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SAN DIEGO CONVENTION FILLED WITH FIRSTS

A plethora of 'firsts' helped to make NECA 2024 San Diego one of the most impactful events that the National Electrical Contractors Association (NECA) has ever hosted! From September 28 to October 1, 2024, more than 350 exhibitors and over 10,000 participants attended, marking a milestone event. Key highlights included educational sessions, networking opportunities, and keynote speeches from Navy SEAL Commander Rorke Denver, Olympic Gold Medalist Katie Ledecky and Pro-Golfer Rocco Mediate. NECA's Adopt-A-School program also made a significant impact, and about 800 apprentices participated in Apprentice Appreciation Day.

"We couldn't be prouder of the overwhelming success of

NECA San Diego 2024," said **Pete Mastrococco**, NECA's Senior Vice President of Education, Events and Partnerships. "From the impressive turnout of attendees to the engagement of our exhibitors and speakers, this year's event exceeded all expectations. It's a true testament to the strength of our industry and the collective dedication to advancing electrical construction. The knowledge shared, connections made, and innovations showcased will leave a lasting impact, and I'm excited to see how these experiences shape the future of our members and the industry as a whole."

For the first time ever, the NECA Trade Show expanded across two floors between the main exhibition hall and the upstairs Sails Pavilion. The Emerging Innovation Hub was brand-new this year, it housed an EV Resource Network powered by Fuser, the NECA services booths, and the Innovation Zone where the Innovation Overload podcast was hosted live. Another first of its kind was the Product Demonstration Area, an interactive zone where



TO BENEFIT ... PARTICIPATE!

companies could showcase their latest innovations and garner business opportunities. The Product Demonstration Area also included a live presentation theater with demonstrations from companies on their emerging technologies. This live presentation theater held NECA's first ever social influencer/content creator panel discussion.

Also in the Sails Pavilion was the NEC Escape Room Challenge, which was another NECA first in 2024. This interactive experience was designed to test the knowledge and skills of apprentice attendees on the National Electrical Code (NEC) in a fun and engaging way. In addition to the more than 65 education sessions and over 100,000 sqft of industry exhibition, these NECA 'firsts' elevated the already premier experience that one experiences by attending a NECA Convention and Trade Show.

The event culminated with a concert by Kool & The Gang on the USS Midway where attendees could explore the pilot house to the engine room and the aircraft deck.

"I want to sincerely thank our attendees, exhibitors, speakers, and sponsors," said **Mastorocco**. "Their involvement and contributions

didn't just make this event possible—they made it exceptional. It's their passion and commitment that drive this industry forward, and I'm deeply appreciative of their ongoing support."

NECA is excited to host its next annual convention and trade show in Chicago from September 12th - September 15th, 2025.

CA MINIMUM WAGE INCREASES JANUARY 1, 2025

On January 1, 2025, the hourly minimum wage in these California jurisdictions will increase as follows:

- Belmont: \$17.95
- Burlingame: \$17.48
- Cupertino: \$18.20
- Daly City: \$17.07
- East Palo Alto: \$17.45
- El Cerrito: \$18.34
- Half Moon Bay: \$17.47
- Hayward (25 or fewer): \$16.50 (state rate)
- Hayward (26 or more): \$17.36
- Los Altos: \$18.20
- Mountain View: \$19.20
- Palo Alto: \$18.20
- Petaluma: \$17.97
- Redwood City: \$18.20
- San Carlos: \$17.32
- San Diego: \$17.25
- San Jose: \$17.95
- San Mateo City: \$17.95
- San Mateo County (unincorporated areas): \$17.46

- Santa Clara City: \$18.20
- South San Francisco: \$17.70
- Sunnyvale: \$19

NEW WAGE SHEETS DISTRIBUTED

IBEW Local #234 recently met to allocated the increase that was negotiated. Copies of that wage sheet for the increase that goes into effect at the end of December have been distributed and are also available on the chapter's private site on the website and on NECA STAR. Please contact Jerri at jlchamplin@gmail.com if you need any additional information..



2024 LEGISLATIVE SCORECARD

The last actions of the 2024 California Legislative Session took place on September 30, 2024, which was the deadline for Governor Newsom to sign or veto legislation. NECA again had an effective legislative session pursuing industry measures, highlighted by major reforms to the Private Attorney General Act (PAGA), including an extension to the union construction industry PAGA carveout. The carveout

allows union signatory contractor to remove themselves from all PAGA litigation through language in their collective bargaining agreements (CBAs).

