

The logo features the NECA acronym with a stylized American flag graphic above it, followed by the text "North Florida Chapter" and "CONNECTION" in large, bold, white capital letters. The background is a dark blue gradient with a complex network of glowing blue lines and nodes, resembling a circuit board or data network.

NECA North Florida Chapter CONNECTION

In an effort to keep Members up to date with what is happening at the local and National levels, the North Florida Chapter of NECA will be periodically issuing a newsletter throughout the year.

Membership Meetings

- April 21st ***POSTPONED***
- August 18th

2020 Board of Directors

President: Henry Brown

Director: Stan Brandies

Vice President: Byron Overstreet

Director: Brent Zimmerman

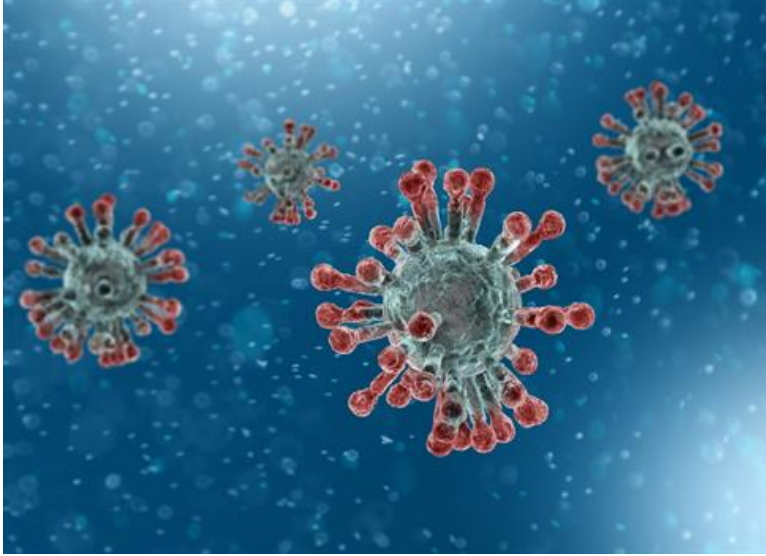
Governor: Edward Witt Jr.

Director: Scott Sullivan

Treasurer: Kevin Flanigan

Director: Brad Giles

Coronavirus Resource Center



NECA has collected numerous materials from a wide variety of sources to provide our contractors, chapters, and many partners with the most comprehensive information available. We will continue to monitor the situation and update the information on [this page](#).

This page includes information on the following plus much more:

[COVID-19 Labor and Employment Q&A](#)

[NECA Fact Sheet on COVID-19](#)

[NECA Safety Talk: COVID-19](#)

[NECA Guidelines for Dealing with Coronavirus COVID-19 on Construction Sites](#)

[NECA Releases “Safety Talk: COVID-19 Worksite Safety Recommendations”](#)

North Florida Offering Continuing Education 2020

The Board of Directors identified education as a primary goal for 2020. With that direction in mind, the following courses have been added to the 2020 docket:

- **June 8th-9th-** *Advanced Estimating*
- **June 2nd-** *The Art of Communication: Get What You Want When You Want It*
- **June 26th-27th:** *ECF Licensing Course*
- **July-** *See below*
- **August 13th -** *Mentorship, Quit Talking About It and Do It*
- **September 18th-** *Human Performance - Its Role in Electrical Operations and Safety Excellence*
- **October 15th-** *Hiring Talent*

For more information on these courses contact the NECA office. More information on each course will also be provided via email.

ECF Licensing Course: \$10 per credit hour to North Florida NECA members

July CEU Schedule

July 16th:

July 17th:

- *NEC Article 100: 8 a.m. - 11 a.m.*
- *Major Changes Contained in the 6th Edition FBC Advanced: 11 a.m. - 12 p.m.*
- *Changes to NFPA 70 NEC: 12 p.m. - 4 p.m.*
- *Grievance Handling: 8 a.m. - 11 a.m.*
- *Workers Compensation: 11 a.m. - 12 p.m.*
- *False Alarm Protection: 12 p.m. - 2 p.m.*

Pay it here or Pay it there?

Pay It Here Or Pay It There? Part 1

Maintaining A Traveling Worker's Benefit Coverage When He Or She Is On The Road.

Fringe Benefit Reciprocity Was Intended To Operate Quietly Below The Surface, But Occasionally Employers Get Drawn In.

