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**TO BENEFIT ...
PARTICIPATE!**

NIC BITTLE LEADERSHIP SUCCESSION CLASS DECEMBER 9th!

HOW SMART CONTRACTORS DEVELOP THE NEXT GENERATION OF LEADERS

Please join us for a 90 minute lunch and learn on December 9th via Zoom for this important discussion about developing the next generation of leaders within your firm. Target Audience – Owners & Decision Makers. There is no cost to our members thanks to the Wendt Scholarship that we were awarded. Registration is required. Please contact Jerri Champlin if you are interested in attending.

Mentorship is one of those buzz words that gets thrown around a lot in our industry. The fact is we need mentors. We need mentors because our industry has an unimaginable amount of wisdom, knowledge and insights locked away inside the minds of our best and brightest. What is worse is many of those individuals will be leaving our industry in the next several years, but will this valuable information and experience be leaving with them? The choice is yours.

In this 90 minute program we will take a first step look at what it takes to develop our next level of leaders. We will also identify the common pitfalls and missteps many companies make when beginning this process.

Join us for a conversation around the insights and best practices successful organization use to transfer the knowledge, skills and experience of their best into the next generation.



NECA CHRISTMAS PARTY CANCELED

We are sorry to have to report that our annual Christmas Party has been canceled due to the current pandemic. We have already booked December 3, 2021 at Chaminade Resort. Please mark your calendar!



WINE AND WISDOM

We are pleased to announce that we will be hosting a great event in May 2021! Our chapter, along with the East Central CA Chapter (Fresno) and the Kern County Chapter (Bakersfield) will host Wine and Wisdom! This event will be held at the beautiful Allegretto Resort and Spa in Paso Robles.

We will begin with an education course that you have chosen. "Managing Field Productivity" will be led by leading subject expert, Dr. Awad Hana.

We also have a host of VIP's that plan to join us for industry updates and roundtables.

There's plenty of other activities planned! A golf tournament at Hunter Ranch, chapter dinners, a field trip to Sensorio Field of Light Show in the hills of Paso Robles, cooking demonstrations and much more! There might even be a zip-line adventure for those that are interested!

You won't want to miss this event!! Mark your calendars now for May 6-9, 2021.



NECA OPPOSES PROP 15

As previously stated, the NECA - ECCT Statewide Public Affairs Committee has directed us to organize industry opposition to Proposition 15 which will appear on the November 3, 2020 California statewide ballot. Again, attached is an industry specific fact sheet highlighting as to why.

Below is an update on Prop 15, including polling and spending information, links to the current slate of No on Prop 15 TV ads, and other information.

We met with the No on Prop 15 campaign this week to get an update on their activities as well as make sure we are doing what we can to disseminate and promote the No on Prop 15 message. Here are some highlights from that conversation:

- The No on Prop 15 campaign's goal is to match or exceed the Yes campaign's expenditures. Currently, the No campaign is slated to spend \$65-\$70 million in television, print, and digital advertising, in

addition to \$3.5-\$4 million being invested in radio ad buys. The Yes on Prop 15 campaign just received another \$4.5 million contribution from Mark Zuckerberg (for a total of \$10.6 million) and is likely spending in total \$45-50 million, notwithstanding additional significant contributions. The Yes side is investing in tv, print, and digital but is not on the radio.

- A [recent statewide survey by UC Berkeley](#) found that likely voters favored Proposition 15 by 49% to 34%, with 17% of voters undecided. The No on Prop 15 campaign's internal polls are showing trends in the right direction, with likely voters split nearly even and only 10% remaining undecided.
- Conventional ballot initiative wisdom is that a statewide tax measure that is polling below 50% at this point during campaign season isn't faring well. But, the 2020 general election is anything but conventional and so the No on Prop 15 campaign isn't taking anything for granted. The attached LA Times article penned by George Skelton gets to the heart of the uncertainty on the issue and I've copied the relevant passages below.

“Larry Grisolano, the Proposition 15 campaign strategist, says two major news events may help the measure.

One is the New York Times investigative report that President Trump has been a longtime, serious tax evader — maybe a cheat. “That reminds people we’ve got a system where most taxpayers are doing their part, but corporations are avoiding taxes,” Grisolano says. “That’s part of the appeal of the split roll.”

The second Proposition 15 helper is the calamitous wildfire season, the strategist says. Voters are reminded that local fire departments need to be better prepared for emergencies, and this requires lots more money.”

