NECA North Florida Chapter CONNECTION

Board of Directors

President: Brent Zimmerman

Vice President: Stan Brandies

Governor: Edward Witt Jr.

Treasurer: Chad Walker

Director: Kevin Flanigan

Director: Scott Sullivan

Director: Brad Giles

Director: Pat Eliason

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.

ELECTRI Releases New Research

Examining the 4×10 Work Week – Benefits, Challenges, and Data Insights

We're excited to share ELECTRI's latest interactive study, led by researcher Hala Nassereddine (NCM Consulting LLC). This project explores the real-world impacts of implementing a 4×10 work schedule across electrical contracting organizations.

Designed to help contractors evaluate, pilot, or expand 4×10 options using evidence-based insights, the study looks beyond assumptions. Instead, it captures perspectives from across the industry through three targeted surveys:

• Field workers and field leaders
• Office staff and prefab technicians
• Company leaders

Because a 4×10 schedule affects every part of a business, this research provides a comprehensive look at how it can influence workforce satisfaction, productivity, project performance, and organizational

strategy. [The Executive Summary is attached here for your convenience.](#) You can also access the product [on the website here.](#)

Overcoming Perception Discrepancies in MSD Prevention Programs

As part of the National Safety Council, the [MSD Solutions Lab](#), a strategic initiative to address musculoskeletal disorders, recently presented the results of a [survey](#) revealing the perspective of 1,000 nonmanagerial frontline workers across diverse industries on musculoskeletal disorder risk reduction, safety culture and innovation, and collaboration in the workplace.

What it uncovered was a difference in understanding and knowledge between frontline workers and safety and health leaders about MSD prevention programs, access to [ergonomic tools](#), communication about safety and opportunities for involvement in safety-related decision making.

Specifically, safety leaders consistently rate their organization's safety culture, communication and worker involvement more positively than frontline workers do.

Key take-aways include:

- Nearly 1 in 5 workers don't have a clear understanding of MSDs. Few demonstrate an understanding of how tasks contribute to MSD risk.
- Almost 30% of workers who experience [pain at work](#) don't report it. Roughly 1 in 4 don't know how to report it or aren't sure if a process to report it even exits. This results in delays in reporting pain and less favorable views of a company's ability to prevent MSDs.
- Fatigue and workplace stress were the most frequently reported nonphysical risk factors contributing to workplace MSDs.
- Workers are more likely to report pain promptly when they are aware of [ergonomics](#) and understand safety programs. However, older workers in particular are less likely to understand safety programs, report pain promptly or feel confident in the company's ability to prevent injuries.
- Although almost half of the workplaces represented provide regular ergonomics or MSD prevention training, only about 60% of workers report having access to ergonomic tools and equipment.
- New employees are less likely to suggest safety improvements than workers with more tenure.
- While 70% of workers are aware of MSD prevention programs in the workplace, it does not reflect participation in ergonomic activities.
- Employers who seek feedback and follow up on it enjoy better perceptions about safety and faster pain reporting by their employees. Workers who hear about ergonomics more often tend to have a more positive view of their organization's ability to prevent injuries. A stronger safety culture, along with trust, is linked to better perception of MSD prevention and more proactive reporting.
- Actively involving frontline workers in safety and ergonomics efforts increases information sharing and understanding, thus reducing perception gaps between workers and leadership, which contributes to better health and safety outcomes.

The report's conclusion can be summed up thusly: engaging workers in identifying risks and shaping solutions helps improve communication and build trust, resulting in better safety outcomes. Involving workers in equipment design, job task planning and feedback mechanisms increases the effectiveness of MSD prevention.

> **Engaging workers in identifying risks and shaping solutions helps improve communication and build trust, resulting in better safety outcomes.**

Action items for companies focus on include: increasing awareness and understanding of MSDs and MSD prevention strategies, improving pain reporting and early intervention, ensuring access to ergonomic tools and training, improving feedback systems, creating a strong safety culture and fostering trust.

