



December, 2025

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HOLIDAY TOY DRIVE ANNOUNCED

Please join us as we kick off the holidays with a toy drive benefiting kids in the Tri-County area. The Monterey Area LMCC is collecting toys to donate through the KSBW Share Your Holiday Program this year. If you would like to participate, please provide any unwrapped toys to the toy drive. Toys can be dropped off at the Training Center during normal working hours (Monday through Thursday from 12 noon to 5 and Friday from 8 am to noon) or the LU #234 Hall Monday through Friday from 8 am to 5 pm. We will delivering the toys to KSBW on December 12th. Let's Spark Joy by sharing our holidays with those less fortunate. Need someone to pick up your donations? Just

give Jerri a call at (831) 236-1393 or

<mailto:jlchamplin@gmail.com>

NIC BITTLE PROGRAM SCHEDULED

The LMCC will be hosting speaker Nic Bittle on Thursday, December 4th at the IBEW Local #234 hall. Nic will be presenting the "Be the Best: Building a Career in the Electrical Construction Industry" where all apprentices will be in attendance. We are encouraging contractors to attend and participate in this program as well as key journeymen in each firm.

Every apprentice has a choice: treat this as just a job—or commit to building a successful career. Be the Best is a three-hour interactive training designed specifically for apprentices in the electrical industry who want more than a paycheck. This program equips participants with the mindset, disciplines, and strategies it takes to shift from a short-term job mentality to a long-term career mentality.

TO BENEFIT ... PARTICIPATE!

Drawing on proven best practices from Nic Bittle's book *Know This, Do That*, apprentices will learn exactly what they need to know and what they need to do to build the career—and the life—they want.

Through stories, practical tools, and real-world strategies, this program helps participants:

- Understand the difference between a “job mindset” and a “career mindset”
- Develop the habits and disciplines that lead to long-term success
- Learn how to lead themselves before leading others
- Discover strategies to stand out in their trade by doing the small things others overlook

This training isn't a lecture—it's fast-paced, engaging, and entertaining. Apprentices will leave not only motivated, but equipped with practical, actionable tools they can put to work immediately on the jobsite.

The evening will begin with a BBQ at 5 pm and the program will take place between 6:00-9:00 pm at the IBEW Union Hall located at 747 El Camino Real. This would be a perfect time to bring your unwrapped toys to add to the toy drive!



HEALTH NOTE CORNER

Strategies for Mental and Emotional Wellbeing During the Holiday Season

The holiday season can be challenging. It often brings schedule disruptions, family dynamics, financial pressure, and high expectations. Here are some practical and proven strategies that can help:

1. Set Realistic Expectations
 - It's okay if the holidays aren't perfect.
 - Decide what really matters to you this season — connection, rest, traditions, or simply getting through peacefully.
 - Say “no” to events or obligations that stretch you too thin.
2. Plan Ahead to Reduce Stress
 - Create a simple calendar for gatherings, travel, or tasks.
 - Set daily priorities by maintaining a regular

schedule for work, meals, sleep, and exercise.

- Build in buffer time so you're not rushing from one thing to the next.

3. Protect Your Boundaries

- Prepare polite scripts for setting limits:

“I'd love to come, but I can only stay an hour.”

“I'm not discussing that topic today.”

- Excuse yourself when conversations or situations feel overwhelming.

4. Support Your Body and Mind

- Keep a simple routine: regular sleep, good hydration, balanced healthy meals.
- Move daily — just a 10-minute walk decreases stress hormones.
- Limit sugar and alcohol intake, which can intensify anxiety and/or depressed mood.
- Be kind to yourself. Take breaks when needed. Practice an attitude of gratitude.

5. Manage Family Dynamics

- Identify potential stress points in advance (politics, comparisons, pressure).
- Decide how you'll respond or choose to

disengage from certain interactions.

- Consider having a “buddy” — someone you can step aside and check in with.

6. Reduce Financial Pressure

- Set a budget and stick to it. Be aware of credit card debt.
- Choose low-cost gifts: baked goods, gift cards that you can load with what you can afford.
- Consider the gift of shared experiences vs buying something.

8. Stay Connected (or Reach Out) Holidays can be lonely too.

- Schedule time with someone who makes you feel supported.
- Create connections-join community events or volunteer opportunities.

9. If You're Grieving or Missing Someone

- Acknowledge your feelings — grief often gets more intense around holidays.
- Create a small ritual (light a candle, share a memory).
- Give yourself permission to opt out of holiday traditions if needed.