In review the scorecard, you will see much time and political effort goes into opposing measures that would have a negative effect on the industry. It is important to remember that both houses of California's legislature have 2/3 democratic supermajorities, making it difficult to stop progressive and environmentally slanted bills that adversely impact our contractors. Despite that fact, NECA was again successful in defeating or amending numerous measures that would have been harmful to our contractors and the industry overall. For a copy of the report card, please contact jlchamplin@gmail.com.

JOB HOPPING COULD SHAPE 2025 EMPLOYMENT MARKET

Business owners and managers hoping to ease into the new year might want to check in on their employees before 2025 arrives.

New research from ResumeTemplates indicates that six in 10 workers expect to be looking for a new job next

year, with a number of those employees having already started their job searches.

The report, which surveyed 1,258 full-time workers, found that 56% of respondents plan to pursue new job opportunities in 2025 — with 27% of all respondents saying they're already engaged in a job search, 13% expecting to begin their search before the end of the year, and 16% planning to start their job search with the start of 2025.

The findings come as data released Friday by the Bureau of Labor Statistics shows a below-expected gain of 12,000 jobs for the labor market in October. BLS cited the impact of hurricanes Helene and Milton as well as strike activity in the manufacturing sector as part of its reported numbers.

Confidence among job seekers, however, remains high, according to ResumeTemplates. Eight in 10 respondents expressed optimism about finding a better role, and one in three workers said they're ready to leave their current job without having another job offer secured.

Some job seekers are prepared to take it a step further, with 21% of workers saying they're considering a change in industries.

Why are workers seeking new jobs?

Employees cited a number of factors for why they are — or why they expect to be — in the market for a new job.

The top-cited reasons were low pay, feeling unappreciated and burnout. Other reasons mentioned include limited career-growth opportunities, poor management and lack of flexibility.

ResumeTemplates' chief career strategist Julia Toothacre said given inflation and minimal cost-of-living increases or raises for many workers, it's not surprising a number of employees feel undercompensated.

"Companies tend to prioritize profits over employee well-being," Toothacre said in a statement with the survey results. "Underappreciation, however, is often traced back to manager relationships. If your manager supports you, you likely won't feel underappreciated, even if you are undercompensated. A good manager is transparent and open with their team about the realities of the organization."

A resounding number of respondents said they're mindful of work-life balance when it comes to job searches, with 99% saying they consider it a key factor in their next role. That was followed closely by job security (98%), interest in the work (97%) and a higher salary (95%). Flexible hours

and career-growth opportunities also stood out among workers' top priorities.

Workers told ResumeTemplates they're concerned about the impact of artificial technology on hiring practices, with 30% of the respondents saying they believe employers' use of AI in the hiring process will negatively impact their ability to land a job.

Additionally, 35% of respondents believe the coming presidential election may influence their job prospects — with 57% saying they think their opportunities will improve if Donald Trump is elected president, and 43% saying the same if Kamala Harris is elected president.

A separate survey from Resume Builder recently found that seven in 10 managers anticipate escalated workplace tensions post-election. The report, which surveyed 1,000 managers, found some employers are struggling with how to navigate heightened political tensions that have crossed into the workplace.

With those expectations in mind, there are steps managers can take to prepare to handle potential conflicts that might arise.

HEALTH CARE CORNER

November is Diabetes Awareness Month: Preventing Type 2 Diabetes

What is prediabetes? Prediabetes is when a person's blood sugar is higher than normal but not high enough yet for type 2 diabetes diagnosis. Prediabetes puts you at risk for developing type 2 diabetes. Type 2 diabetes can lead to heart disease/stroke, kidney disease, and nerve damage. In the United States, about 98 million adults have prediabetes: that's 1 in 3 people.



Risk factors:

- Have a family history of type 2 diabetes.
- Are over age 45 (however, younger folks get prediabetes).
- Are overweight or obese.
- Had gestational diabetes (diabetes when pregnant).
- Have high blood pressure.
- Are a Hispanic/Latino, Black, Asian American,

or Native American person.

Prevent type 2 diabetes

If you have prediabetes, you can lower your risk for developing type 2 diabetes by:

- Losing a small amount of weight if you are overweight.
- Getting regular physical exercise. Walking for 20 min a day is a great start!
- Decrease sugary foods and sugary drinks, including alcohol. Drink more water.
- Eat a healthier diet: whole grain foods, more veggies and protein (fish, poultry lean meat).

Take the [1-minute prediabetes risk test](#). If your score shows you have a high risk of prediabetes, visit your doctor for a simple blood test to confirm your result.

For more information or for help (health coaching) to prevent prediabetes, please contact me.

I'll help you get started on habits for a healthy life! Please feel free to contact me for more health information or support re: medical care/insurance.

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

This class is scheduled for **Saturday, October 19, 2024 from 8am – 1pm**

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.)