- The No on Prop 15 campaign is broad based with an encompassing left to right strategy and includes coalition partners ranging from the NAACP to veterans and seniors organizations to business groups, including the

construction industry and agricultural interests, and Howard Jarvis and other taxpayer organizations.

The No on Prop 15 campaign is currently airing the following television ads:

- [NAACP California](#)
- [What Happens](#)
- [Restaurant](#)
- [Wrong Time](#)
- [Barbershop](#)

The No on Prop 15 Campaign has also compiled some talking points, dubbed “[Flaws](#),” that you might find helpful in your individual, chapter and company advocacy activities. Please remember it is illegal to place campaign information in an employees pay envelop, but it is legal to paper clip the information to the outside of the envelope.

We will continue to keep you up to speed on the campaign and provide additional resources for your use.

CONGRATULATIONS TO THOSE COMPLETING CLASSES

The following individuals have recently completed classes:

CPR/FIRST AID October 24, 2020

- Joel Abundis
- Roberto Alanis-Aguilar
- Brandon Alvarez
- Marco Arredondo

- Alex Clayton
- Tyler Daly
- Richard Edwards
- Gilberto Espindola
- Ashley Gibson
- Cristian Gonzalez
- John Greene
- Andy Hartmann
- Glenn Herrera
- Anthony Kalstrom
- Ernie Magallan
- Dan Martinez
- Sam Martinez
- Frank Rodriguez
- Ricky Rodriguez
- Ruben Rodriguez
- Bryan Scott
- Jonathan Stanley
- Richard Stone
- Jacob Taylor

SIGNIFICANT CHANGES TO THE 2017 NEC

September 15, 2020

- Jim Shumaker
- Will Nunes
- James Stanchfield
- Andy Hartmann
- Brian Stanley

September 28, 2020

- Jim Shumaker
- Will Nunes
- James Stanchfield
- Jonathan Stanley
- Lloyd Eads
- Andy Hartmann
- Juan Vargas
- Manuel Garcia
- Brian Stanley

October 20, 2020

- Lloyd Eads
- Juan Vargas
- Manuel Garcia
- Jorge Mendoza
- Steve Gamez



3M OFFERS VIRTUAL CERTIFICATION TRAINING

3M is offering virtual certification training for 3M Medium Voltage and 3M Firestop training. They are also currently offering dozens of free online training videos from their Energy Academy Course Catalog on their website. These videos include breakdowns of repairs, insulation, moisture sealing, and even touches on topics like the basics of electricity and how to operate 3M tools and machinery. Check out the catalog [here](#) and take advantage of this great opportunity while it lasts!

For specific training needs, please contact Randall Momota rmomota@mmm.com and he would be happy to schedule your needed training.



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. The JATC has named **Joseph Sakoda** as the apprentice of the month for November. Congratulations!



UPCOMING CLASSES OFFERED THROUGH THE JATC

**ALL IN-PERSON JW
CLASSES ARE
CURRENTLY SUSPENDED
DUE TO THE SHELTER IN
PLACE ORDER!
HOWEVER...ONLINE
CLASSES ARE AVAILABLE.
PLEASE HAVE THOSE
INTERESTED CONTACT
STACY AT THE JATC**

**OFFICE AT
[STACY@TRICOUNTYJATC.
ORG](mailto:STACY@TRICOUNTYJATC.ORG)
TO OBTAIN DETAILS.**

CPR/FIRST AID

Due to health and safety concerns during the COVID-19 pandemic, we will not be holding a physical, onsite CPR / First Aid course at the training center. The JATC, however, has come up with an alternative solution should you be in need of renewing your certification, through the American Red Cross.

For details to obtain the right class to qualify for reimbursement, please contact Stacy at Stacy@tricountyjatc.org

SIGNIFICANT CHANGES TO THE NEC

Online classes have resumed for the Significant Changes to the NEC. Instructor David Martinez has started up these informative classes. Those interested in attending must register in advance in order to get a Zoom invitation. The next class is scheduled for Tuesday, November 17th at 5:30-8:30pm via Zoom. Please contact Stacy at Stacy@tricountyjatc.org for more information.

FIRST AID/CPR

If your employees need First Aid/CPR, please contact Stacy at the JATC office to let her know. The most recent classes were held in October and will be sponsored again as needed. Please remember, those who do not follow instructions will not be paid for by our funds.



