



October, 2023

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LU #234 Availability List

Save the Date – Tri-District Meeting

Document Crunch Available Now

Calendar of Events



NIC BITTLE CLASS SCHEDULED

A LEADER’S GUIDE TO EXTREME COMMUNICATION

Date:

Wednesday, November 15, 2023

Location:

Vespera Resort
147 Stimson Avenue | Pismo Beach, CA | 93940

There is no cost to Monterey Bay CA Chapter Members thanks to the Wendt Scholarship.

\$500 per-person for NECA Members not affiliated with the ECC, Kern, Monterey, and CA Central Coast Chapters

In our last session we took a look at how to build trust and better relationships with those we lead. We also took a look at how to retain our top talent. In this session we will take a deep dive into how to leverage your success and growth through effective communication.

We underestimate the power our messaging has on our success. At the end of the day everything we do comes down to effective communication. From how we lead and

develop our best to whether or not we are able to recruit our next foremen and leaders. We naturally want to make excuses and blame others for our lack of effectiveness, but in reality it comes down to how we communicate and the message we deliver.

In this program you will learn:

- How to convert journeymen to foremen with the right messaging.
- How to attract leaders using a simple 4 step process.
- How read the mindsets of another person, and
- How to leverage push vs pull communication to more effectively lead, set expectations and drive results.

Target Audience – Owners, Executives, Project Managers, General Foremen and Superintendents

Duration - Full Day

To sign up, please contact Jerri Champlin at JLChamplin@gmail.com.

Remember, there is no cost for members of the Monterey Bay CA Chapter Members. Don't miss out!

TO BENEFIT ... PARTICIPATE!

POLITICO ALERT

www.PoliticoOnline.com "Connecting you to California"
1127 11th St, Suite 747 / Sacramento, CA 95814 / (916) 444-3770 / FAX (916) 442-6437

GOVERNOR VETOES UNEMPLOYMENT INSURANCE FOR STRIKING WORKERS

Governor Newsom has vetoed SB 799, a bill that NECA was strongly opposed to, which would have allowed striking workers to collect unemployment benefits.

This result was brought by a tremendous opposition campaign by the California employer community, which was emphasized by the opposition of NECA contractors through [grassroots advocacy efforts](#) and our direct lobbying of the administration.

CA MINIMUM WAGE TO INCREASE TO \$16.00 PER HOUR ON JANUARY 1, 2024

California's Minimum Wage to Increase to \$16.00 Per Hour on January 1, 2024
California law mandates that the minimum wage be increased in response to

inflation. Specifically, California Labor Code section 1182.12 delegates authority to the Director of Finance to annually determine and certify to the Governor and State Legislature whether an adjustment to the minimum wage is appropriate based the Consumer Price Index for urban wage earners and clerical workers (CPI-W).

The Department of Finance has calculated that the CPI-W has increased by over 6% from July 1, 2022, to June 30, 2023, as compared to the previous 12-month period. Thus, the agency determined that a minimum wage increase must be implemented. With this calculation, the Director of California's Department of Finance recently published a letter stating that the minimum wage needed to rise by 3.5% to account for inflation. As a result of this inflation-related minimum wage increase, the minimum wage rate for all California employers will increase from \$15.50 to \$16.00 beginning on January 1, 2024.

The change in minimum wage has a domino effect on other California employment compliance areas that are linked to the state minimum wage. Many of the exemptions afforded to construction employers' signatory to a collective bargaining agreement (CBA) are dependent on the CBA

providing for "premium" wage rates. The following are some of the key areas the minimum wage increase may impact construction employers.

Collective Bargaining Agreements – Hours and Days of Work

Under California Industrial Welfare Commission Wage Order 16, construction employers and unions are permitted to bargain hours and days of work different from those required by the Wage Order so long as their employees are covered by a valid CBA designating wages, hours and working conditions and the employees' regular hourly rate of pay is not less than 30 percent more than the state minimum wage. Contractors should determine whether their union agreements or other procedures are affected.

California Paid Sick Leave

Construction employers in California must provide paid sick days to their employees, unless the employees are covered by a valid CBA and fall under the exemptions included in Labor Code Section 245.5. The construction exemption to California's paid sick leave law requires regular hourly pay of not less than 30 percent more than the state minimum wage be paid.

