Vol. 7, No.11 November 2025

Board of Directors

Annual Holiday Party & Fourth Quarter Membership Meeting

North Florida NECA's annual Holiday Party will once again be held at Topgolf Jacksonville on Friday, December 5th from 12:00 p.m. - 2:00 p.m. A short membership meeting will be held at noon, followed by a wonderful holiday feast and then the bays will be open for drinks and classic Topgolf fun!

Friday, December 5th, 2025
12:00 pm - 2:00 pm

Topgolf Jacksonville: 10531 Brightman Blvd. Jacksonville, FL 32246

Click here to RSVP, or contact our office directly if you plan to attend.

CLRC Settlements Report - September 2025

Total Package Increases for Union Craft Workers in Construction

The Construction Labor Research Council (CLRC) is the nation's foremost resource for data and research on union crafts in the construction industry. For over 40 years its work has earned the respect of, and credibility with, both labor and management for its fair data analyses and rigorous methodologies. The CLRC database for wages and fringe benefits contains information on hundreds of contracts in over 200 cities for 17 classifications. CLRC serves as a key resource on labor costs, market share, workforce needs, labor contract terms, safety, and associated topics.

The CLRC has released their September 2025 Settlements Report, detailing the total package increases for union craft workers in construction. Click the button below to access the full report.

CLRC Settlements Report - September 2025

Heat Exposure Raises Risk of Workplace Injuries

Heat exposure leads to physiological and cognitive impairments that increase the risk of injuries in the workplace, according to an analysis of an OSHA study on heat and workplace injuries in the United States. The analysis assessed injury patterns from heat by industry sector and in states both with and without workplace heat standards.

The study, which was published in the journal Environmental Health, found that exposure to heat affects worker vigilance, coordination and judgement—all critical skills for electrical construction. It can also lead to heat illness, heat exhaustion and heat stroke, which can be life-threatening,according to the Mayo Clinic.

The risk of heat-related injury can be lowered with properworkplace heat safety regulations that protect workers from heat exposure, the study found.

Florida, Texas and the city of Phoenix recently passed laws that prevent or prohibit local governments from mandating water breaks for outdoor workers, which can put workers in dangerous situations, according to an article in Construction Dive. The American Civil Liberties Union (ACLU) and some cities have sued over the laws.

To lower the risk of heat-related workplace injury, the analysis encouraged employers to put heat safety measures in place such as sufficient time to rest, providing water and shade and creating clear heat plans. Occupational safety training must also explicitly warn about the role of heat in workplace injuries, the analysis suggested.

OSHA is developing a heat safety standard, which will include guidance to protect workers from heat illness. The proposed rule will require employers to implement plans such as access to water, rest and shade. It will also require specific actions that are triggered at heat index levels of 80°F—providing water, rest areas and acclimatizing new workers—and 90°F— implementing mandatory paid breaks, monitoring for heat illness symptoms and providing a written heat injury and illness prevention plan.

Click here to read the full report on Electrical Contractor Magazine.

Codes and Standards Report

Understanding the What, When, and Why about NEC Listing Requirements

Does electrical equipment need to be listed? This is a question that comes up on a regular basis. In today's world, where communication is dominated by social media and online forum discussions, people are having an increasingly difficult time determining what is required to be listed and what is not.

Specifically, the most common bit of misinformation floating around online is that everything must be listed to be installed. There have also been statements made about how listed equipment can be used in all sorts of ways, based on the assumption that a listed product is a safe product.

At the heart of these misconceptions exists an important question: What does it really mean for something to be "listed"?

Article 100 of NFPA 70® National Electrical Code® (NEC®), defines listing as "equipment, materials, or services included in a list published by an organization that is acceptable to the authority having jurisdiction (AHJ) and concerned with evaluation of products or services, that maintains periodic inspection of production of listed equipment or materials or periodic evaluation of services, and whose listing states that either the equipment, material, or service meets appropriate designated standards or has been tested and found suitable for a specified purpose."

In other words, this equipment has been evaluated by a third-party agency that the AHJ trusts, and has been stamped as being able to safely do what the product is supposed to do. This third-party then publishes a list that includes the product in question, and the AHJ can use this information to help decide whether to approve an installation.

