

The logo features the NECA logo on the left, which includes a stylized American flag with stars and stripes. To the right of the NECA logo, the text "North Florida Chapter" is written in a white serif font. Below this, the word "CONNECTION" is written in a large, bold, white sans-serif font. The entire logo is set against a dark blue background with a glowing circuit board pattern.

NECA North Florida Chapter CONNECTION

Board of Directors

President: Brent Zimmerman

Director: Kevin Flanigan

Vice President: Stan Brandies

Director: Scott Sullivan

Governor: Edward Witt Jr.

Director: Brad Giles

Treasurer: Chad Walker

Director: Pat Eliason

Upcoming Education Courses

The Davis-Bacon Act: What You Need To Know

The Davis-Bacon Act is a federal law that requires contractors working on federally funded or assisted construction projects to pay their laborers and mechanics no less than the locally prevailing wages and fringe benefits for similar work in the area, as determined by the U.S. Department of Labor. Understanding the Davis-Bacon Act ensures contractors can meet legal obligations, avoid penalties, and maintain eligibility for government contracts.

The North Florida Chapter NECA will be welcoming Benjamin Briggs, Partner at Adams and Reese LLP to answer your questions on what Davis-Bacon is, why it's important, and how it affects your business. Benjamin is Board Certified in Labor and Employment and regularly assists contractors with Davis-Bacon compliance and audits.

Wednesday, August 6th, 2025
10:00 a.m. - 2:00 p.m.

This meeting will be held at the North Florida NECA office in the upstairs training room.
North Florida Chapter NECA: 4951A Richard St. Jacksonville, FL 32207

[RSVP Here!](#)

NECA Convention and Trade Show 2025 Chicago

REGISTRATION IS OPEN!!

Registration is now open for NECA's biggest event of the year! This four-day event equips electrical contractors of all sizes and specialties with the tools, knowledge, and connections needed to thrive in today's fast-changing market. Member registration includes over 1,700 minutes of education sessions, business development seminars, daily prize drawings, 1,800 minutes of workshops, and SO MUCH MORE!



Housing is limited, so register soon for the best deals on hotels and early registration pricing! [Click here to register](#), or contact our office and we would be more than happy to assist you in registration.

The 2025 NECA Convention and Trade Show will be held in **Chicago, IL on September 12 - 15th, 2025.**



Governor DeSantis Signs Budget and Highlights Apprenticeship Funding

NECA Members,

Here is an excerpt from the Governor's message on the 2025-26 budget which he signed today.

Today, Governor Ron DeSantis signed the Budget for Fiscal Year (FY) 2025–2026, totaling **\$117.4 billion after \$567 million in line-item vetoes**. This budget continues the Governor's commitment to fiscal responsibility. The budget passed by the Legislature totaled \$117.9 billion, and following line-item and other vetoes, this budget is only roughly \$10 million above the Governor's Recommended budget from February. This marks the second consecutive year of a year-over-year reduction in state spending. The budget also maintains \$15.7 billion in reserves. Under Governor DeSantis' leadership, Florida has tripled the Budget Stabilization Fund, which will reach its maximum legal limit this year with an additional \$429 million contributed. Since Governor DeSantis took office, Florida's 'Rainy Day Funds' have more than tripled, reaching a record-high \$4.9 billion

From Governor DeSantis' Budget message approved today

Here is the section on apprenticeship and workforce funding.

Providing a quality education that leads to quality jobs is an important part of ensuring that Florida's workforce can continue to meet the demand of the job market. When the Governor took office, he set a goal of being the best state in the nation for workforce education by the year 2030, and Florida is well on its way to meet this goal, investing more than \$10 billion in workforce education since 2019.

The budget continues this progress by investing \$726.9 million for workforce education programs, ensuring that Floridians can continue to access workforce education opportunities that lead to high-demand, high-wage jobs. This investment includes:

- \$467.3 million in operational funding for Florida's CTE programs.
- **\$60 million to establish or expand CTE and apprenticeship programs.**
- \$130 million for quality nursing education programs to continue addressing nursing vacancies through the PIPELINE and LINE programs.
- \$10.5 million to support training programs and certification costs for new and relocating law enforcement officers and first responders.

Dr. Jeffrey Sharkey

Common Recordkeeping Complications

Know What to Fill Out and When to Do It

The Occupational Safety and Health Administration (OSHA) requires most employers to prepare and maintain records of job-related injuries and illnesses. This data serves as an important resource for those evaluating job safety.

