

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 with a glowing circuit board pattern.

NECA North Florida Chapter CONNECTION

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Upcoming Course Offerings

Technology and Transparency pt. I- The Future of Construction

Identifying the tools and technology needed to best position your organization for a successful future can sometimes be daunting. During this session, we will discuss why these tools are critical to future profitability as well as examples of ERP systems, Project Management software, Production Tracking solutions, and Purchasing solutions. Additionally, we will show examples of the reports and metrics necessary to provide transparency on performance so that challenges can be identified early enough to effect change to minimize financial losses and maximize margin gains.

January 13th, 2021. 9 a.m. - 12 p.m.

Warning! Workforce Shortage Ahead

Construction is the second largest employer in the country but we are facing a workforce crisis that is forecasted to worsen in the next three years. 87% report having a hard time filling key profession and craft worker positions. Effective workforce development strategies require that contractors attract, educate and retain a diverse workforce. Learn best practices in workforce development that will allow you to contribute to local and national efforts to recruit the best and brightest for high-tech construction industry careers.

February 9th, 2021. 9 a.m. - 11 a.m.

Identifying, Develop, and Retain High Potential Leaders

Leadership development is once again on the forefront of executive's thoughts as growth returns and the aging work force continues to leave the industry at an alarming rate. Realizing that leadership development efforts take years, this program presents a framework to identify those high potential leaders and to develop them using methods scaled down from the top companies in the world, so that they fit for any size of contractor.

March 9, 2021. 9 a.m. - 11 a.m.

Recruit to Retire- How to Hire, Train, Retain, and Retire Key Employees

In this time of critical workforce shortage, it is imperative that we develop the skills necessary to attract and keep the best candidates. Once hired, however, the challenge is just beginning. Embarking on a path to determine how to retain the stars of our industry from their time of hiring to their time of retirement is becoming not only a plus, but a must. In this session, we will discuss hiring the right candidates, the onboarding and training process, engaging the employees in their own development and success, the mapping of career paths, and the retaining power of incentive compensation and deferred compensation packages.

May 11th, 2021. 9 a.m. - 12 p.m.

Technology and Transparency pt. II- Linking Technology to Performance

In this generation of construction, we capture more data than ever. That said, how accurate is the data you are capturing and , if it is not, what causes the problem? What do we do with that information once compiled and how is it started?

June 8th, 2021. 9 a.m. - 11 a.m.

Building Blocks of Best in Class Contractors

During this session, we will discuss the foundational pieces of best in class contractors that allow organizations to grown profitably while deploying the proper tools to minimize the risk associated with growth. Attendees will learn the basics of strategy development, business development, leadership development, business process re-engineering, project execution, prefabrication, and technology strategy providing a holistic view of the elements of "best in class" contractors. The "Building Blocks" model will be reviewed in detail and will be build upon throughout the entire program.

July 13th, 2021. 9 a.m. - 12 p.m.

Change Order Management pt. I

Effective change order management can dramatically reduce a subcontractor's view point and provides participants with hands on training in recognizing, scoping, pricing, and negotiating change orders. This course culminates in a mock negotiation where participants can immediately practice the skills that they have learned.

August 10th, 2021. 9 a.m. - 12 p.m.

Managing Yourself for Ultimate Personal Productivity

We all have the same 24 hours in a day. Why is it that some people can accomplish a lot while other struggle to make it through their in-box? It is impossible to manage time but you can develop self-management skills to make you more focused and productive. This interactive and reflective session will identify the time wasters that prevent you from

reaching your potential and provide you with 10 tips on how to maximize productivity.

September 14th, 2021. 9 a.m. - 11 a.m.

Change Order Management pt. II

In this session, the group will discuss contract risk management and preservation of rights in order to increase the chances of financial recovery during project execution. Since the most valued information for contract conflict resolution come from those closest to the work, the basics of preparing that documentation and effectively translating the information will be discussed. The group will gain understanding and review examples of risky contract clauses, the process if claims management, the legalities of change order control, and preparation for lawsuits.

November 9th, 2021. 9 a.m. - 12 p.m.

Technology Trends that Drive Success

By 2020, Internet-connected devices from 400 million today to 50 billion and smart phones will have the capability of storing and accessing as much information as IBM's supercomputers. Technology will be even more critical in gaining new customers and recruiting key employees as everyone (employees, clients and competitors) will have hand-held access to the biggest, smartest, fastest computers in existence today and the workforce you hire has never lived without technology. Successful contractors understand the positive impact that technology has on business processes, the ability to respond to change, cost savings, efficiency and the bottom line.

December 14th, 2021 9 a.m. - 11 a.m.

Digital Transformation

Sonepar Key Accounts did a presentation for Electri Executive Director Josh Bone. They reiterated Sonepar's commitment to Electri and discussed ways for partnering together in 2021. Josh is interested in Sonepar helping educate NECA contractors when it comes to digital. A NECA chapter has already inquired to set up a meeting to discuss further.