Many Contractors Only Think About Fringe Benefit Reciprocity If They Are Sending Workers Into Another Jurisdiction And Wonder Where They Should Pay The Workers' Fringe Benefit Contributions. But Often, One Or More Of A Contractors' Employees Are Already Utilizing The Opportunity Afforded By The Electrical Industry Pension And Health & Welfare Reciprocal Agreements To Maintain Their Benefits In Their "Home" Funds Without The Contractor Knowing, Or For That Matter Needing To Know.

When A Contractor Contacts The Referral Office For Applicants, The Union May Refer Workers Whose "Home Local" Is In Another Area. These Workers May Want To Continue To Fund The Pension Plan They Have Already Vested In Or To Maintain Health Insurance For Themselves Or Family Back In The Area Where Their Permanent Home Is Located. If They Wish To Do This, They Will Have Gone Online, Signed Into The "Reciprocity" Website, And Authorized The Benefit Funds Where They Are Working To Send All Contributions The Site Funds Receive Back To Their Home Funds. Clean, Efficient, And Totally Transparent To The Contractor Who Need Only Make Contributions To The Site Local Plans For Workers Employed In The Site Local. The Contractor Has No Role Or Responsibility Under This Arrangement.

When A Contractor Sends Current Employees Into Another Jurisdiction Under The National Agreement On Employee Portability – The Standard Portability Language – The Contractor Needs To Pay Into The Site Local Funds On Those Employees According To The CBA That Covers The Area Where The Work Is Performed. If His Employees Wish To Have Those Contributions Returned Home, The Employees Must Go On Line And Direct The Site Trust Funds To Reciprocate The Money To Their Home Funds.

The Site Local CBA Requires The Employer To Pay To The Site Funds. This Imposes An ERISA Obligation On The Employer To Pay Into The Site Local Funds. If A Contractor Decides Unilaterally To Pay Directly To A Worker's Home Fund, He Is In Violation Of The Site Local CBA And ERISA. Even Though The Contractor Has Paid Into An Employee's Home Fund, The Contractor May Still Be Found Delinquent During An Audit Conducted By The Site Local Funds And Have To Pay A Second Time. Similarly, The Home Local Plans May Not Be Permitted Under The Law Or Their Own Rules To Receive Contributions For Work Done Under A Different CBA.

Contractors Often Have An Issue With The Way This Works, Especially For Short Term Jobs, When The Employee Is A "Service" Employee Working In Multiple Locations Regularly, Or When The Benefit Payments In The Site Area Are So Different From The Home Area The Worker May Lose A Benefit.

In Part 2, We Will Look At How These Issues Present Themselves And How To Mitigate Them As Much As Possible.

Pay it here or pay it there? Part 2

Paying at home when you can't pay at home

When a contractor sends a current employee into the jurisdiction of another local union to work, there are times and circumstances where the contractor, and often the workers themselves, would rather that the worker's fringe benefit fund contributions were made to the home fund. Unfortunately, because of federal law, in particular the Employee Retirement Income Security Act (ERISA), it really can't be done this way.

Under the standard portability agreement, the employer must "comply with all of the terms of the collective bargaining agreement applicable to the work performed." The employer must pay into the site

local funds. When the local funds get the contributions and hours information, the Reciprocal Agreements allow the site local fund to send the money back to the home fund if the worker chooses to have that done.

The home fund determines how they will apply the contributions. In a defined contribution plan, it's fairly simple, the money received must be added to the individual's account. In a defined benefit plan, the fund can provide full hour-for-hour service credits, regardless of the contribution amount, or it can provide a pro-rata credit based on the ratio of the site local contribution to the home local contribution. Health and welfare plans are like defined benefit plans in that they also must decide whether to credit hour-for-hour or on a pro-rata basis.

Where a home fund decides to apply the contributions on a pro-rata basis, traveling employees run the risk of losing benefits, especially under health plans, if they are working in an area where the site contribution rate is significantly lower than the home rate. When that is the case, workers and their employers often ask if they can just pay the funds at home. As noted above, the law does not and the trust funds own rules may not permit this.