This requirement aids in identifying specific industry hazards and is intended to improve overall workplace safety. However, the recordkeeping process can be confusing and difficult to navigate.

What are the forms?

Who is responsible for keeping records? Employers in a low-risk industry or with fewer than 11 employees are exempt. What work-related illnesses and injuries must be recorded? Minor injuries that only require first aid do not need to be recorded. OSHA's recordkeeping regulation provides a list of exempt industries and clarifies what is considered first aid. Consult these lists when deciding which injuries to record.

There are three OSHA forms: 300, 300A and 301. The Injury Illness and Incident Report, or OSHA 301, is the initial form to capture the details of the incident and illness or injury. Organizations can use an alternate one, but it must contain the same information found on this form.

Most information from OSHA 301 needs to be transferred to the Log of Work-Related Injuries and Illnesses, or OSHA 300. This form is used to classify injuries and illnesses as well as indicate the extent of each.

On OSHA 300A, Summary of Work-Related Injuries and Illnesses, employers record totals for the year in each category, including the type of case, type of injury or illness, and days away or restricted days.

After an injury or illness occurs, employers have seven days to complete form 301 or equivalent and add the incident to form 300. Each one must be kept for five years. However, only form 300 needs to be updated if changes occur to the injury or illness (i.e., number of days away). These documents should be kept in a central location or electronically.

A different log must be used for each establishment, which is defined as a location operating for one year or more. When keeping location records, the employer must be able to meet the timelines for delivering them to those parties covered in the regulations.

When OSHA or another government entity requests documents, employers are required to produce them within four hours. The next business day is adequate for employees, former employees, the authorized employee representative and personal employee representative. The regulations can be referenced at any time to determine what private information can be withheld. Form 300A has no private information and is required to be posted from Feb. 1 to April 30 each year. It must be certified by a company executive, which must be the owner, officer of the corporation, highest-ranking company official at that establishment or their immediate supervisor.

In 2016, OSHA established rules that require employers to submit OSHA 301, 300 and 300A electronically, depending on size. Subsequent revisions to the rule eliminated much of this. Three employer categories were identified as having submission requirements. Employers with 20–249 employees listed in Appendix A need only submit their 300A annually. The construction industry is included.

Employers with 250 or more employees, whether in Appendix A or simply covered by the rule in general, must also submit form 300A. A limited number of industries covered in Appendix B must submit their 301, 300 and 300A annually if they have 100 or more employees. Construction is not currently listed in Appendix B. Submissions are due by March 2 each year.

Unlike electronic submission and the limitations on maintaining records, some injury and illness requirements apply to every employer no matter the size or industry. All job-related fatalities must be reported to OSHA within eight hours of management becoming aware of them.

Additionally, employers have 24 hours to report an in-patient hospitalization of one or more employees, an amputation or loss of an eye resulting from a work-related incident. These reports can be made by phone or in person at the nearest OSHA Area Office or by telephone to OSHA's toll-free number: 1.800.321.OSHA (1.800.321.6742). OSHA also has an electronic submission option at www.osha.gov.

Common mistakes

Common mistakes employers make during this process include failing to appropriately classify injuries and illnesses, improperly documenting sufficient detail in records, not keeping OSHA 300 logs up to date, not reporting minor injuries, neglecting to maintain records for the required amount of time, and inadequately or not training workers tasked with recordkeeping duties.

Making these errors can result in inaccurate assessments of injury or illness severity, skewed statistics and underreporting of minor injuries. Records that fail to capture enough information also make it challenging to analyze trends and identify or correct hazardous conditions. Therefore, it is imperative to closely follow regulations and adhere to all OSHA recordkeeping requirements.

[Article by Tim O'Connor on Electrical Magazine.com](#)

Codes and Standards Report

Protecting Our Employees From The Heat

During extremely hot and humid weather, your body's ability to cool itself is challenged. When the body heats too rapidly to cool itself properly, or when too much fluid or salt is lost through dehydration or sweating, body temperatures rise and you or someone you care about may experience a heat-related illness. It is important to know the symptoms of extreme heat exposure and the appropriate responses. The Centers for Disease Control and Prevention (CDC) [provides a list of warning signs and symptoms of heat illness, and recommended first aid steps](#). Some of these symptoms and steps are listed below.

Heat Cramps

Heat cramps may be the first sign of heat-related illness, and may lead to heat exhaustion or stroke.

- **Symptoms:** Painful muscle cramps and spasms usually in legs and abdomen. Heavy sweating.
- **First Aid:** Apply firm pressure on cramping muscles or gently massage to relieve spasm. Give sips of water unless the person complains of nausea, then stop giving water.

