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REMINDER: WORKPLACE VIOLENCE PREVENTION PLAN DUE JULY 1

As a result of the passage of SB 553 last year, all employers in California are required to establish, implement, and maintain a written Workplace Violence Prevention Plan (WVPP) by no later than July 1, 2024. Plan must be available to all employees.

The law also required the Cal/OSHA Standards Board to adopt workplace violence standards no later than December 31, 2025. Despite this requirement, Cal/OSHA is authorized to begin enforcement of SB 553 on July 1, 2024.

In lieu of regulations, Cal/OSHA has provided a model WVPP for employers to utilize which can be found [HERE](#). Employers are not required to use this model WVPP. They may create their own, use another WVPP template, or incorporate

workplace violence prevention into their existing Injury and Illness Prevention Program (IIPP) as a separate section. The model plan is intended to help employers develop a separate, stand-alone Workplace Violence Prevention Plan (WVPP) and was written by Cal/OSHA for a broad spectrum of employers. It may not match your company's exact needs however, it provides the essential framework to identify, evaluate, and control workplace violence hazards.

Additional information regarding the new WVPP requirements can be found [HERE](#).





HEALTH CORNER WITH NURSE ANITA

It's Tick Season – Be Aware and Prevent Tick Bites

Tick exposure can occur year-round, but ticks are most active during warmer months (April-September)

Tick bites can cause Lyme Disease.

Ticks live in grassy, brushy, or wooded areas, and on animals. Spending time outside walking your dog, camping, gardening, working, or hiking may bring you in contact with ticks.

To Prevent Tick bites:

- Avoid wooded and brushy areas with tall grass and leaf litter.
- Walk in the center of trails.
- Check your body for ticks after being outdoors: In and around the hair, ears, under arms,

- waist/belly button, back of knees, and between legs.
- Treat clothing and gear with products containing 0.5% permethrin. You can also buy permethrin-treated clothing and gear.
- Check your clothing for ticks. Ticks may be carried into the house on clothing.
- Check gear and pets for ticks. Ticks can be carried into the home on pets and gear, then attached to a person later, so carefully examine pets, coats, and daypacks.
- Shower soon after being outdoors.
- What to do if you get a Tick bite:
- Remove the tick as soon as possible.
- Follow the guidelines for tick removal listed on the link below.

Fact Sheet—[What to do after a tick bite](#)

If you have any questions or would like more information, please contact me.

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PRIORITIZING MENTAL HEALTH IN CONSTRUCTION

The latest Bureau of Labor Statistics (BLS) annual report on occupational injuries revealed a 7.7% increase in construction fatalities and a 13.1% increase in suicides in 2022 over 2021. Among men in the US, UK and Australia, construction has one of the highest suicide rates of any sector.

This is a global issue for an industry that is prone to risk factors like physically demanding work, a stoic culture and long hours. Many are now aware of the magnitude of this issue, and as awareness increases, so do expectations for employers to take action.

With an unprecedented need to attract and retain new talent, we need more people and we need them at their best. While construction is starting to recognize the importance of prioritizing mental health, the time is now for individuals, team leaders and organizations to move from awareness to action. [Click here](#) to read more from Construction Dive on how to take first steps into prioritizing mental health.



TIME WORKED AND LABOR LAWS

The Fair Labor Standards Act is the federal law that dictates minimum wage, child labor, overtime and record-keeping practices. As a small business owner, you might have employees whose time worked is affected by one or more of these employment categories. Your state might have labor laws that differ from federal law. When both federal and state labor laws apply, use the law that benefits your employees the most.

Regular Time

Under the FLSA, as of 2012, you're supposed to pay nonexempt employees no less than the federal minimum hourly wage of \$7.25 for regular time worked, which is 40 hours or less per week. You may pay employees more than that rate, but not less. Nonexempt employees are those who are not excluded from FLSA overtime pay provisions; these employees are usually paid by the hour. Note that piece-rate employees are not paid by the hour. They receive a specific amount on each completed piece of work.

Overtime

For nonexempt employees who work more than 40 hours per week, the FLSA requires that you pay them overtime at

1.5 times their regular pay rate. An employee must physically work more than 40 hours for the week to qualify for overtime. If they take vacation or sick time off, which pushes hours to more than 40, pay the overage at their regular pay rate.

Meal Periods

The FLSA does not require that you give your employees meal periods, which last at least 30 minutes. If you give meal periods, the time is generally unpaid. The employee must be totally relieved from their work duties for the meal period to be unpaid. If they're required to perform any duties during the meal period, you must pay them for their time.

Child Labor

The FLSA has a wide range of rules that affect child labor. These rules often depend on whether the child works in an agricultural or non-agricultural industry. The minimum age for most non-agricultural work is 14; different policies may apply to those who do agricultural work. Under the FLSA, work hours for 14- or 15- year-olds are restricted to three hours during school days, 18 hours during school weeks, eight hours on non-school days, 40 hours during non-school weeks, and hours between 7 a.m. and 7 p.m. with some limitations. You may pay nonexempt employees younger than 20 at the special

minimum wage of \$4.25 per hour during their first straight 90 days of employment.