There are ways to address the issue, however. Local funds can be written to provide for self-contributions by participants who are on the road and workers who are traveling can assure continued coverage by making these payments in addition to what is provided under reciprocity (employers may provide extra compensation to the worker for this purpose, although that would likely be a taxable payment). The local funds can also be written to allow employers to make direct contributions to cover shortages incurred by workers traveling at the employer's direction to make up for reciprocal shortages (that may be a tax-advantaged payment – competent tax advice should be sought). Contractors should check with their chapter managers who can review the trust funds with the trustees or administrators to see what options exist so that workers sent to other jurisdictions are able to maintain local coverage if desired. Traveling workers also have the option of participating in the site local plans without reciprocating any money back. Employers working under the VDV National Agreement, certain IBEW International Specialty Agreements, and other multi-jurisdictional agreements (for example a state-wide portability agreement that allows for it) pay fringe benefit contributions directly to an employee's home fund because these CBAs are what establish the jurisdiction the employer is working under, not the local agreement or trusts.

1205 Gainesville Job Fair

Local 1205 had a successful Job Fair on March 10th. Teams from around the state blitzed 63 locations including worksites, supply houses, and big box. The Local also reached out to contacts from Indeed.com and others. IBEW organizers used action builder to map projects and collect data in the field. This gave them the ability to assign teams to work on their way into town, reducing the amount of time required to coordinate field activity.

The job fair was conducted in the shadow of the COVID news, but likely had little effect. 20 electricians came out to talk and five offers for employment were made.

Fast Facts:

- 63 locations on a two day blitz
- Action Builder was used in the field
- 20 Attendees
- Distribution of Attendees: Facebook 12, Youtube 3, word of mouth account for the rest.
- Distribution of Experience: 5 at JW/CE3 level, 5 with some experience, 10 JATC applicants

There will be an additional job fair in the 1205 jurisdiction scheduled for April 25th. Contractor participation is very important for these events. We encourage all contractors in need of manpower to attend.

Apprenticeship Director Reports

Gainesville Electrical JATC

We are all going through a difficult situation with the COVID-19 pandemic and we have had to re-evaluate how to make sure that our apprentices still get their required training without delaying their progress so we have implemented a distance learning program to help our instructors and our apprentices to move forward the best we can.

Jacksonville Electrical JATC

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

The Electrical Training Alliance of Jacksonville is glad to report we are moving ahead with our school year! With the current situation as a backdrop, we are being creative on how we are educating our young men and women. The Trustees have decided not to have the students come to the facility, but that is not stopping us from moving forward with our curriculum. We are having the students stay on course through the electronic "Learned Management System". This online delivery gives us the ability to monitor student grades and login time. Our Professional Instructors are keeping track of student progress from their school issued laptops. They are communicating with the students through email, assigning subjects with completion dates, as well as answering questions when needed. We are compensating the Instructors several hours a week for their hard work. Although this remote learning does not satisfy the seat time requirement in the standards, it does give students the ability to complete as much as they can while they are out; thereby helping them complete school by the beginning of the summer. We currently have our students scheduled for 20% more seat time than is required in our standards. We have traditionally used this extra time for medical or unemployment situations. To date, neither has been an issue. Most classes are currently on track and will be complete by early June.

As for applications, we are having another banner year. We have surpassed our applications from last year (277) with six weeks left until the deadline. We believe an increased presence in our recruiting as well as advertisement funding by our J.L.M.C.C. are the main drivers for this.

Finally, I am glad to announce we have hired Daniel McEachern to be our new Assistant Training Director. Daniel is a graduate of our program as well as a longtime member of the I.B.E.W. He has his Duval County Master Electrical License and is currently the Professor of Electricity at Florida State College of Jacksonville. Daniel will be starting in June and we are very excited for him to bring his knowledge and expertise to our program.

As always 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 support.

Daniel Van Sickle
Apprenticeship and Training Director

Daytona Beach Electrical JATC

Hello from Daytona Beach.

This month the topic is COVID-19,

This month we had Daytona State college close due to virus and will not open until further notice. This caused us to create virtual classrooms using ZOOM. We have 56 students now working from home to complete their courses.

All our job fairs have been cancelled and we have postponed all aptitude test, as well as our interviews.

Robert Cruz MAED
Training Director

Looking Forward

- April 21st, 2020: **NECA Membership Meeting** Jacksonville, FL ***POSTPONED***
- June 26-29th, 2020: **Southern Region Convention** Alberta, Canada
- August 18th, 2020: **NECA Membership Meeting** Jacksonville, FL
- October 3-6, 2020: **NECA Convention and Trade Show** Chicago, IL

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