[Article by Lori Lovely](#) on *[Electrical Contractor Magazine.com](#)*

Codes and Standards Report

Behavior Based Safety (BBS Program)

Behavior-based safety, also known as BBS...

...is a broad term used to describe everything from basic employee behavior audits and feedback...

...to a comprehensive safety management system designed to change a company's safety culture...

...by altering work processes and management and employee behaviors.

So what does that really mean?

It means that an entire company works together to become safer from management down to the workers on the front line. That's the short answer.

BBS, done right, can be effective at helping organizations discover unsafe behaviors the and core organizational systemic sources of risk.

Here are some of the things that a BBS program can do:

- Renew focus on the human side of safety training;
- Clearly define safe and unsafe behaviors;
- Encourage safe behaviors;
- Involve employees in safety;
- Enhance accountability for safety in the management tier;
- Engender commitment and passion, especially in the early phases.

So, what is involved in order to design a successful BBS program? Here are some steps:

1.Build a Design Team

   a. This team should consist of management and frontline employees, serving as volunteers and ultimately, as advocates. This team will design the BBS system, however all employees will be involved in implementation.

2.Target behaviors are chosen from safety incidents, near miss reporting, safety audits and observation.

   a. First, the design team picks targeted areas of improvement using data from safety audits, workers comp statistics, accident investigations, information from safety meetings, and informal interviews with staff. The team determines prevention efforts for reportable injuries; if it is not immediately obvious the team use methods like discussing how increased situational awareness might have affected the situation. From this analysis, the team will identify critical safe behaviors for an observation checklist.

3.A critical observational checklist is developed.

   a. An observational checklist is a list of safe behaviors identified in the previous step. These lists can be shortened according to importance of safety, frequency of occurrence, observability, and overlap with other items on the list. Lists should be no more than 1 sheet of paper. It helps to have definitions for everything that is being measured on the back of the checklist. – try not to leave anything up to subjective interpretation. The best way to know if the checklist is useable is to observe an employee working, and see if all categories on the list can be filled out in an observation. The list will need to be revised a number of times before it can be considered ready-to-use, and so should be tested.

4.Ensure that you have a measurement system.

   a. One measurement system for an observation program is a simple frequency count of safe and risky behaviors during observation. With effective measurement, leadership can create an environment in which people actually want to be measured. Ideally, positive reinforcement of observed behavioral promotes engagement. When employees receive specific, positive feedback, and are rewarded, there's a direct correlation supporting the program.

5.Behavioral observations are carried out

   a. Data shows that the most beneficial system is to have all employees involved in the observation process. Behavioral observations increase safety behaviors of the observed but also the observer; encouraging employees to conduct observations on each other will benefits all employees. The team will need to decide how often observations will be conducted. Will they occur across or within departments? Will a single task or employee be observed, or a work area? Will you include contractors? – if so, try to recruit them at the design phase.

6.Feedback is delivered

    a. The feedback process requires careful training of employees. The observer should be able to summarize significant positive safety behaviors areas that require change. Feedback should be delivered as soon as possible after the observation. Describe the behavior observed, discuss the potential impact and listen to the observed employee – this formula can be used for both positive and corrective feedback. In addition to individual feedback by the observer, overall site feedback should be reported. Leadership should discuss the results of the observations categorically, not personally at safety meetings, and provide visual feedback. The easiest and most effective way to do this is through creation of a graph. Visual feedback helps measure organizational progress and helps with goal setting. Leaders should respond with positive feedback about improvements, and should encourage objective problem solving.

7.Make use of the data

    a. With valuable data, teams can enact well-informed, safety-focused process changes. Regular review and reporting of data is key, along with communication related to safety process changes; employees need to know that they are both the source of data and reason for change.

8.Set improvement goals

    a. Employees should be encouraged to participate in goal setting and goals should be realistic and based on current data. Set short term goals and ensure that each employee knows what behavior or process they need to work on to reach the goal. Remember to focus on the safety process itself and not the results – attempting to manage results will ruin the integrity of the program. Instead of setting goals to increase or decrease results, set goals around the behaviors that lead to these results.

