

The logo features the NECA acronym with a stylized flag 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

- August 18th

2020 Board of Directors

President: Henry Brown

Director: Stan Brandies

Vice President: Byron Overstreet

Director: Brent Zimmerman

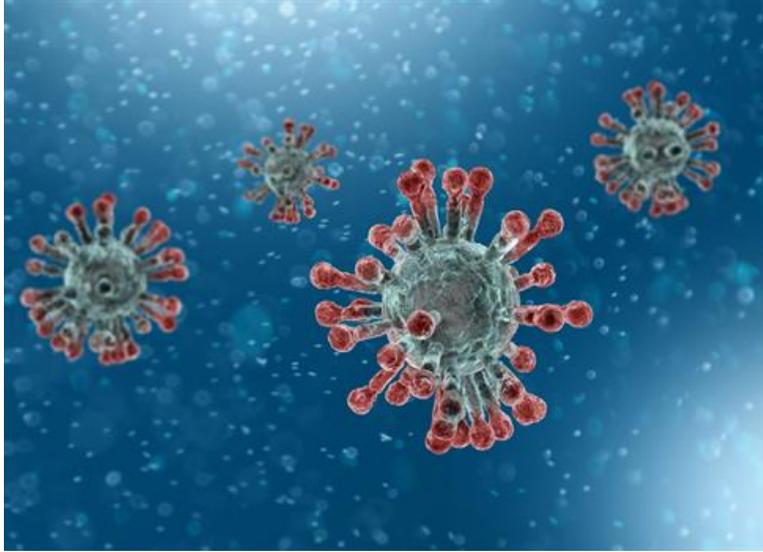
Governor: Edward Witt Jr.

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

June 5th 10am EST

Effective Client Communication

Why attend?

Multiple factors influence effective communication. If your goal is to attract, build and maintain long lasting client, vendor and workplace relationships this training is for you. Please review the class objectives below and ask if you could improve your performance in one or more areas. Better communication skills lead to increased trust, faster decisions and better results. This class will benefit those with 1 or 20 plus years of experience.

Attendees will use a phone application called Kahoot <https://kahoot.com/> to participate during this highly interactive class and learn the following:

1. How to build stronger rapport and trust (and maintain it)
2. Ideas to connect with people faster
3. How to ask better questions to uncover people's priorities (Hot Buttons)

and their pet peeves.

4. Techniques to improve your listening skills (You can't ask great questions if you aren't listening)
5. Distracting appearance and auditory behaviors and how to reduce them (This happens a million times a day during virtual meetings)
6. Tips to illustrate ideas and improve collaborative communication
7. Characteristics of a poor listener
8. Top email tips to reduce ambiguity and expedite responses
9. Four areas you should always be working on:
 - a. Self-awareness
 - b. Self-improvement
 - c. Social awareness
 - d. Relationship management

Codes and Standards Report

The following are general guidelines from NECA labor relations. Chapters and members are advised to consult their CBA and state and local laws for additional information.

Question: Can I send an employee who appears sick home? Can I ask questions about his or her health and symptoms?

Answer: Contractors can be proactive in sending employees home when they appear to have acute respiratory illness symptoms, such as coughing or shortness of breath. Generally, a Contractor can ask that employee to seek medical attention and get tested for COVID-19 when exhibiting these symptoms. Guidance from the Equal Employment Opportunity Commission (EEOC) indicates that if the situation is declared a "pandemic," Contractors could begin to ask the employees questions about their symptoms, or even take employees' temperatures. Now that the World Health Organization (WHO) has declared a pandemic, the EEOC advises to check CDC and OSHA updates regularly to see how expansive medical examinations and inquiries can extend.

Question: What do I do if an employee reports a positive test?

Answer: If an employee does test positive for COVID-19, the Contractor should ask the employee to identify all individuals who have worked in close proximity with them during the previous 14 days. The positive employee and those employees can be sent home for a time period consistent with CDC recommendations, law and contractual obligations. While the employees should be informed that they have been exposed, it is important that the name of the infected employee is not disclosed, or the Contractor could risk a violation of confidentiality laws. These

same precautions should be taken when an employee has a suspected but unconfirmed case of COVID-19, or when an employee self-reports that he or she has had contact with an individual who has tested positive for COVID-19.

Question: Can an employee refuse to come to work or travel with no adverse employment ramifications?

Answer: A Contractor cannot literally force an employee to come to work or to travel for work. However, in most circumstances, that employee is subject to discipline and/or termination for such refusal. The Occupational Safety and Health Act (OSHA) provides that employees can refuse to work if they believe they are in imminent danger. However, the Centers for Disease Control (CDC) has determined that at this time most work conditions in the United States do not meet the elements required for the employee to refuse to work.