10. Seek Support When You Need It

- Talking with a therapist, counselor,

or support group can help.

- If you're feeling overwhelmed, anxious, or hopeless, reaching out is a strength, not a failure.
- If you ever feel at risk of self-harm or harm, or have suicidal thoughts, contact local emergency services or crisis hotline immediately (call or text 988).

Please reach out to me if you need help finding a medical provider or have any health questions. Wishing you good health this Holiday Season!

Anita Alvarez RN, PHN
Nurse Health Advocate
Electrical Workers Health and Welfare Trust, IBEW LU 234
831-741-8677



MENTAL HEALTH RESOURCES

Construction workers nationwide face the second highest suicide rate of any U.S. industry – over three times the national average. In fact, more construction workers now die by suicide than in workplace accidents. The construction is a high-pressure environment with unique mental health challenges. If you or someone you know is struggling with mental health, addiction or anything else, don't wait to get help! Free, confidential support is available 24/7.

- [Construction Suicide Prevention Partnership](#) aims to prevent suicide and promote mental well-being with support from unions, safety experts, OSHA, SAIF and healthcare partners.
- [California Suicide Prevention](#) – a site put together by the California Department of Public Health with resources on suicide prevention.
- [Electrical Contractor Magazine](#) – here you can explore articles and updates on mental health in the electrical construction industry and learn how leaders are tackling this critical issue.



ELECTRI International is pleased to share a new research report, *Exploratory Analysis of Incentive Pay Utilization in Electrical Construction*, authored by Brendan Coakley of California State University – Chico.

As electrical contractors face ongoing labor shortages and tighter project schedules, many are turning to incentive pay (IP) programs as a strategy to attract and retain skilled union electricians. This study—based on industry interviews, a nationwide survey, and project case analyses—finds that while incentive pay can offer short-term gains in manpower and productivity, it also brings long-term challenges and costs that contractors must manage carefully.

The research highlights the importance of careful design, communication, and long-term planning when

implementing incentive pay programs.

I have attached the new report or you can go to our website and [access the full report here.](#)

UPCOMING CLASSES OFFERED THROUGH THE JATC

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

**Saturday, December 6th
8am-1pm**

This is NOT a drop-in class. Sign-up is required.

Instructor Merralinda Goddard will be teaching on the basics of First Aid and CPR.

Please note that class size is limited and sign-up is required. (Also note that if you reserve a space and do not show up for class, you will be responsible for paying for the class.)

TRAINING ROUND ROBIN

**Saturday, January 10th
8:30am-11:30am**

We are offering a round robin training sponsored with the assistance of GrayBar featuring Milwaukee Tools, Fluke, Southwire and Burndy. Participants are encouraged to sign up and journeymen will receive 3 hours of continuing education upon completion of the class. The class will be held at the Training Center in Castroville.

CONFINED SPACE AWARENESS TRAINING

Cancelled due to lack of sign-ups. We hope to reschedule for sometime soon. Please contact us if you have interest in attending!

OSHA 10

If you are interested in taking an online OSHA 10 course, please contact Stacy at info@tricityjatc.org to sign up.

PLEASE NOTE THAT ALL CLASSES REQUIRE REGISTRATION PRIOR TO THE CLASS.

Please contact Stacy at info@tricityjatc.org to sign up for all classes.

We are in the process of adding classes to our calendar. Please reach out if you have a request for a class that would be beneficial to your firm.



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CLASS COMPLETIONS

CPR / First Aid

10/08/25

- Angel Aledo
- Oger Carrillo
- Isaak Castro
- Kirsten Eckdahl
- Tyler Garcia
- Jonathan Gonzalez
- Jose Enrique Gonzalez-Solis
- Clayton Holly
- Sean Ken
- Hugo Lopez
- Daniel Martinez-Ramirez
- Alfonso Ochoa
- Francisco Ponce Palomino
- Juan Rodriguez
- Max Silva, Luis Solorio-Alvarez
- Jon Taylor

MILWAUKEE APPRENTICE OF THE MONTH

Congratulations to third year apprentice Isreal Corona! Keep up the good work!



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](#)

JATC INSTRUCTORS NEEDED!