Record-keeping

The FLSA requires that you keep specific records for nonexempt employees. This includes timekeeping documents that show the time and day of the week the employee's workweek starts, their total hours worked for each day and week, and their regular and applicable overtime wages for the week. In most cases, you do not have to track a salaried employee's time worked, because these employees are often not paid according to hours worked.

Considerations

Contact the appropriate state labor department for the rules concerning time worked in your state as they might differ from federal law. For example, the state might require overtime or double-time payment for work hours exceeding a certain number for the day and for time worked on specific days. The state might also have child labor laws, and paid meal period laws that go beyond an employee being required to work while eating.

Travel Time

Time spent traveling during normal work hours is considered compensable work time. Time spent in home-to-work travel by an employee in an employer-provided vehicle,

or in activities performed by an employee that are incidental to the use of the vehicle for commuting, generally is not "hours worked" and, therefore, does not have to be paid. This provision applies only if the travel is within the normal commuting area for the employer's business and the use of the vehicle is subject to an agreement between the employer and the employee or the employee's representative.

Webpages on this Topic

Handy Reference Guide to the Fair Labor Standards Act - Answers many questions about the FLSA and gives information about certain occupations that are exempt from the Act.

Coverage Under the Fair Labor Standards Act (FLSA) Fact Sheet - General information about who is covered by the FLSA.

Wage and Hour Division: District Office Locations - Addresses and phone numbers for Department of Labor district Wage and Hour Division offices.

State Labor Offices/State Laws - Links to state departments of labor contacts. Individual states' laws and regulations may vary greatly. Please consult your state department of labor for this information.



CONGRATULATIONS GRADUATES

Graduation was held Friday, May 10th at the Hyatt Regency in Monterey to honor our 2024 graduates of the Tri-County JATC Inside program: **Juan Arguelles, Gilberto Contreras, Sergio Diaz, Mateo Flota, Rigoberto Garcia, Tyler Kendall, Angel Lopez Magana, Tyler Western, and Andrew Zavala.**

The guest speaker for this year's commencement was Congressman Jimmy Panetta (D) who offered his congratulations for a job well done!

We are proud of your accomplishments!



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.

No class information is available. Please contact the office for more information.

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](#)



Field Leadership Essentials

Thursday, July 25, 2024

Breakfast 7:00 AM

Class Begins at 7:30 AM

Lunch 12:00 PM

Class Ends Approximately 2:30PM-3:30PM

Seven Oaks Country Club

2000 Grand Lakes Ave | Bakersfield, CA | 93311

Instructors – David Manderson, Paul Flynn, & Ted Uppole

Field leaders are on the front line of every electrical contractor's success and the success of our industry. NECA's Field Leadership Essentials program is an intensive, one-day learning experience designed to enhance the leadership skills of new and up-and-coming field leaders by providing the "must know" topics for field leaders in the electrical contracting industry. This course focuses on the knowledge and skills that every field leader must learn to be an effective manager of people, time, equipment, and materials.

Participants will learn how to do the following:

- Explain the field leader's roles and responsibilities
- Use effective communication techniques on the jobsite
- Describe how to better support crews
- Identify the characteristics and behaviors of good leadership
- Motivate crews based on individual and situational needs
- Use a step-by-step process to make better decisions
- Describe the supervisor's role in harassment prevention
- Describe the benefits of developing a positive mindset around diversity, inclusion, equity and belonging
- Describe steps you can take to improve crew productivity
- Describe the importance of different types of schedules to the construction process
- Describe the components of costs on a job
- Explain the business impact of poor tool and material management
- Define common types of estimates and the components of a bid estimate
- Describe the supervisor's role in creating and maintaining a safe working environment

Target Audience:

Owners, Executives, Project Managers, General Foremen and Superintendents



Don't miss out on the NECA National Convention, the ultimate networking and knowledge-sharing event for electrical contractors! Immerse yourself in cutting-edge education sessions, explore the latest industry innovations on the trade show floor, and forge powerful connections with peers from across the nation. Get inspired by dynamic speakers, gain invaluable insights into business growth strategies, and stay ahead of the curve within the electrical industry. Mark your calendars for September 28th- October 1st, 2024 this is where electrifying ideas and opportunities ignite! You will be notified when registration opens. We look forward to a huge turnout in our hometown!

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 82 on Book 1, 109 on Book 2, 44 on Book 3 and 30 on Book 4. There is 1 on Book 1, 5 on Book 2, 5 on Book 3 and 0 on Book 4 for Sound & Comm. There are no CE's on Book 1 and none on Book 2, 67 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. Please call Stacy with your apprentice needs.***

CALIFORNIA MANDATES WORKPLACE POSTER HAVE YOU COMPLIED?

