanley
- Jim Shumaker
- Mark Hiura
- David Vasquez



## APPRENTICE APPLICATION INFORMATION NEW TEST DATE

The Tri-County Electrical JATC accepts applications on a year-round basis. A new online application is now available. For more information regarding the process, please click in the following link:

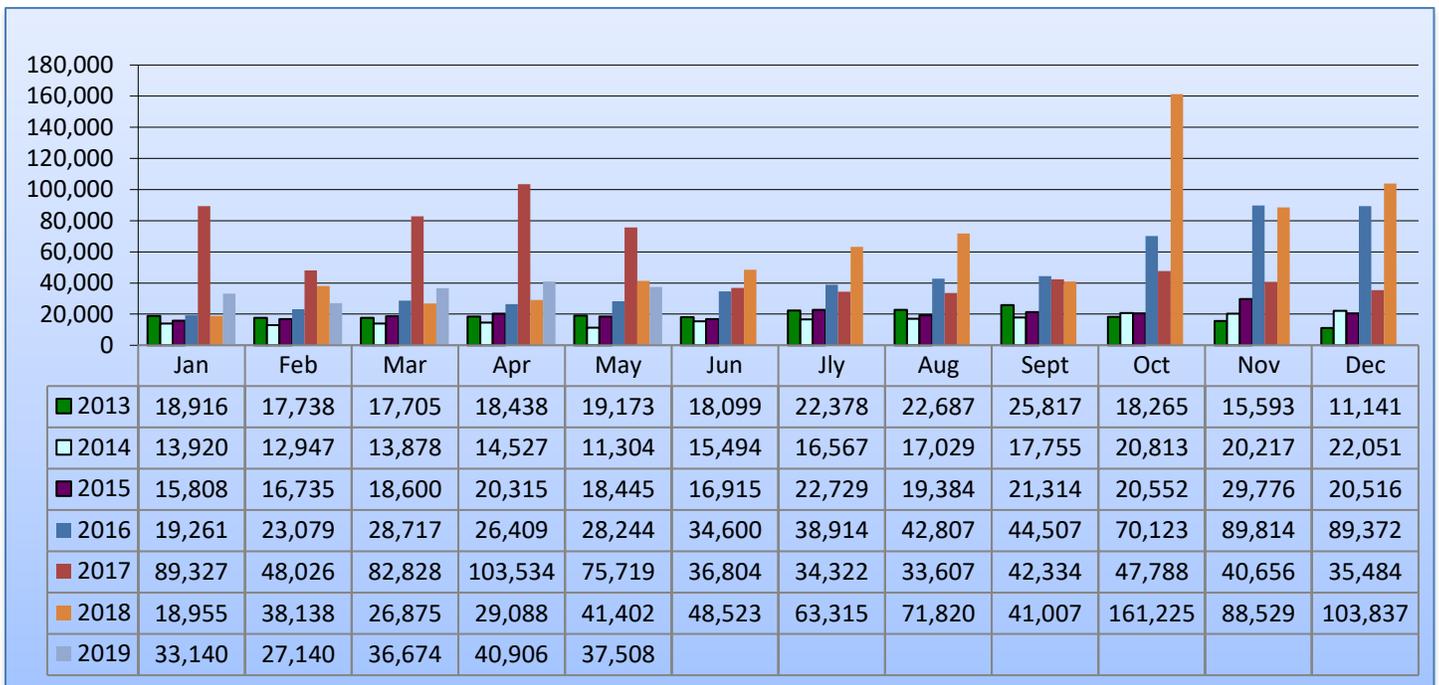
### [JATC INFORMATION](#)



On the Inside Out-of-Work List, there are 12 on Book 1, 8 on Book 2, 9 on Book 3 and 1 on Book 4. There are 2 on Book 3 for Sound & Comm. There are 7 on CW Book 1 and 37 on CW Book 2. There are 2 Inside apprentice available for work at this time and new apprentices are available should you wish to put in a call.

## AVAILABILITY LIST UPDATE

# INSIDE MONTHLY HOURS REPORT





July 21-23, 2019

Western Region Managers Meeting  
Whitefish, MT

July 27-August 2, 2019

National Training Institute  
Ann Arbor, MI

August 20, 2019

Apprentice Orientation  
Training Center  
Castroville, CA

August 24-26, 2019

“The Bob” Golf Tournament  
Silverado, CA

September 14-17, 2019

NECA Convention and Tradeshow  
Las Vegas, NV

December 6, 2019

Chapter Christmas Party  
The Perry House  
Monterey, CA  
By Invitation Only