Tools or Equipment

Employers who require employees to provide their own tools or equipment may also be affected pursuant to Industrial Welfare Commission Wage Order 16. Generally, when tools or equipment are required by the employer or are necessary to the performance of a job, they must be provided and maintained by the employer. However, an employee receiving wages that are at least two times the state minimum wage can be required to provide and maintain their own hand tools and equipment customarily required by the trade or craft. If employers are taking advantage of this provision, they should ensure they are paying employees twice the new state minimum wage.

A link to the CA Department of Industrial Relations announcement can be found here: [California's Minimum Wage to Increase to \\$16 per hour in January 2024 | California Department of Industrial Relations](#)

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. We are pleased to announce that 5th year apprentice **Tyler Western** has been selected as this month's Apprentice of the Month.

CONGRATULATIONS TO THOSE COMPLETING CLASSES

CPR/FIRST AID 9/9/23

- Anthony Brenkwitz
- Will Clough
- Israel Corona
- Mateo Flota
- Christian Lopez
- Jake Myhre
- Robert Ortiz Ayala
- Ivan Ramirez
- Matt Rivas
- Luis Rodriguez
- Ricky Rodriguez

FOREMAN DEVELOPMENT SERIES 9/9/23

- Alberto Aguilera
- Richard Edwards
- Mohammed Garaan
- Angel Lopez-Magana
- Armando Munoz
- Oscar Rivero
- David Salinas
- Juan Torres

FOREMAN DEVELOPMENT SERIES 9/23/23

- Alberto Aguilera
- Noe Arana
- Richard Edwards
- Mohammed Garaan
- Angel Lopez-Magana
- Armando Munoz
- David Salinas
- Juan Torres

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.

FOREMAN DEVELOPMENT SERIES

Instructor: Ryan Porter

- Saturday October 7TH from 8am-3pm - covering Modules 13 & 14
- Saturday, October 28th from 8am-3pm - covering Modules 15 & 16

Please note that class size is limited to 10 students per class. Sign-up is required – NO DROP INS. Contact Damaris in the JATC office to get your

name on the list at (831) 633-3063.

TRAINING



CPR/FIRST AID WITH BLOOD-BORNE PATHOGENS

This class is scheduled for **Saturday, November 4th** 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.)

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:

APPRENTICE APPLICATION INFORMATION

[JATC INFORMATION](#)

ELECTRI
INTERNATIONAL

ELECTRI
Research Reports

Available to NECA Members
<https://electri.org/research-overview/research>



[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](#)

AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 66 on Book 1, 84 on Book 2, 44 on Book 3 and 21 on Book 4. There are 2 on Book 1, 4 on Book 2, 3 on Book 4 and 0 on Book 4 for Sound & Comm. There is 1 CE's on Book 1 and none on Book 2, 52 CW's on Book 1 and 6 CW's on Book 2 and 0 on Book 3 available. ***There are Inside apprentices available for work at this time. Please call Stacy with your apprentice needs.***

