



SUMMER

OUR 62nd YEAR

CONTRA COSTA CHAPTER

June 2025

NECA Field Leadership Essentials

Elevate Your Team's Potential with Field Leadership Training!

Now's the time to start thinking about which of your field leaders—or those you see as future leaders—would benefit most from this one-day course.

YOUR FIELD LEADERS ARE THE FRONTLINE OF YOUR SUCCESS AND THE SUCCESS OF THE INDUSTRY

On Thursday, **October 9, 2025**, we will be hosting NECA's Field Leadership Essentials program, a single full-day course, that will explore the unique challenges that new field leaders face. This course will focus on the knowledge and skills that every field leader must learn to be an effective manager of people, time, equipment, and materials.

What Participants Will Learn:

- Explain the field leader's roles and responsibilities.
- Use effective communication techniques on the jobsite.
- Describe how you can 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 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.

**Click [Here](#) to
Reserve Your Seats
Now**

POLITICO ALERT

www.PoliticoOnline.com "Connecting you to California"

1127 11th St., Suite 747 / Sacramento, CA 95814 / (916) 444-3770 / FAX (916) 442-6437

Public Works Contractor Registration Now Open for FY 2025-26

The registration and renewal portal for Public Works Contractor Registration is now OPEN for the upcoming fiscal year beginning July 1, 2025. All contractors working on public works projects must renew or register before this date to remain in compliance and avoid any disruption in project eligibility.

Key Reminders:

- Registration Fee: \$400 per fiscal year (July 1 – June 30)
- Early Registration: Strongly encouraged—contractors may register up to 3 years in advance
- Mandatory Starting June 23, 2025: Contractors must resume submitting electronic certified payroll records (eCPRs) via DIR's online system

**Register or renew here: [DIR Public Works Portal](#)
(Login/Register at top right of the page)**

Helpful Resources:

[User Sign-Up Guide \(PDF\)](#)

[Registration Video Walkthrough](#)

[eCPR User Guide](#)

[eCPR Video Tutorial](#)

[Live DIR Workshops](#)

Sweeney Mason

LLP

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News Alert: Recommended Handbook Update

In light of some recent case law interpreting several common and seemingly benign employment policies as potentially having an unlawful chilling effect on the employees' right to unionize, we recommend adding the following language to your Handbook in your next round of revisions, ideally somewhere on the first page or included in the Employer Statement:

Nothing in this Handbook is intended to interfere with your rights under any federal and state laws, including the right to engage in, or refrain from, activities protected under the National Labor Relations Act, such as the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of your own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.

In the interim, we also recommend issuing a memo to your employees with the same language.



May 23, 2025

Defense Department and PLAs

On May 16, 2025, Judge Rudolph Contreras from the United States District Court for the District of Columbia issued a [Memorandum Opinion granting five Motion for Preliminary Injunctions](#). A key element for NECA contractors was an injunction against Department of Defense Secretary Pete Hegseth for not following a [Biden-era executive order](#) mandating the use of project labor agreements (PLAs) on some federal projects.

Per Judge Contreras' order, the DOD must resume the practice of using PLAs. This halted a [prior Memorandum](#) preventing PLAs on large scale construction projects.

NECA members should stay connected to the evolving landscape of how federal construction projects are bid and the terms they are performed on. Any specific challenges encountered during this process should be emailed to necagovtaffairs@necanet.org.

This material is for informational purposes only. The material is general and is not intended to be legal advice. It should not be relied upon or used without consulting a lawyer to consider your specific circumstances, possible changes to applicable laws, applicable CBAs, prime contracts, subcontracts, rules and regulations and other legal issues. Receipt of this material does not establish an attorney-client relationship.



NECA Regulatory Alert

FROM THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

May 14, 2025

Tariffs Update – China Deal

President Trump has announced a **90-day pause** on all reciprocal tariffs on **China**, effective immediately. This pause is meant to provide the time needed to negotiate a new deal and comes after recent conversations between U.S. officials and China on existing trade barriers.