Codes and Standards Report

2023 National Electrical Code Update

Despite the Covid virus and other negative events and challenges this year, the NEC Code Making Panels are meeting now and working on the next edition of the code - the 2023 edition. I am on Code Making Panel 11 (CMP-11) which deals with motors (Art 430), industrial control panels (Art. 409), air conditioning and refrigeration equipment (Art. 440), capacitors (Art. 460), and resistors and reactors (Art. 470).

The 18 different code making panels usually meet in Hilton Head S.C. for our first draft meeting but we had to transition to zoom meetings for this cycle. We also did a lot of preparatory work through task group meetings prior to the full committees meeting. This cycle, the different CMP's are meeting via zoom, in December and January on a staggered schedule.

CMP-11 had 135 Public Inputs (PI's) this cycle which means there were 135 requests to change just

articles 409, 430, 440, 460 and 470. Some CMP's have hundreds more PI's each cycle and this results in longer meeting times, to work through all of these proposed changes. A lot of the proposed CMP-11 public inputs centered around editing changes and to bring the NEC into compliance with the NEC Style Manual, which is used to assist in making the articles, sections and code layout as clear, usable, and unambiguous as possible.

One controversial Global public input (PI) that was submitted was to create a new Medium/High voltage article and remove the related content from the other corresponding articles like it is now. NECA and the IBEW panel members stood in opposition to this idea in order to maintain the integrity of the existing code layout and to minimize confusion over purview.

After all 18 code making panels complete their first draft meetings in January 2021, the results will be made available and the public will be able to make comments and suggestions, and then in October of 2021, all of the CMP's will meet again in San Diego (virus permitting), to discuss these additional public comments and move to finalize their decisions.

Tim Hinson
CMP-11

JATC Apprenticeship Reports

Jacksonville JATC

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

We here at the Electrical Training Alliance of Jacksonville hope everyone has enjoyed their holidays!

We are about half way through our school year and are about to begin another Pre-Apprenticeship class in January. This class will start January 11th and will be issued tools and books thanks to the Pathways Grant to Career Opportunities which was received by our school this past year. We also started a cable splicing class for Journeyman Wireman on that will run through the Spring at the request of a couple of our signatory contractors.

We have recently completed some maintenance upgrades to our facility. Bollards and chains were installed to help control some of the student parking. The bollards were installed by one of our signatory contractors around A, B and C Buildings, towards the back of the school property. The bollards were installed in order to limit parking to designated areas. We also had the first floor area pressure washed which included the court yard areas, flag pole base and up lights that flank the flag pole base. The new Trane chiller was delivered and installed mid-December and is currently going through its final checks at the time of this writing.

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.

Wishing everyone a safe and joyful new year from Jacksonville JATC!

Daniel Van Sickle
Apprenticeship and Training Director
Daniel McEarchern
Assistant Training Director

Daytona JATC

Hello from Daytona Beach,

This month we finished our Fall semester at Daytona State College and will resume classes on January 19th, 2021. We are hoping this next semester will be the last we have to hold virtually. We will also be resuming aptitude testing in January weekly until July with paper testing being held as needed.

We would like to thank all the contractors and NECA members for the donations made for National Apprentice Week. We had the honor of hosting this event on November 11th, 2020 where we were able to hand out gifts of appreciation to our apprentices. Thank you to everyone who helped make this happen.

We currently have 79 apprentices working and 12 cw's available for work. We graduated 11 fifth-year apprentices and were able to start 1 apprentice at an advanced setting. We are extremely proud of our apprentices adaptably and consistency through this difficult year.

We are continuing our virtual job fairs via Zoom, but still feel they are not as effective as we would like.

We wish you all a happy new year from Daytona JATC!

*Robert Cruz
Training Director*

Electri Research Report

Electrical Contractors: Driving Through Business Growth Roadblocks

Every electrical contracting business will face challenges. The way you deal with them will determine your ability to grow your small business profitably. Small business owners wish their growth trajectory was every upwards. Unfortunately, small business is complex, with many ups and downs in expansion. A multitude of factors influence and determine small business success, including finance, technology, staffing resources, sales and competitors. Most obstacles can be avoided and many issues can be managed to success. Unattended, these issues can steal our focus, sap our financial resources and, sometimes, derail our most important initiatives.

What can we do to remove these roadblocks so we can capitalize on our opportunities to succeed? This report contains strategies to help address the issues preventing electrical contracting business growth.

[Visit here to read more.](#)

Looking Forward

- **January 13th, 2021-** *Tech and Transparency pt. I CEU*
- **February 9th, 2021-** *Workforce Shortage Ahead CEU*
- **March 9th, 2021-** *ID, Develop, and Retain High Potential Leaders CEU*
- **May 11th, 2021-** *Recruit to Retire CEU*
- **June 8th, 2021-** *Tech and Transparency pt. II CEU*
- **July 13th, 2021-** *Best in Class Contractors CEU*
- **August 19th, 2021-** *Change Order Management pt. I CEU*
- **September 14th, 2021-** *Managing Yourself for Personal Productivity CEU*
- **November 8th, 2021-** *Change Order Management pt. II CEU*
- **December 14th, 2021-** *Tech Trends Drive Success CEU*

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