



January, 2023

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WINE AND WISDOM REGISTRATION OPEN

Plan to join us February 9-11, 2023 for Wine and Wisdom in the beautiful Allegretto Resort in Paso Robles, CA. The agenda is filled with great speakers including NECA CEO, David Long who will give us an update on National NECA and plans for the future.

Also joining us will be General Ron Bailey who will give a presentation on Leadership. You won't want to miss this one!

Marco Giamberardino will give an update on national politics that affect electrical contractors. Marco has been recognized as a top political advocate on the hill over the past few years.

Josh Bone will join to discuss the latest research that Electri has undertaken. Josh always provides great insight into tools that available to our members and strategies to improve your businesses.

We will be joined by several of our Premier Partners that will be on hand to support our industry as well.

But we won't be all business! We will kick off the event with a scrambles golf tournament at Hunter Ranch in Paso Robles on Thursday and a Sweetheart dinner at Eberle Winery.

Friday evening, join us to solve a "who done it" murder mystery with a Great Gatsby theme. Costumes are encouraged!

Watch for additional details and contact Jerri Champlin to register. You won't want to miss this event!

TO BENEFIT ... PARTICIPATE!

**Happy New Year
2023**

CA MINIMUM WAGE INCREASES JANUARY 2023

California's Minimum Wage to Increase to \$15.50 per Hour

California's minimum wage will increase to \$15.50 per hour for all employers on January 1, 2023.

In 2016, California passed a law to raise the minimum wage to \$15.00 per hour statewide by 2022 for large businesses with 26 or more employees, and by 2023 for small businesses with 25 or fewer employees.

The expanded minimum wage also contained an annual review of the United States Consumer Price Index for Urban Wage Earners and Clerical Workers (U.S. CPI-W) by the Department of Finance. This past July, the Department of Finance found the inflation rate had increased by 7.9%, which required an increase in the minimum wage by 3.5%, resulting in the \$15.50 per hour rate for 2023.

After 2023, the minimum wage will increase based on the lesser of 3.5 percent and the rate of change in the averages of the two most recent U.S. CPI-W unless those averages are negative. If the averages are negative, there shall be no increase or decrease in the minimum wage for the following year.

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 that a premium regular hourly rate of pay of not less than 30 percent more than the state minimum wage be paid to exempt employees.

- 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 this provision, they should ensure they are paying employees twice the new state minimum wage.



REGISTRATION OPEN FOR NECA NOW AND WINFL

Registration has officially opened for Women in NECA/Future Leaders (WIN/FL) and NECA Now Conferences for 2023 to be held back to back in San Antonio, TX.

WIN/FL

The WIN/FL Leadership Conference features two full days of education and breakout sessions including featured speakers, group discussions and networking opportunities for both groups.

Dates: April 16-17, 2023
Location: JW Marriott Hill Country, San Antonio, TX

NECA Now

Far from your typical meeting, NECA Now 2023 is a two and a half day Executive Leadership Conference focused on professional and personal growth. This year's conference will provide attendees with the opportunity to gain insights on leadership development with presentations by top business experts. There will be thirty-two different breakout sessions to choose from throughout the conference organized into the following tracks: 1) Persona and Professional Development, 2) Business Growth and Change, 3) Mentoring, Recruiting and Retaining and 4) Communication and Leadership.

Dates: April 17-19, 2023
Location: JW Marriott Hill Country, San Antonio, TX

Please contact the chapter office if you are interested in registering for this conference and don't forget...some firms still have education funds available for fees associated with this meeting.

NON-EMERGENCY COVID-19 PREVENTION REGULATIONS

Non-Emergency COVID-19 Prevention Regulations

The Occupational Safety and Health Standards Board voted to adopt non-emergency COVID-19 Prevention regulations. These regulations will take effect once they are approved by the Office of Administrative Law in the month of January 2023.

DIR has issued a [news release](#) providing details about the new provisions and Cal/OSHA has created a new [COVID-19 Prevention Non-Emergency Regulation webpage](#) that contains a [fact sheet](#) on "What Employers Need to Know" that will soon include additional resources, such as frequently asked questions and a model written program for employers to use as an example.

The most controversial provision in the previous iterations of the COVID-19 Prevention regulations has been the "exclusion pay." This provision requires employers to pay employees, if they are exposed to COVID-19 at work, to stay home and isolate while they await a positive or

negative COVID-19 test. Exclusion pay has been eliminated from the non-emergency COVID-19 prevention regulations.