As part of the pause, tariffs on China have been reduced to **30 percent**, reflecting the combination of the 10 percent baseline tariff now applied to most countries, plus an additional 20 percent penalty on China already in place relating China's failure to address their role in the fentanyl trafficking.

This temporary shift comes on the heels of the broader "Liberation Day" policy, which imposed a ten percent reciprocal tariff on nearly all imports. What that policy remains in place for most countries, Canada and Mexico continue to operate under the USMCA framework and are exempt.

We do note that the existing exemptions from the original Executive Order are still intact, including on copper and certain critical minerals, thanks to our collective advocacy efforts, in partnership with industry allies, to protect materials essential to our work and supply chains.

NECA Next Steps:

In order to effectively advocate for our industry, the Government Affairs team is currently seeking input on potential and current tariff impacts. There is currently no formal exemption or exclusion procedure in place at USTR, nor has there been indications there will be one. This is intended to provide our team with a ready-to-go list in the event a formal process is announced, as well as to provide the Administration with information on impacts to our members.

If you have specific materials or products you would like us to consider, please contact us at necagovtaffairs@necanet.org with the following information:

- **Product or material name**
- **Harmonized Tariff Schedule Code (Schedule B number), if applicable or known**
- **Country of origin**
- **Any relevant details or context that would support our advocacy efforts on your behalf**
- **The impact the current tariff on this product has on your business, employees, customer relations, or ability to operate effectively.**

Your input is greatly appreciated and will help us effectively represent your interests.

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Request from NECA:



NECA Government Affairs Inflation Reduction Act (IRA) & Tariffs

Have You Been Impacted by Tariffs or the Inflation Reduction Act?

The NECA Government Affairs team is asking members to complete a brief survey on the current impacts of the Inflation Reduction Act and the Trump Administration's tariff policies. As we continue to engage with policy makers in the House, Senate, Executive Branch and partner organizations, this survey will allow us to best communicate with officials on how to support the critical work of NECA members.

[SURVEY](#)



ELECTRI International has released two new research publications:

[Understanding, Identifying and Measuring Rework:](#)

Rework can be costly, time-consuming, and difficult to quantify. This new interactive report – led by ELECTRI Researcher Hala Nassereddine – helps contractors identify the root causes of rework, establish processes to measure its true impact, and implement practices to minimize it on future projects.

[Artificial Intelligence Implementation Roadmap for Electrical Contractors:](#)

AI is no longer a distant concept – it is a practical tool ready to be integrated into construction workflows. This roadmap outlines a step-by-step strategy to evaluate, adopt and scale AI technologies specific to electrical contracting.



NECA Safety Systems Approach to Electrical Safety for NFPA 70E Guide (5128GS-21)

NECA has developed a series of guides that make up our NECA Systems Approach to Electrical Safety for NFPA 70E to help employers, employees and customers understand the requirement found in the standard and easily apply those provisions for compliance. These guides come in individual spiral bound handbooks sized for easy use in the field by all personnel.

[NECA Safety Systems Approach to Electrical Safety for NFPA 70E Guide \(5128GS-24PDF\)](#) \$240/ Member Price \$120

[NECA Guide to NFPA 70E Employer \(Contractor\) Responsibilities \(5126-24PDF\)](#) \$50/ Member Price \$25