Seek immediate medical attention if cramps last longer than 1 hour.

Heat Exhaustion

- **Symptoms:** Heavy sweating; weakness or tiredness; cool, pale, clammy skin; fast, weak pulse; muscle cramps; dizziness, nausea or vomiting; headache; fainting.
- **First Aid:** Move person to a cooler environment, preferably a well air-conditioned room. Loosen clothing. Apply cool, wet cloths or have person sit in a cool bath. Offer sips of water.


Seek immediate medical attention if the person vomits, symptoms worsen or last longer than 1 hour

Heat Stroke

- **Symptoms:** Throbbing headache; confusion; slurred speech; nausea; dizziness; body temperature above 103°F; hot, red, dry or damp skin; rapid and strong pulse; fainting; loss of consciousness.
- **First Aid:** **Call 911 or get the victim to a hospital immediately.** Heat stroke is a severe medical emergency. Delay can be fatal. Move the victim to a cooler, preferably air-conditioned, environment. Reduce body temperature with cool cloths or bath. Use fan if heat index temperatures are below the high 90s. A fan can make you hotter at higher temperatures. Do **NOT** give fluids.

Heat Exhaustion

Heat Stroke



The infographic features a central figure of a person with a head, torso, and legs, colored in a gradient from orange to red. The head is split vertically, with the left side orange and the right side red. A question mark icon is positioned above the head. To the left of the figure, under the 'Heat Exhaustion' header, are symptoms: Dizziness, Thirst, Heavy Sweating, Nausea, and Weakness. To the right, under the 'Heat Stroke' header, are symptoms: Confusion, Dizziness, and Becomes Unconscious. Below the figure, a warning states: 'Heat stroke can cause death or permanent disability if emergency treatment is not given.'

ACT FAST

- Move to a cooler area
- Loosen clothing
- Sip cool water
- Seek medical help if symptoms don't improve

ACT FAST

CALL 911

- Move person to a cooler area
- Loosen clothing and remove extra layers
- Cool with water or ice

Heat exhaustion can lead to heat stroke.

Heat stroke can cause death or permanent disability if emergency treatment is not given.

Stay Cool, Stay Hydrated, Stay Informed!

Logos: OSHA, CDC, NIOSH, NIOSH

ELECTRI Research Reports

Artificial Intelligence Implementation Roadmap for Electrical Contractors

With the trend toward electrification, the electrical contracting industry could significantly benefit from adopting automation, enhanced decision-making support, and advanced data analytics tools to address the skill gap in labor and to develop new businesses. Artificial Intelligence (AI) provides effective solutions in these fields with proven benefits in productivity, quality, and safety across various industries. While many electrical contractors (ECs) have the vision for an AI-integrated future, they face challenges in outlining a definitive approach to achieving this future. This leads to hesitations, slow progress, or even failures in integrating AI into their operations.

This project developed a comprehensive AI implementation roadmap to help ECs navigate this technological shift over the next five years. The roadmap depicts promising AI solutions and recommends sequences for implementation based on their complexity and impact.

[Read the full report here!](#)

In Case You Missed It...

- [LR&GA Joint Alert: Tariffs Update - Steel & Aluminum](#)
- [Labor Relations Bulletin: Right to Reject - Union Hiring Hall Referrals](#)
- [NECA Regulatory Alert: OMB Issues Revised Guidance on PLA's](#)
- [CAG Bulletin: Final Tax Bill 7031 - Does Not Include "Tool Time" Sales Tax Holiday](#)

Looking Forward

- **July 14-16th, 2025:** *ELECTRI Summer Council Meeting in Toronto, Canada*
- **August 6th, 2025:** *Davis-Bacon Act Class*
- **August 26th, 2025:** *Membership Meeting*
- **September 12-15th, 2025:** *NECA Convention & Trade Show in Chicago, IL*
- **September 24th, 2025:** *Lien & Bond Claims Class*
- **December 5th, 2025:** *Membership Meeting & Holiday Party*



HOME OF THE FREE

HAPPY INDEPENDENCE DAY

Celebrating the birth of our nation and the freedoms we hold dear



phone: 904-636-0663

Follow us on Facebook and Instagram



Visit our website

North Florida NECA | 4951 A Richard St. | Jacksonville, FL 32207 US

[Unsubscribe](#) | [Update Profile](#) | [Constant Contact Data Notice](#)



Try email marketing for free today!