This is beneficial in several ways when it comes to electrical installations. Listing lets the AHJ know that

the product meets the applicable industry consensus product standard, or that the evaluation body has physically taken the product, or a representative sample, and tested it to make sure it is safe to use as advertised. This is what makes section 110.3(B) so important. This section requires that listed equipment be installed and used in accordance with the instructions provided with the listing. One example of where this comes into play is in wiring method fittings. A fitting, such as a coupling or connector, gets a listing from a third-party organization because it performs as advertised with the wiring method system it is designed for. Using this fitting with a different wiring method type might physically work, but the fittings have not been evaluated to work with the other wiring method—meaning it may or may not operate safely. There is no way to know without testing it, and the AHJ can no longer use the listing to judge compliance.

Being listed to an industry consensus product standard also allows the NEC to require that only products that have met these standards be installed, if a product is required to be listed. In addition to the benefit for judging compliance, this allows standardization of products across manufacturers. Using the example of wiring methods, if a particular method and its associated fittings are required to be listed, then we know those components will work together, regardless if the fittings are from a different manufacturer as the wiring method.

This can also be a safety measure, and appliances are a great example. Section 422.6 requires that any appliance with a supply of 50V or more be listed if it is to be installed in a jurisdiction covered by the NEC. This keeps these appliances built to basic standards that incorporate certain safety requirements such as the type of conductor insulation that can be used, and ensuring there are important grounding and bonding connections in place. This becomes increasingly important considering that many appliance installations are not necessarily inspected by an AHJ—homeowners, for example, are unlikely to pull a permit and schedule an inspection when they replace a range. Having the appliance listed helps ensure that it will at least be built to a given standard.

Although the NEC doesn't require that all electrical equipment be listed, it is important that we understand the importance for why certain equipment is required to be listed. Additionally, it is important that we understand the impact a listing has on how equipment can be installed and used. If the equipment is intended to be listed, the NEC will specifically state a listing requirement. Understanding the what, when, and why about NEC listing requirements helps us comply with important requirements for safety and keeps our world protected from electrical hazards.

Taken from NFPA Journal. Feb 8, 2021

JATC Apprenticeship Reports

Jacksonville JATC

To the members of the North Florida Chapter of N.E.C.A.

November has seen a shattering of the previous record of applications. We have had over 700 applicants apply for the class that begins in January. We have been busy for the past several weeks with aptitude testing and taking in more applications before the November 6th deadline. We currently have full employment with no calls for CW at the present.

We will be hosting an OSHA 30 class beginning in February. If you know anyone wanting to get OSHA 30 certified, please have them go to our website to register. We currently have a Code Calculation class being taught for those wanting to keep up with the latest changes or are preparing for their JW license exam.

If you know anyone who may be interested in beginning a career in the electrical trade, please have them visit our website at www.etajax.org to begin the application process.

As always, I am here to answer any questions you may have. Feel free to contact me if I can help with anything. On behalf of the Trustees of the Apprenticeship Committee, thank you for your continuing support.

Daniel Van Sickle
Apprenticeship and Training Director

Daniel McEachern
Training Coordinator

Joshua Spears
Assistant Training Director

ELECTRI Research Reports

Exploratory Analysis of Incentive Pay Utilization in Electrical Construction

Electrical contractors are increasingly turning to incentive pay (IP) programs as a strategic tool to attract and retain skilled union electricians amid labor shortages and demanding project schedules. This study, conducted using industry interviews, a nationwide survey, and project case analyses, finds that incentive pay can deliver short-term benefits in manpower and productivity but comes with significant long-term challenges and costs. Contractors reported that, while incentive pay helped fill immediate labor needs on large projects (such as data centers and industrial facilities), its effectiveness diminished over time as workers became accustomed to the increased pay. When incentives are removed, morale can suffer and turnover concerns increase, underscoring the need to manage these programs carefully.

Click here to download the full report and read the key findings!

In Case You Missed It...

- NECA Regulatory Alert: Senate Confirms Key Labor Appointments
- NECA Regulatory Alert: USDOT's Interim Final Rule Reshapes DBE/ACDBE Certification

Looking Forward

- **December 5th, 2025:** *Membership Meeting & Holiday Party at TopGolf!*

phone: 904-636-0663

Follow us on Facebook and Instagram

Visit our website

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