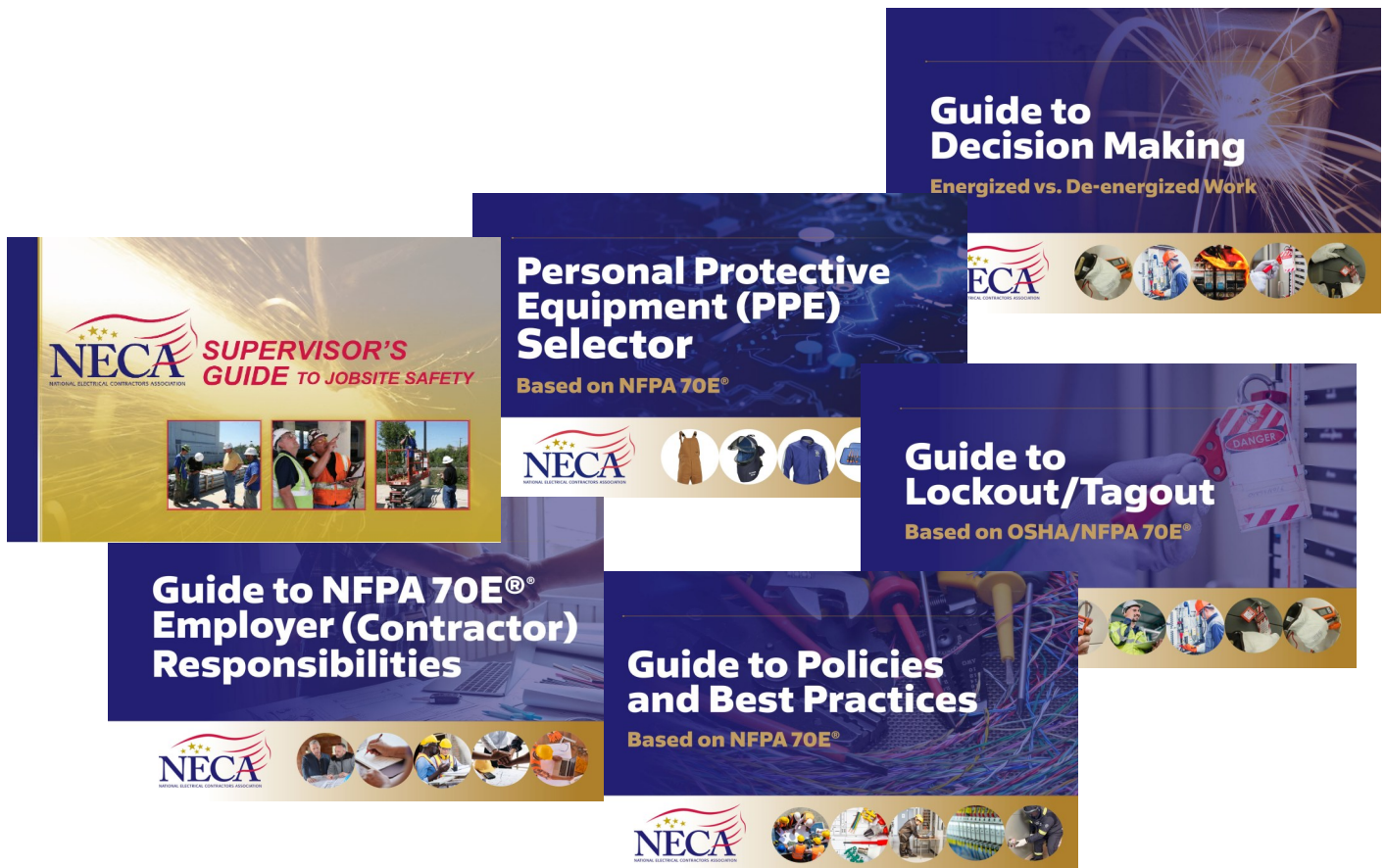
[NECA Guide to Decision Making: Energized vs. De-Energized Work \(5340-24PDF\)](#) \$50/ Member Price \$25

[NECA Personal Protective Equipment \(PPE\) Selector based on NFPA 70E \(5024-24PDF\)](#) \$50/ Member Price \$25

[NECA NFPA 70E Lockout/Tagout Guide \(PDF\) \(5400-24PDF\)](#) \$50/ Member Price \$25

[NECA Supervisors Guide to Jobsite Safety \(5125-18PDF\)](#) \$50/ Member Price \$25

[NECA Guide to Best Policies and Practices \(5127-24PDF\)](#) \$50/ Member Price \$25



STAYING OFF THE RADAR:

Cal/OSHA Takeaways to Help Keep You Compliant



Emergency Preparedness

What Does Cal/OSHA Require

Workplace emergencies are rare, but when they happen, it's usually without warning. Fire, heat illness, heart attacks, toxic chemical spills, confined spaces, explosions, natural disasters—even workplace violence—can occur in the blink of an eye. Under the new California administration enforcement and fines are increasing and the government is becoming even more aggressive and punitive.