CA NEW BEREAVEMENT LEAVE LAW

AB 1949 - California's New Bereavement Leave Law

California has enacted a new bereavement leave requirement into law, effective January 1, 2023. The new law requires employers with five or more employees, including those covered by a collective bargaining agreement, to provide up to five days of **unpaid** leave to eligible employees for the death of a family member. The bill defines "family member" as a spouse, child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law of the employee.

To be clear, AB 1949 does not provide any new state mandated paid time off. With that in mind, while on bereavement leave, an employee can use other available paid time off such as vacation pay, personal leave, or sick leave they may have accrued.

Under the new law, bereavement leave is only available to employees who have worked for the employer for at least thirty days prior to the commencement of the leave. The five days of leave

do not need to be taken consecutively but must be completed within three months of the death of the family member.

Employers are allowed to confirm the need for leave by asking for documentation, such as a death certificate, a published obituary, or a written verification of death, burial, or memorial services from a funeral home or other applicable entity. The request from the employer for documentation must occur within thirty days of the employee's first day of leave.

The bill includes enforcement provisions that allow employees to file claims against employers who prevent them from taking bereavement leave or who take adverse employment actions against employees who take their leave. However, an especially crucial point for employers is that the bill is codified under the California Government Code and not the California Labor Code. This means that, while employers may see retaliation claims stemming from this new law, employees will not be able to file claims under the Private Attorneys General Act (PAGA) for any alleged violations.

AB 2693 - COVID-19 Exposure Notification Requirements Modified and Extended

AB 2693 takes effect January 1, 2023, and amends and

extends COVID-19 workplace notice requirements until January 1, 2024. The main modification provides that an employer may now satisfy the notice requirement by prominently posting a notice that includes the dates on which an employee with a confirmed case of COVID was on the premises within the infectious period, and the location of the exposure. The notice must remain posted for 15 days in a location where workplace rules and regulations are usually posted, as well as on an employee portal (if applicable). Employers must also keep a log of all the dates the notice was posted at each of its worksites and allow the Labor Commissioner to access these records.

One other key change is that notice to the local public health agency will no longer be required in the event of an outbreak.



CONGRATULATIONS TO THOSE COMPLETING CLASSES

**CPR/First Aid
12/3/22:**

- Lamont Adams
- Roberto Alanis-Aguilar
- Bryan Craddock
- Tyler Daly
- Gilberto Espindola
- John Greene
- Michael Julian
- Ernie Magallan
- Robert Meloney
- Alfredo Nicolosi
- Chris Olsen
- Jonathan Stanley
- Philip Villaneda

UPCOMING CLASSES OFFERED THROUGH THE JATC

SIGNIFICANT CHANGES TO THE NEC

Significant Changes to the 2017 NEC with David Martinez will be held on Tuesday, January 17th from 5:30 to 8:30 pm.

NFPA 70-E

An NFPA 70-E class has been scheduled for **Saturday, February 4th from 8am-2pm** with instructor, David Martinez. **Please note that participants MUST sign up by contacting the Stacy to sign up for the class.**

CPR/FIRST AID

First Aid/CPR will be offered on **Saturday, February 11th**

from 8am – 2pm with CPR / First Aid. To sign up for the class, please contact Stacy to sign up for the class.

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 contained in our website to apply. For more information regarding the process, please click in the following link:

[JATC INFORMATION](#)