APPRENTICE APPLICATION INFORMATION

The Tri-County Electrical JATC will again accept 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](#)



AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 4 on Book 3, 33 on Book 2, 6 on Book 3 and 13 on Book 4. There is 1 on Book 1, 0 on Book 2, 1 on Book 3 and 0 on Book 4 for Sound & Comm. There is 1 on CW Book 1 and 3 on CW Book 2. There are two Inside apprentice available for work at this time. Should you need an apprentice, be sure to contact Stacy at Stacy@tricountyjatc.org.

NECA EARN



For more information on NECA EARN, contact Dr. Charles Backes at earn@necanet.org or at 229.563.2801. Also be sure to check out the NECA EARN site below.

[NECA EARN Information](#)

THANKSGIVING TRADITIONS IN JAPAN

Japan's variation of Thanksgiving, Kinro Kansha no Hi (Labor Thanksgiving Day) evolved from an ancient rice harvest festival, Niinameasai, the roots of which go back as far as the seventh century A.D. During the Meiji Era (1868-1912), the date of the festival was set as November 23, and it has remained the same since then. The modern tradition of Labor Thanksgiving Day began in 1948, just three years after World War II ended, as a celebration of the rights of Japan's workers. Today, the public observes it as a national holiday, but with none of the huge feasting you'll see on the American holiday. Instead, labor organizations lead events at which citizens are encouraged to celebrate the principles of hard work and community involvement. To mark the occasion, children often make thank-you cards for policemen, firefighters or other municipal workers.





OUR THANKS!!

We would like to thank Milwaukee Tools for once again coming to our aid! During the COVID-19 Pandemic, our JATC is requiring apprentices to take their tests in their vehicles at the training center for their protection. With the daylight savings time, we are challenged by enough light for those testing. Enter Milwaukee! They have generously donated 7 Rocket Lights for our use. Thank you very much for your support to our JATC and continued training during this challenging era.



A MESSAGE FROM RASHA

Flu season is here! I know that it may seem like it is not that serious because it is a yearly chore, however, influenza can cause the similar respiratory despair as COVID-19. The only difference is that influenza has a vaccine to help combat the disease. There are 3 types of influenza that may circulate and cause illness - Type A, Type B, and Type C. Type A is the more serious, causing the most epidemics (H1N1, H3N2), Type B is more mild- regional epidemics, and Type C causes no epidemics but has cause respiratory illnesses. Some of the symptoms are the following: cough, sore throat, headaches, tiredness, runny./stuffy nose, body aches, muscle aches, fever & chills, vomiting and diarrhea. In addition, some complications that can occur are bronchitis, pneumonia, and sinus/ear infections. It is possible to get both infections at the same time. Therefore, it is essential to get the flu vaccine this season.

How will this affect me?

Influenza can be transmitted through surfaces, lasting about 2-8 hours. A person who has been affected can continue to spread the infection as soon as symptoms begin for 5-7 days. Children can spread the infection for more than a week. Someone could show no symptoms and still spread the infection.