Failure to have an [emergency action plan in writing](#) is an often-cited offense under Cal/OSHA rules. Having a written emergency action plan is required for each location an employer has employees. Whether your company or your client's company is in construction, agriculture, manufacturing, or retail – noncompliance is no longer an option.

The California Code of Regulations Section 3220 outlines the requirements employers must adhere to within their written emergency action plan and can be viewed [here](#). (Note: for those employers with 10 or fewer employees the plan may be communicated orally to employees and the employer need not maintain a written plan.)

Employer Responsibility REMINDERS

California employers have many different responsibilities under the California Occupational Safety and Health Act of 1973 and Title 8 of the California Code of Regulations. The following represents a list of the most important ones.

Establish, implement and maintain an [Injury and Illness Prevention Program](#) and update it periodically to keep employees safe.

- Inspect workplace(s) to identify and correct unsafe and hazardous conditions
- Make sure employees have and use safe tools and equipment and properly maintain this equipment

Provide and pay for personal protective equipment. The California Supreme Court in *Bendix Forest Products Corporation v. Division of Occupational Safety and Health* (1979), 25 Cal. 3d 465, held that an employer is required to pay for personal protective equipment (PPE) if the law requires the employer to provide the PPE. You can find this court decision by searching "Published Opinions" on the [California Courts website](#)

- Use color codes, posters, labels or signs to warn employees of potential hazards
- Establish or update operating procedures and communicate them so employees follow safety and health requirements
- Provide medical examinations and training when required by Cal/OSHA standards

Immediately report any work-related death or serious injury or accident, as required by [section 342\(a\)](#), Title 8, California Code of Regulations (T8CCR). Serious injury or illness is defined in [section 330\(h\)](#), T8CCR.

For employers with 11 or more employees, [keep records of work-related injuries and illnesses](#) on the log 300, transfer the totals to the log 300A, and post the log 300A from February 1 through April 30 of the following year.

