



November, 2025

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POLITICO UPDATE

Governor Newsom Signs SB 440 - Extending Fair Change Order Protections to Private Construction

We are proud to announce that Governor Gavin Newsom has signed SB 440 (Ochoa Bogh), our industry-sponsored change order reform bill. SB 440 extends the successful public works change order process (AB 626, 2016) to private construction projects, creating a fair, transparent, and timely framework for resolving contractor-initiated change order claims.

Change orders are common in construction, typically used to modify a project's scope, design, schedule, or cost. Without clear procedures, unresolved or unpaid change orders can cause significant delays, costly disputes, and financial strain on contractors. SB 440 addresses these challenges head-on.

Key reforms include:

- Allowing contractors to initiate the payment process for work performed outside the original contract scope.
- Requiring private project owners to review and respond to change order claims within a defined time period.
- Maintaining the owner's right to dispute or reject claims, while requiring prompt payment of all undisputed amounts in accordance with California's prompt payment laws.
- Mandating non-binding mediation before litigation to encourage early and cost-effective dispute resolution.

The new law takes effect January 1, 2026, and will apply to all nonresidential private works of improvement contracts executed on or after that date.

We extend our sincere appreciation to all NECA contractors, Chapter Managers, and staff who supported this effort through our grassroots outreach program. Your engagement

TO BENEFIT ... PARTICIPATE!

was instrumental in achieving this important reform for California's construction industry.



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 be 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.

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

Stay Healthy During Flu and Cold Season

Respiratory viruses are highly active in the fall and winter. The viruses that can cause more serious illnesses are influenza (flu), respiratory syncytial virus (RSV) and SARS-CoV-2 (which causes COVID-19). These viruses spread quickly by:

- Coughing
- Sneezing
- Close contact with someone who is sick.
- Touching your eyes, nose or mouth without first washing your hands. This is important if you
- have touched contaminated items or surfaces.
- How to prevent respiratory virus infection?

1. Get Vaccinated: There are vaccines available for the viruses most likely to cause serious illness: flu, RSV, and SARS-CoV-2 (COVID-19). Vaccines are a covered benefit

under the IBEW insurance plan.

You can get vaccinated at the following places:

- Your primary care doctor or a walk-in clinic.
- Local pharmacies such as CVS, Walgreens, and Safeway.
- Local Public health Department

2. Wash hands throughout the day with soap and warm water for at least 20 seconds. If not available, use a hand sanitizer with at least 60% alcohol.

3. Wear a quality mask, such as a N95 or KN95. Masks are especially helpful if you are already sick, or in a crowded space, or are indoors.

4. Cover your cough or sneeze: Cough or sneeze into your elbow, arm, or a tissue. Make sure to throw away your tissue. Then wash or sanitize your hands.

5. Bring in fresh air: If it is safe to do so, open doors and windows to bring in fresh outdoor air. This prevents virus particles from building up indoors.

6. Stay home when you are sick, this will slow the spread of flu, RSV, COVID-19, and even the common cold.

Those at higher risk for severe diseases, should get vaccinated. These include:

- Older adults, especially those 65 and older
- Infants, especially those who are less than 6 months, and young children (less than 5 years)
- People with certain medical conditions, such as asthma, heart disease, diabetes, cancer, or weakened immune system, and those with disabilities.
- People who are pregnant or recently pregnant

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.)

**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@tricountyjatc.org to sign up.

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

**Please contact Stacy at
info@tricountyjatc.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.**



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

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!