NFPA 70E

NFPA 70E will be held Saturday, October 5, 2024 from 8am – 2pm with instructor, David Martinez. Sign-ups are required.



FORKLIFT/GRADALL TRAINING

Forklift / GradeAll training ** will be held Saturday, November 23rd from 7:30am – 2pm (training done by United Rentals)

Space is very limited and sign-ups are required. This is NOT a drop-in class.

***when calling in to sign-up, please specify if you are recertifying or if this is your first time taking the training*

CLASS COMPLETIONS

NFPA 70E

10/05/24

Instructor, David Martinez

- Angel Aledo
- Aaron Andrade
- Peter Campbell
- Ancelmo Caro

- Adam Cortes
- Juan Cortez Ayala
- Aidan Daily
- Jonathan Elder
- Alan Fonseca
- John Greene II
- Angel Jara-Alatorre
- Steven Luiz
- Michael Martinez
- Damian Morales
- Roldan Morales
- Miguel Prado
- Ernest Ramirez
- David Salinas
- James Stanchfield
- Juan Torres
- Juan Vargas Jr.
- Francisco Villan

Scissor & Boom Lift Training

10/12/24 with United Rentals

- Alberto Aguilera
- Amauri Arista
- Mohammed Garaan
- Angel Lopez Magana
- Giovanni Lope
- Steven Luiz
- Juan Torres
- Francisco Villanueva

CPR / First Aid

held on 10/19/24

Instructor, Merralinda Goddard

- Alberto Aguilera
- Amauri Arista
- Jonathan Elder
- Alan Fonseca
- Erik Fritz
- John Greene II
- Eric Guzman
- Angel Jara-Alatorre

- Rick Keaton
- Alan Lopez
- Michael Martinez
- Aiden McNutt
- Ricardo Rubio
- Mario Tassielli
- Juan Torres

APPRENTICE APPLICATION INFORMATION

regarding the process, please click in the following link:

[JATC 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



ELECTRI INTERNATIONAL NECA AAW

PROJECT MANAGEMENT APPRENTICESHIP

US DOL REGISTERED
ONE YEAR
NON-BARGAINED



Enrollment Now Open: 2025 NECA/ELECTRI Project Management Apprenticeship

Enrollment is now open for the 2025 cohorts of the [NECA/ELECTRI Project Management Apprenticeship!](#)

ELECTRI International and American Apprenticeships Work (AAW) have partnered to deliver a national Project Management Apprenticeship program, meeting the increasing demand for skilled project management professionals in the electrical industry and beyond. Key features include:

- A one-year, non-bargained apprenticeship
- Competency-based, on-the-job training
- Online, self-paced technical instruction
- Industry-specific education
- Access to a supportive network for success

ENROLLMENT DETAILS:

- **First-come, first-served:** Enrollment is limited and fills quickly.
- **Cohort sizes:** 10-20 apprentices per group.
- **Company limit:** Up to 2 apprentices per company per cohort.
- **Eligibility:** Enrollment must be completed by a NECA contractor company.
 - To qualify, both an apprentice and a supervisor must be identified.

AVAILABLE COHORT DATES:

- **Cohort 4:** February 2025 - February 2026
- **Cohort 5:** March 2025 - March 2026
- **Cohort 6:** April 2025 - April 2026

Please note that Employer Agreements and Onboarding are completed 1-2 months before the cohort launch date.

PROGRAM INVESTMENT:

- **Cost:** The program investment is \$15,000 per apprentice, covering the full range of training and support.
- **ELECTRI and AAW** are actively exploring grant and tax credit opportunities to help reduce program costs. However, since grants are not guaranteed, we advise contractors to be prepared to assume the full investment.
- If you have already completed the Enrollment Form or the earlier version, the Interest Form, and haven't received a response from me, please email [Anna Jochim](#) directly to discuss the next steps.

[Enroll Now](#)

[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 80 on Book 1, 146 on Book 2, 36 on Book 3 and 11 on Book 4. There are 2 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, 54 CW's on Book 1 and 0 CW's on Book 2 and 0 on Book 0 available. ***There are no 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.***

ELECTRICAL CONTRACTOR Launches Mental Health Hub

There is a rising understanding of the need for mental health support in the construction industry. The CDC considers construction workers at a higher risk of suicide than workers in most other industries. ELECTRICAL CONTRACTOR has published numerous articles that discuss mental health concerns and how the construction industry is addressing them. These articles have been assembled into a resource page, which you can access now. [Click here to access the articles.](#)



[CFO Best Practices Virtual Classroom](#)

[The Project Manager's Role in Conflict Management](#)