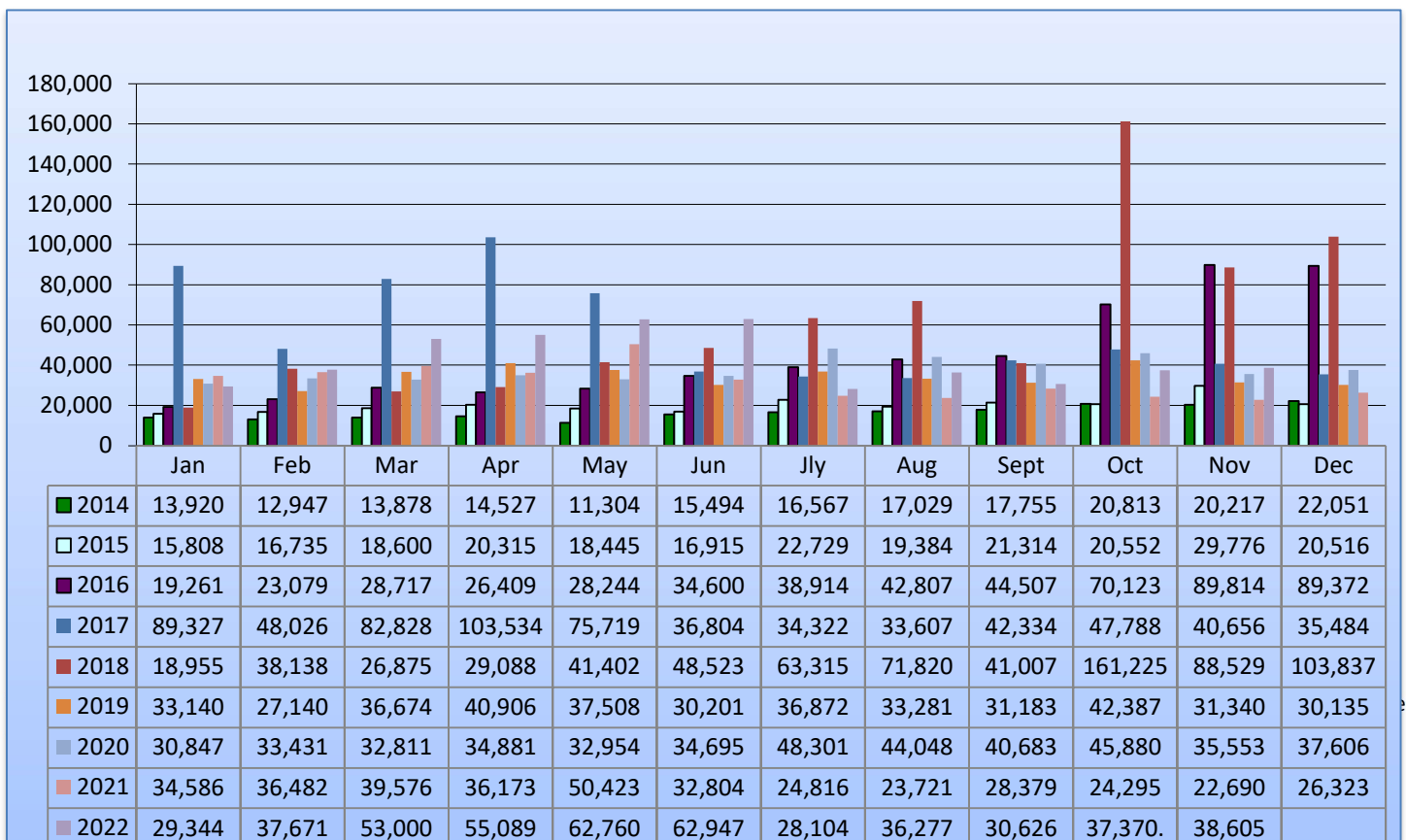
JATC INSTRUCTORS NEEDED!

Interested in teaching? We are looking for instructors to help out with apprenticeship classes, lab classes and/or journeymen upgrade classes. If you are interested, complete and return our Instruction Position. You may also request a copy of the form from Stacy.

AVAILABILITY LIST UPDATE

On the Inside Out-of-Work List, there are 16 on Book 1, 82 on Book 2, 13 on Book 3 and 6 on Book 4. There is 1 on Book 1, 2 on Book 2, 1 on Book 3 and 0 on Book 4 for Sound & Comm. There are 12 CW's on Book 1 and 3 CW's on Book 2 and 0 on Book 3 available. There is one Inside apprentice available for work at this time. Please call Stacy with your apprentice needs.

INSIDE MONTHLY HOURS REPORT



January

January 17-19, 2023

Electri Council Meeting
Scottsdale, AZ

January 22-25, 2023

IBEW-NECA Benefits Conference
St. Pete's Beach, FL

February 9-11, 2023

Wine and Wisdom
Allegretto Resort
Paso Robles, CA

March 6-8, 2023

Association Executives Institute
Philadelphia, PA

March 21-23, 2023

Labor Relations Conference
Nashville, TN

April 17-20, 2023

NECA NOW
San Antonio, TX

June 23, 2023

Nic Bittle Education Class
Paso Robles, CA

September 29-October 2, 2023

NECA Convention
Philadelphia, PA