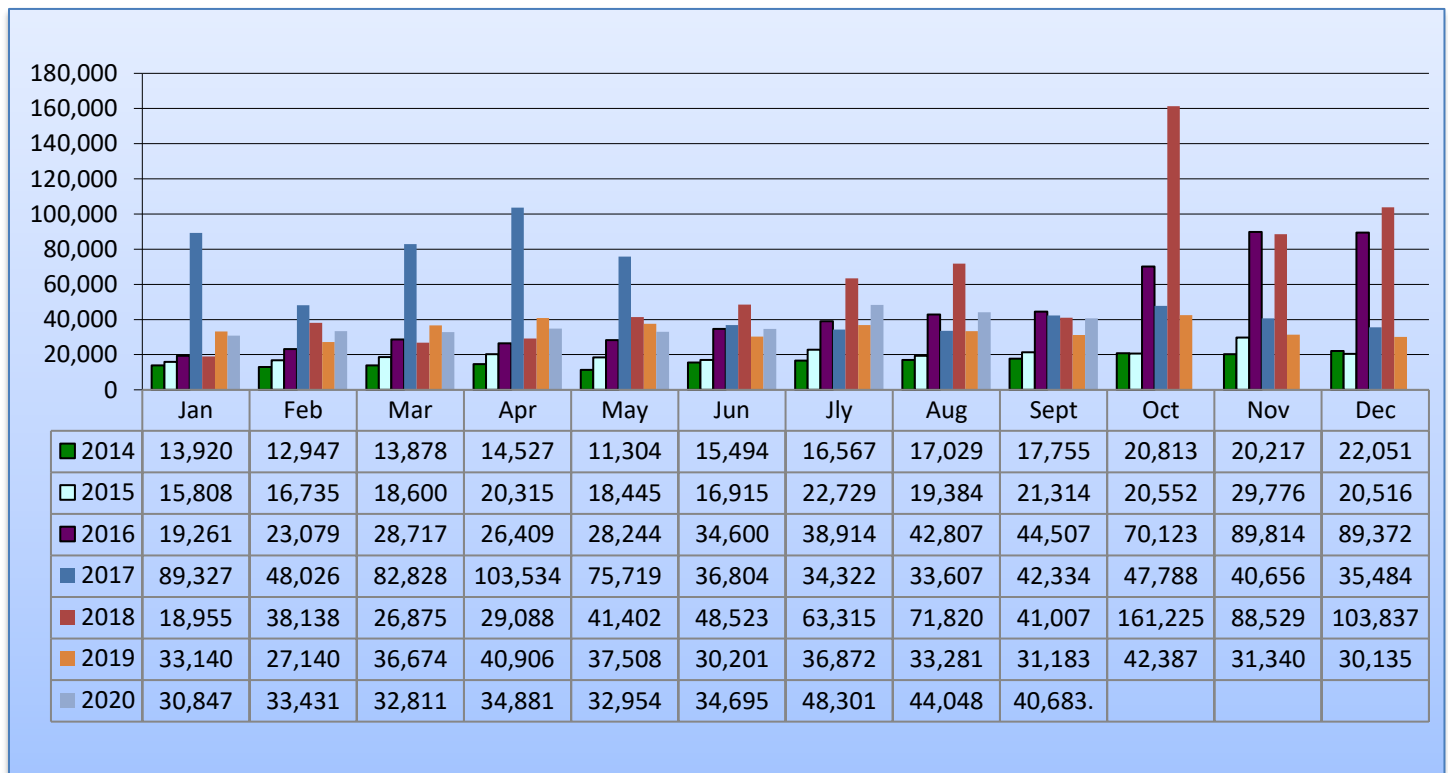
How do I prevent the spread of infection?

- 1. Get Immunized.** The best thing you can do for your body is get vaccinated. Vaccines work by introducing a sample of the virus that is not live, so that your body can develop antibodies against it.
- 2. Disinfect surfaces at least twice a day, wash your hands with soapy water or alcohol-based sanitizer frequently.** If you feel that you do not want to receive the vaccination, it is MOST IMPORTANT to continue a disinfecting protocol for yourself for protection.
- 3. Wear a mask and cover your sneezes and coughs.** Covering the areas of mucus membranes is essential to preventing the spread of infection. Sneeze/cough into your arm. If you use tissue to cover your sneezes or coughs, it is important to wash your hands right after.
- 4. Stay home if sick.** This has been drilled into our heads by now. If you feel ill, stay home and stop the spread.

If you are afraid of receiving the flu vaccine because "it will make you sick," please understand that the purpose of the vaccine is to initiate an immune response. This means that the immune response will cause inflammation which can lead to postnasal drip and the sensation of feeling tired. That is completely normal and miniscule in comparison to the live virus.

Please do not hesitate to call/text/email me if you have any questions or concerns. The purpose of this article is to provide you with up to date information on entities that can cause harm to your health. Prevention is up to you.

INSIDE MONTHLY HOURS REPORT





**WE WILL KEEP YOU POSTED AS TO THE STATUS OF THESE MEETINGS
AS WE BECOME AWARE.**

November 8-14, 2020

National Apprenticeship Week

December 4, 2020

Canceled

Chapter Christmas Party
Chaminade Resort
By invitation only

December 9, 2020

Leadership Succession Zoom Class
Lunch and Learn
11:30 am to 1 pm
Virtual Class for our Chapter
Nic Bittle, Instructor

April 12-15, 2021

NECA Now
Denver, CO

May 6-9, 2021

Wisdom and Wine
Education Course & Retreat
Managing Field Productivity
Allegretto Resort
Paso Robles, CA
Watch for details!