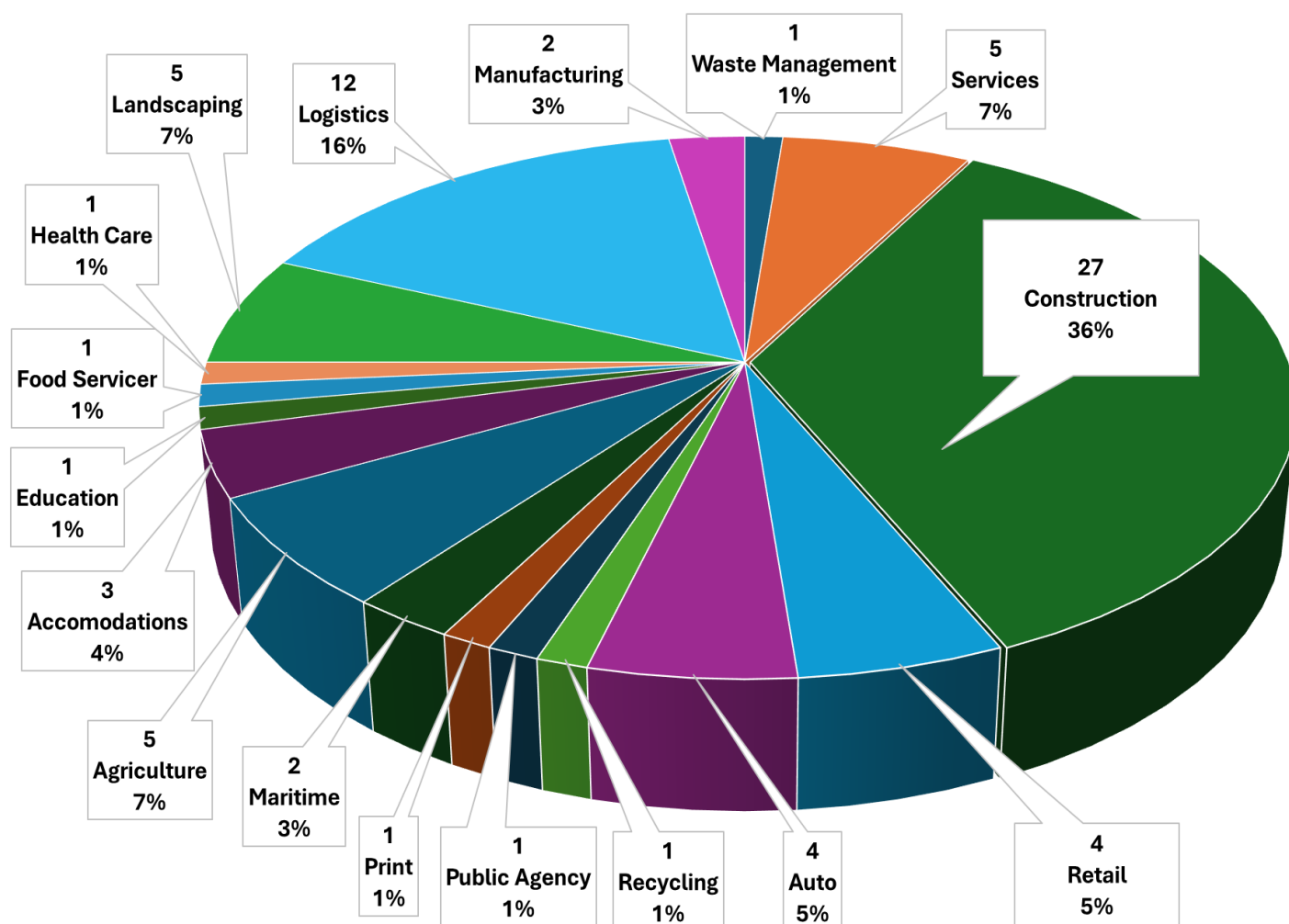
Post, at a prominent location within the workplace, the [Cal/OSHA poster](#) informing employees of their rights and responsibilities

- If required to keep one, provide employees, former employees and their representatives access to the Log and Summary of Occupational Injuries and Illnesses, Cal/OSHA form 300, at a reasonable time and in a reasonable manner
- Provide access to employee medical records and exposure records to employees or their authorized representatives
- Provide the Cal/OSHA enforcement personnel with names of authorized employee representatives who may be asked to accompany enforcement personnel during an inspection
- Do not discriminate against employees who exercise their rights under the California OSH Act
- Post Cal/OSHA citations at or near the work area involved. Each citation must remain posted until the violation has been corrected, or for three working days, whichever is longer. Post abatement verification documents or tags
- Correct cited violations by the deadline set in the Cal/OSHA citation and submit required abatement verification documentation.



2025 California Workplace Fatalities by Industry

as of May 27, 2025



UPCOMING EVENTS

Mark Your Calendars



The NECA Show

presented by the National Electrical Contractors Association

McCormick Place Convention Center
September 12-15, 2025

#1 Event for Power, Light, Controls, Energy,
Information & Communications Technology



[NECA 2025 CONVENTION](#)



SYNERGY

ELinks

[NECA 2025 CONVENTION](#)


[DIR SUPPORT CENTER](#)

[INJURY AND ILLNESS PREVENTION PROGRAM](#)

[NECA's SAFETY WEBPAGE](#)



June 2025

Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3 Retirement Trust Training Center Martinez @ 9:00 a.m.	4 Health & Welfare Trust Training Center Martinez @ 9:00 a.m.	5 Apprenticeship Completion Ceremony Concord Hilton 6:30 p.m.	6	7
8	9	10	11	12	13	14
15 <i>Father's Day</i> 2025	16	17	18	19	20 	21
22	23	24	25	26	27	28
June 24th - 26th <u>2025 Western Region Managers Meeting</u> The Alyeska Resort						
29	30					

CONTRA COSTA CHAPTER, NECA

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