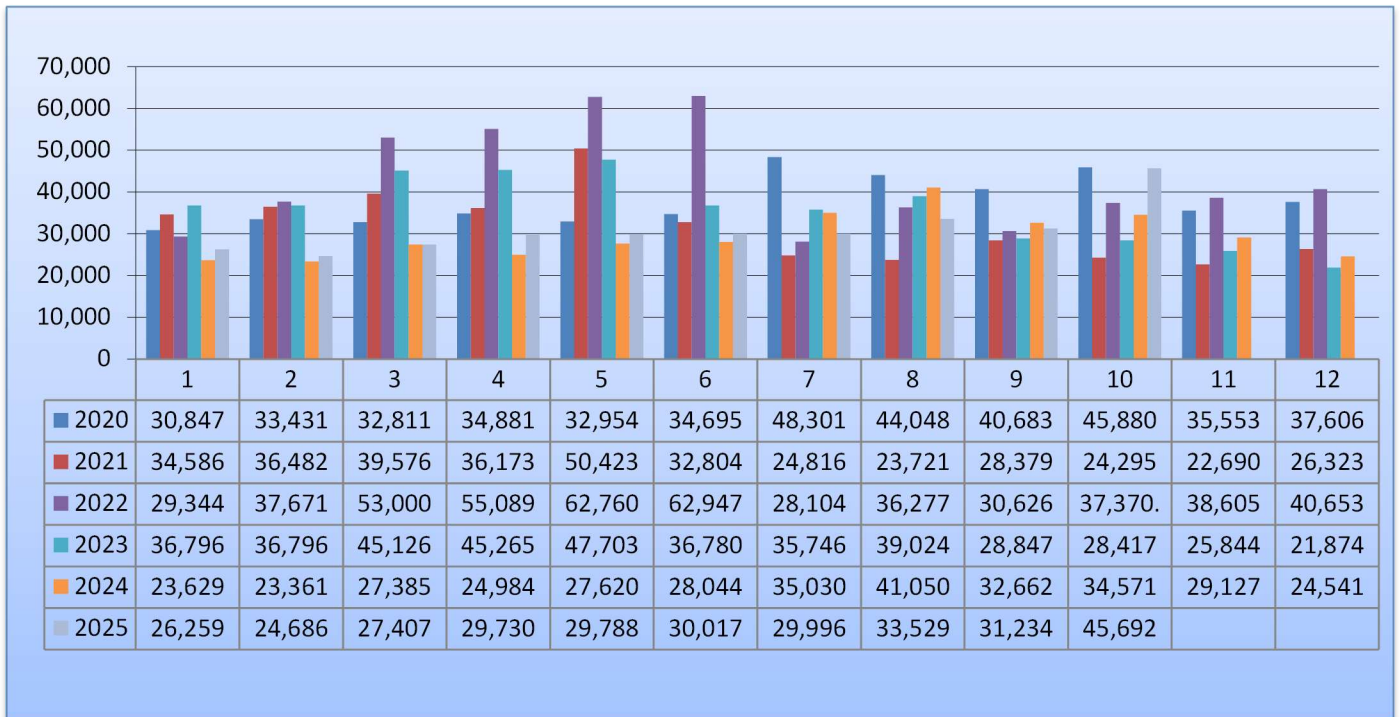
The JATC is seeking instructors for apprenticeship and journeyman training courses on an ongoing basis. If you or someone that you know is interested in teaching – even to substitute or teach journeyman upgrade classes, or if you have a specialty that you would like to assist in for one night, please 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 54 on Book 1, 107 on Book 2, 33 on Book 3 and 1 on Book 4. There are 2 Book 1, 6 on Book 2, 5 on Book 3 and 0 on Book 4 for Sound & Comm. There are no CE's on Book 1 and 0 on Book 2, 58 CW1's and 1 CW2's available. ***If you are interested in hiring a new apprentice in the near future, please contact Stacy at the JATC office to let her know your future needs. No apprentices are currently available.***

INSIDE WORK HOUR HISTORY



December

December 4, 2025

Spark Joy!!
Nic Bittle Presentation & BBQ & Toy Drive!!
IBEW #234 Hall
Salinas, CA

December 6, 2025

NECA Christmas Party
The Sardine Factory
By Invitation Only

January 21-23, 2026

Electri Meeting
Omni La Mansion del Rio
San Antonio, TX

February 18-20, 2026

Wine and Wisdom
Allegretto Resort, Paso Robles, CA

April 11-12, 2026

District 6-9 Meeting
Atlanta, GA

June 10-12, 2026

Academy Meeting
Anchorage, AK

June 15-18, 2026

Tri-District Meeting
Wailea, HI

October 4-7, 2026

125th Anniversary NECA Convention
Las Vegas, NV