[Introduction to Change Orders](#)

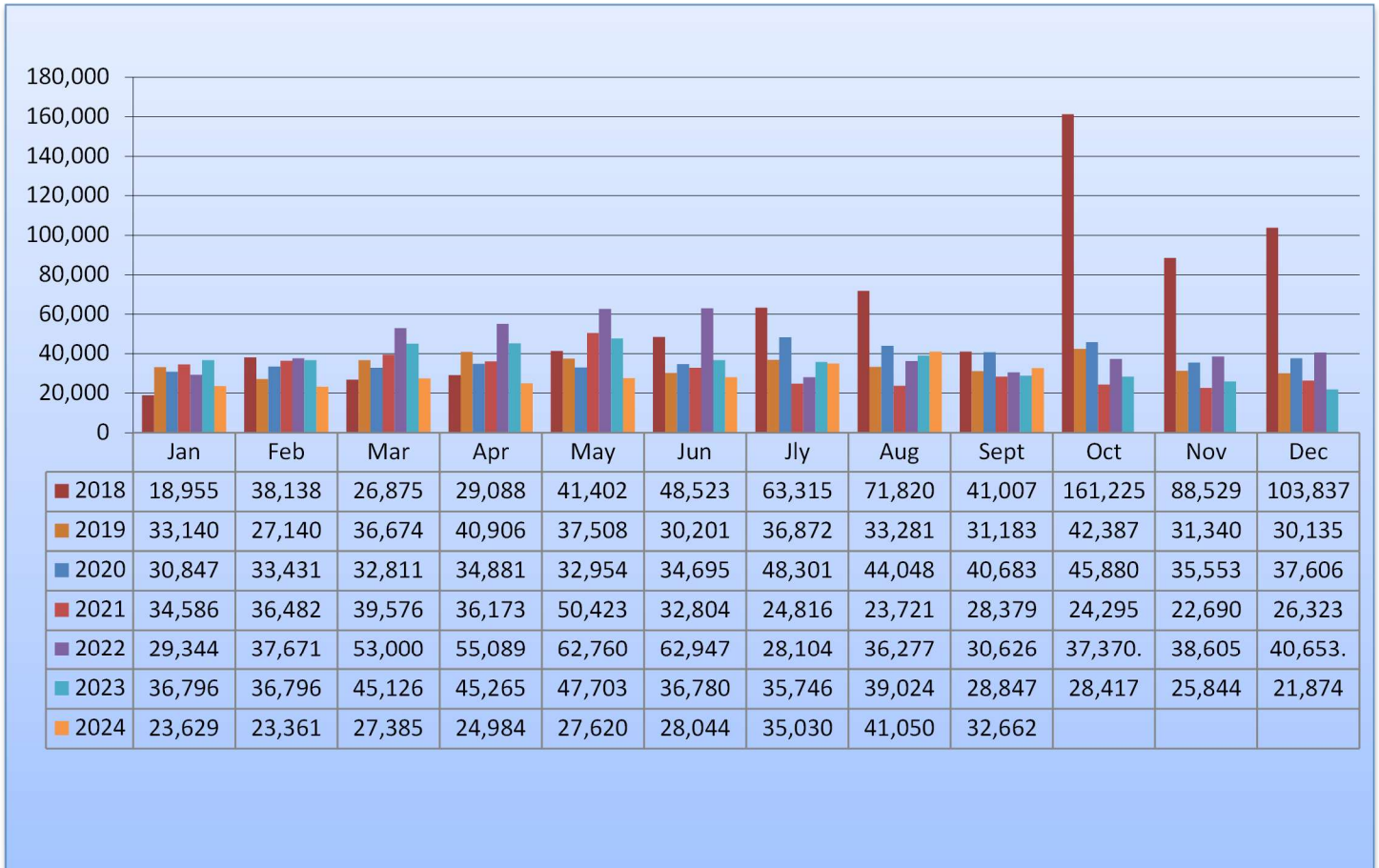
[2022 Harassment Prevention for Managers: California](#)

[The Contract and the Project Manager](#)

[Valuing Diversity in the Work Place](#)

[View All On-Demand Classes Here](#)

INSIDE MONTHLY HOURS REPORT



UPCOMING EVENTS

November 5-8, 2024

Western Region Manages Meeting
Maui, Hawaii

November 8-10, 2024

PLC Retreat
Marco Island, FL

November 10-13, 2024

IFEBP
San Diego, CA

November 18-20, 2024

etA Regional Seminar
Las Vegas, NV

December 7, 2024

Chapter Christmas Party
Monterey Bay Aquarium
Cannery Row
Monterey, CA
By Invitation

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