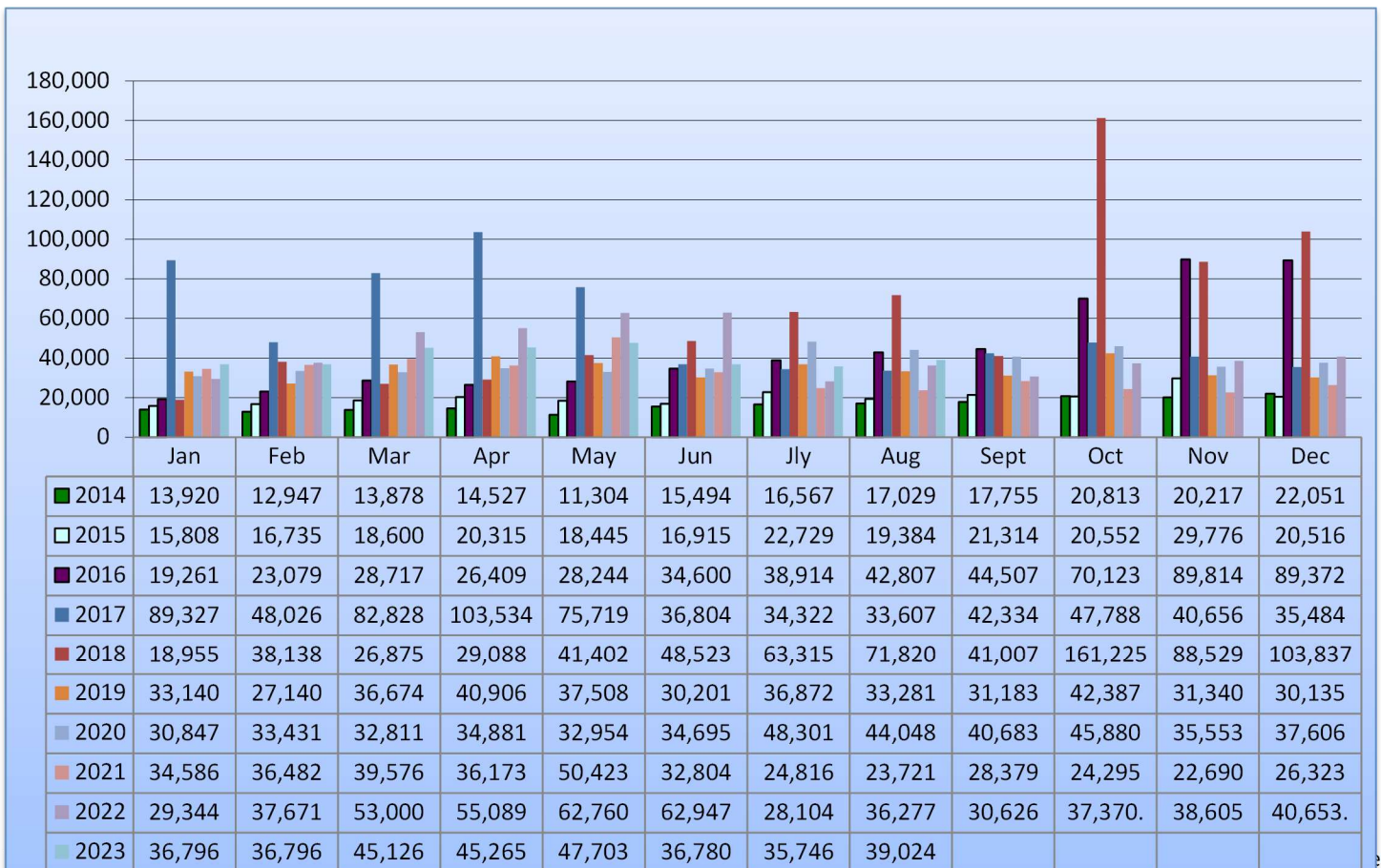
NECA Safety Round Up

NECA Podcast Network

Throughout this monthly series, the NECA Risk Management Executive Directors of Safety will discuss specific topics within electrical construction safety. They'll welcome guests onto the podcast to talk about safety issues and obstacles the industry is facing. Prepare to learn about laws and policies that spread into everything from FLSA, Immigration, FACTA, Title VII, ADA, and FMLA to Workers Comp, Leaves, and Return-to-Work procedures. Other episodes revolve around protective cover, safety leadership, OSHA and Safety training practices, JSAs, HSAs and job briefings as well as incident investigation.

[Click here to listen](#)

INSIDE MONTHLY HOURS REPORT



of its members. Although we make every effort to verify information, its Directors, Staff and Members make no warranty of accuracy.



September 29-October 2, 2023

NECA Convention
Philadelphia, PA

November 15, 2023

Nic Bittle Class
Vespera Resort
Pismo Beach, CA

November 15, 2023

General Membership Dinner Meeting
Speaker: Josh Bone, Electri International
Vespera Resort
Pismo Beach, CA

November 29-December 1, 2023

Electrical Training Alliance
Fall Regional Seminar
Park MGM Hotel
Las Vegas, NV

December 8, 2023

NECA Christmas Party
Intercontinental Hotel
Monterey, CA
By Invitation Only
Ugly Sweater Theme

February 14-17, 2024

Wine and Wisdom
Allegretto Resort
Paso Robles, CA