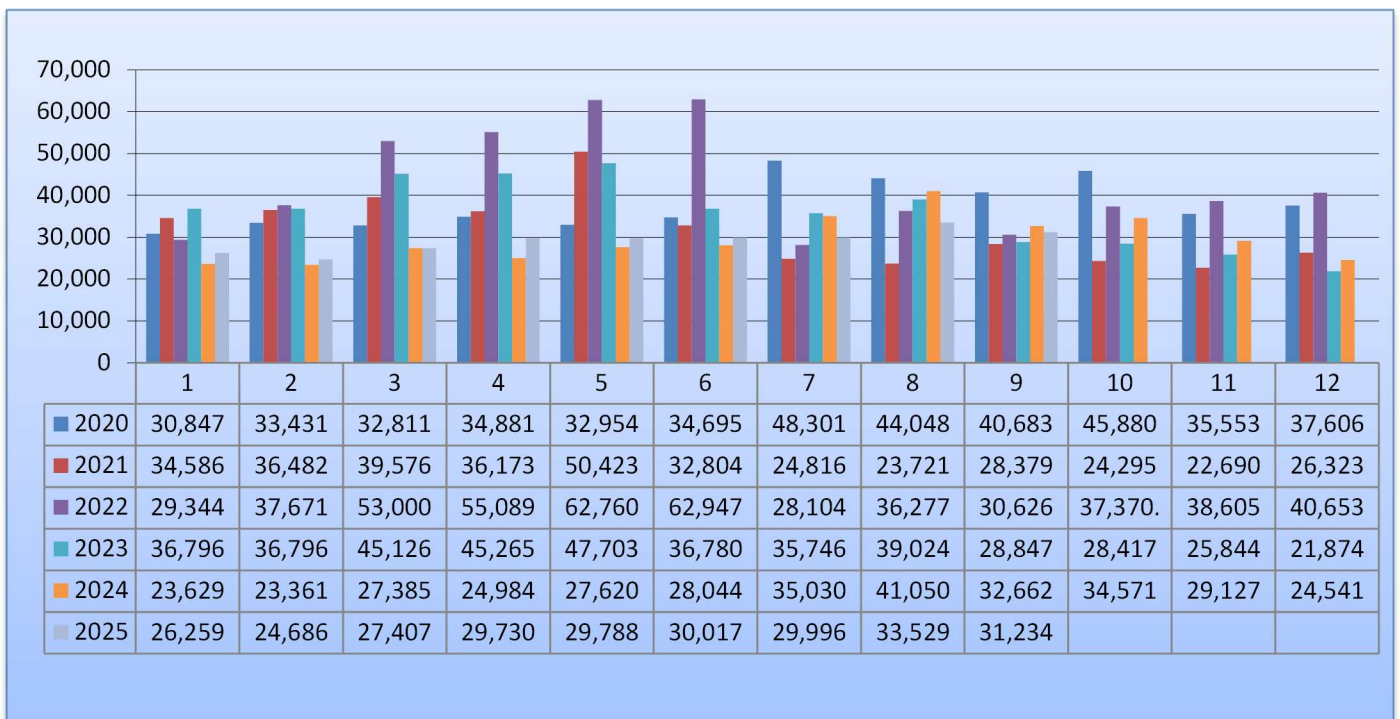
The JATC is seeking instructors for apprenticeship and journeyman training courses on an ongoing basis. If you or someone that you know is interested in teaching – even to substitute or teach journeyman upgrade classes, or if you have a specialty that you would like to assist in for one night, please 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, 103 on Book 2, 32 on Book 3 and 2 on Book 4. There are 2 Book 1, 5 on Book 2, 2 on Book 3 and 0 on Book 4 for Sound & Comm. There are no CE's on Book 1 and 0 on Book 2, 55 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



[Click here for the latest edition!](#)

5 ELECTRICAL SAFETY TIPS FOR THANKSGIVING



01

Smoke Detectors

Cooking is the number one cause of house fires. Make sure your smoke detectors are working properly by pushing the "test" button.



02

Check Appliances

Before the cooking starts, check your appliances for any frayed or damaged cords.



03

Electrical Outlets

Don't overload your outlets! If there is no breaker in the circuit, it can cause the circuit wiring to overheat and start a fire.



04

Use A Timer

It is hard to remember how long each side dish needs to cook. Use a timer so there isn't any food forgotten that will burn in the oven or stovetop.



05

Don't Use Water

Electricity and water don't mix. If a grease fire does occur, throw baking soda on the flames to keep them from spreading.



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Source: <https://belectricpa.com/thanksgiving-electrical-tips-lighting-ideas-energy-savings/>



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www.shutterstock.com

November 17-19, 2025
etA Regional Conference
Las Vegas, NV

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