Remember that these programs must be a result of a top down approach. Leading by example is key.

*** *Taken from an article on the Health & Safety Institute website*

JATC Apprenticeship Reports

Jacksonville JATC

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

Everyone here at the Electrical Training Alliance of Jacksonville would like to wish you and your families a Merry Christmas and a Happy New Year!!

We are proud to announce that we had 740 applications for the January class and will be interviewing 260. Interviews began December 2nd and will continue through December 17th.

We have a few apprentices that are currently out of work, which is normal for this time of year. We anticipate getting them back out to work very soon.

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.

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

In Case You Missed It...

- [Labor Relations Bulletin: Overtime Provisions of the OBBB - Updated Guidance](#)
- [ELECTRI December Council Room Session - Continuous Improvement RSVP](#)

Looking Forward

- **December 5th, 2025:** *Membership Meeting & Holiday Party at TopGolf!*
- **January 28th, 2026:** *Membership Meeting*
- **April 29th, 2026:** *Membership Meeting*
- **August 26th, 2026:** *Membership Meeting*
- **December 4th, 2026:** *Membership Meeting & Holiday Party*

HAPPY *Holidays*

from North Florida Chapter
NECA
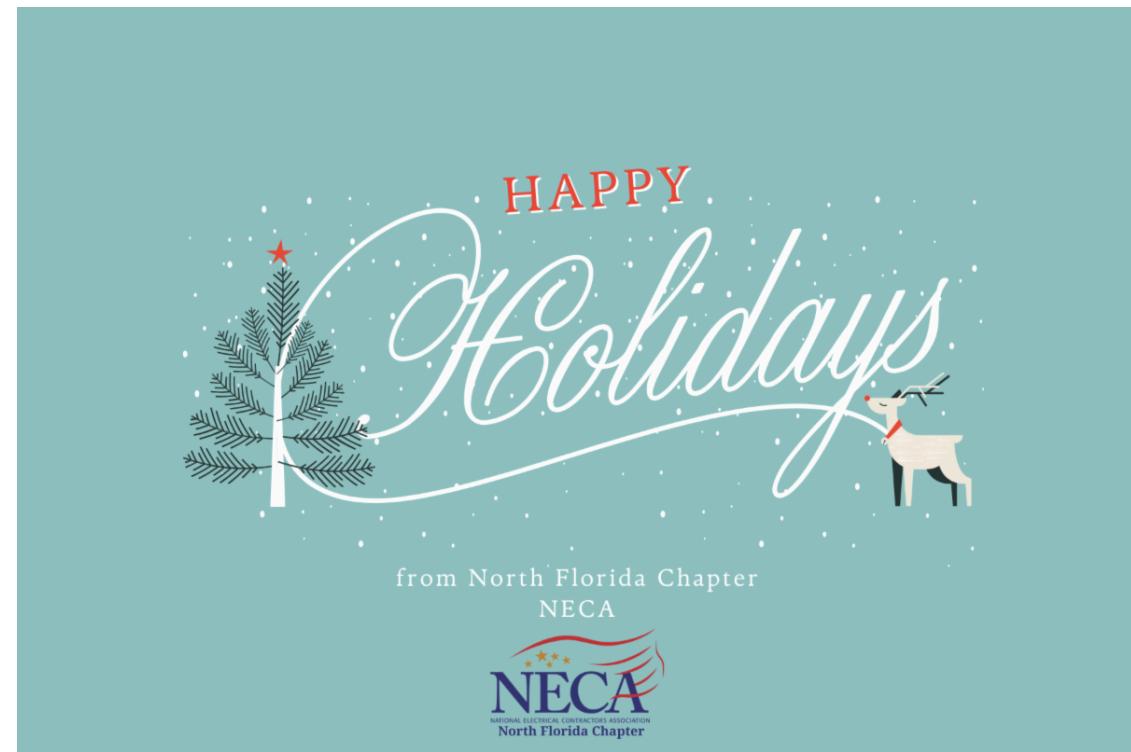
phone: 904-636-0663

Follow us on Facebook and Instagram

Visit our website