Question: Must a Contractor continue to pay an employee that stays home or is sent home because of COVID-19?

Answer: The answer to this question depends on whether your CBA or another contract addresses such absences. For example, if the employee is SENT home, that may qualify as work-required leave. You may also need to check state law on sick and safe leave. Under the Fair Labor Standards Act (FLSA), the answer is generally no. FLSA minimum-wage and overtime requirements attach to hours worked in a workweek, so employees who are not working are typically not entitled to the wages the FLSA requires. Exempt employees properly paid on a salary basis would continue to receive full salary for any time worked during the workweek at issue.

Question: Can a Contractor charge leave for absences occasioned by COVID-19?

Answer: Again, you will need to consult your CBA or other employment contract as well as state law, but the FLSA generally does not regulate the accumulation and use of vacation and sick leave and would make no such requirement. Be advised that there is some discussion relating to a federal legislative appropriation and mandate on sick leave and coronavirus. Lastly, the Family and Medical Leave Act may come into play and require at least the provision of LWOP and job protection.

Question: Can a Contractor make changes to work schedules or duties in response to circumstances related to COVID-19?

Answer: It depends on whether your CBA has an "emergency or exigent circumstances clause" that relates to mandatory subjects of bargaining. Of course, the NLRA imposes on NECA contractors the duty to bargain in good faith over mandatory subjects of bargaining such as wages, hours, and terms and conditions of employment, and Contractors who make unilateral changes may be subject to unfair labor practice charges

that would apply even in emergency situations such as this one. The best course of action is to work with your NECA Chapter to engage the union on these issues and try to bargain an addendum or memorandum of understanding to cover the exigent (and likely temporary) circumstances.

Question: Can an employee claim workers' compensation if he or she contracts COVID-19 and alleges that it was because of the work environment?

Answer: Workers' compensation is statutory and very dependent on state law. That said, basic workers' compensation law requires that the contraction of a disease be "occupational" and that it arise out of the peculiar conditions of the workplace. Best advice is to refer all such claims to your insurer or third-party administrator and follow their guidance on time off and benefits.

Question: What does a Contractor need to do if an entire job site is shut down and the owner or contractor prohibits all work for an extended period of time?

Answer: If the job site becomes inaccessible because of COVID-19, a Contractor should immediately consult the CBA, communicate with the NECA Chapter and the union, and be mindful of any obligations related to layoffs or shut-downs under the federal and state Worker Adjustment and Retraining Notification (WARN) Act. Events that trigger the requirements of the WARN Act are: 1) a plant closing resulting in employment losses of at least 50 employees; 2) a mass layoff of at least 50 employees where the employment loss consists of at least 33% of employment at the site; or 3) a mass layoff with an employment loss of 500 or more at a single site of employment, regardless of its proportion of total employment at the site or if the employment loss is part of a plant closing.

Electrical Contractor License Renewal Resources

Here at NECA, we are working consistently to provide solutions for the difficulties that are being experienced in these hard times. With EC licencing renewals coming up, and current limitations on in-seat options, we have put together several resources that can be used to help contractors renew their EC license online.

<https://ez-ce.com/electrical-contractors-electricians-continuing-education-courses-license-renewal/> [Florida Renewals Only]

<https://www.mikeholt.com/previewstatecourses.php?id=20>

<https://www.tradesmance.com/florida-electrical-continuing-education#>

<https://www.electricalicenserenewal.com/Electrical-Continuing-Education-Courses.php?state=FL&trade=Electrical>

Please feel free to contact our office with any questions.

Apprenticeship Director Reports

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 have been continuing 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 mid- June. Students will be returning to the facility on a limited bases starting in May. As for applications, we are having another banner year. We have surpassed our applications from last year (277). The Trustees have decided to extend the deadline for applications for another month so we expect to have a significant amount of applications over last year. 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. As announced in last month's report, Daniel McEachern will be starting as the new Assistant Training Director on June 15. He is coming to the office now on occasion and is getting acclimated with our processes. 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.

The topic for this month is once again COVID-19, This past month we have had Daytona State college remain closed. We were instructed to not use zoom due to security hacks, so we have begun using Microsoft view. We have 56 students working from home to complete their courses. We have been using the LMS system and online video to satisfy classroom hours.

All upcoming job fairs have been cancelled and we have postponed all aptitude test, as well as our interviews. We also held our committee meeting virtually. We have decided to cancel graduation ceremonies following Daytona state college decision to cancel graduation commencement.

Robert Cruz MAED
Training Director

Looking Forward

- August 18th, 2020: **NECA Membership Meeting** Jacksonville, FL
- October 3-6, 2020: **NECA Convention and Trade Show** Chicago, IL

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