The California Civil Rights Department (CRD) has issued an updated version of the required ["California Law Prohibits Workplace Discrimination and Harassment"](#) poster. The update includes information about protections for employees taking bereavement leave or the newly enacted reproductive loss leave.

Like all other required postings, the updated poster must be displayed at the workplace in a conspicuous place where employees gather, and where it can be read by all employees and job applicants. The text has to be large and legible enough to be easily read when posted.

If 10 percent or more of an employer's workforce speaks a language other than English, the poster must also be displayed in that/those language(s). For more information, and for a complete database of all required posters, please check out the [CRD website](#).

Taken from Sweeney Mason LLP Newsletter – 01/17/2024

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](#).**





**IMPORTANT
ANNOUNCEMENT**

Sexual Harassment Prevention Training is required in California every 2 years. This is a reminder that NECA National has virtual courses on their website that meet the California requirement.

Please click here to access training for :

[Managers](#)

[Employees](#)

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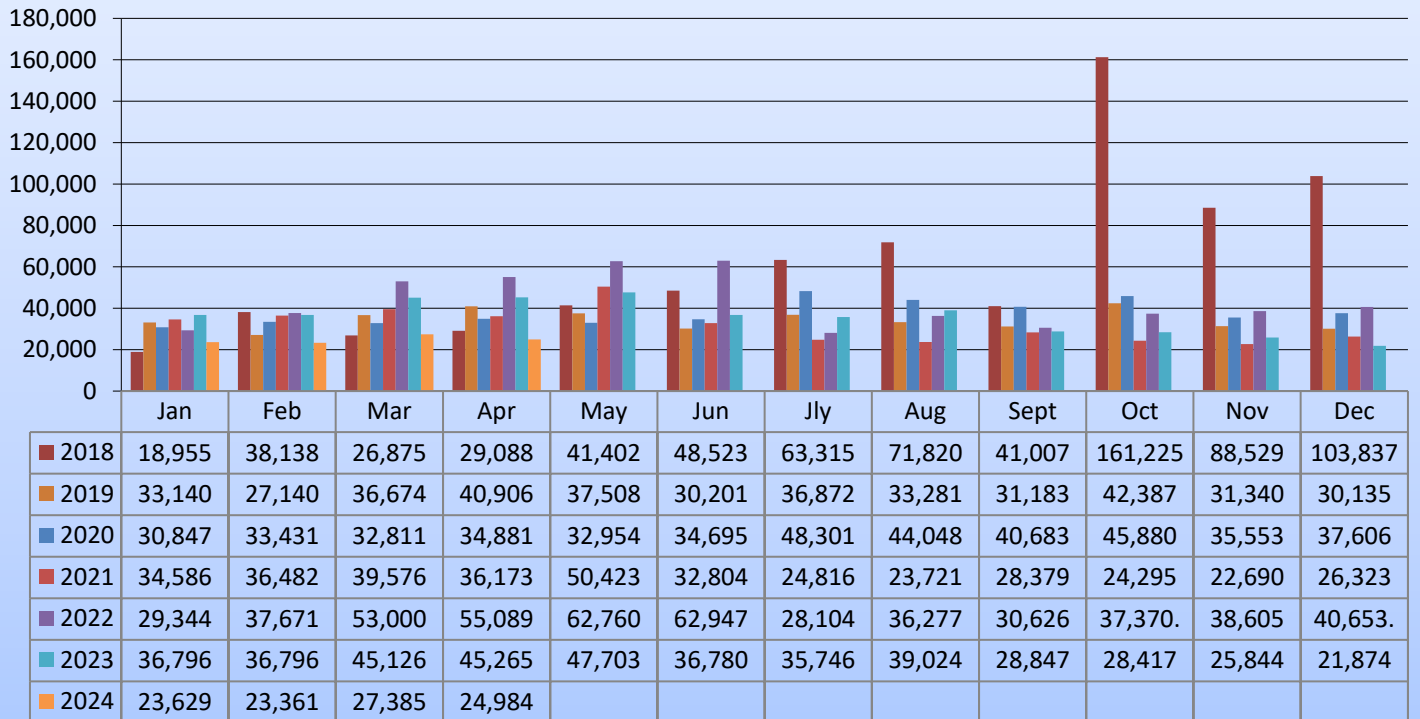
**ON-DEMAND
CLASSES**

From NECA National
www.necanet.org

[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





June 25-28, 2024

Tri-District Meeting
Banff, Canada

July 15-17, 2024

Electri Meeting
Boston, MA

July 17-19, 2024

Labor Relations Conference
Boston, MA

July 25, 2024

Field Leadership Essentials
Seven Oaks Country Club
Bakersfield, CA

August 5-7, 2024

District Nine Meeting
The Chateaux Deer Valley
Park City, UT

September 27-October 1, 2024

NECA Convention
San Diego, CA