



## Board of Directors

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## First Quarter Membership Meeting

North Florida Chapter NECA's first quarter membership meeting of 2026 will take place on **Wednesday, January 28th, at 12:30 p.m.** at the North Florida NECA office, in the upstairs training room. Lunch will be provided.

[\*\*RSVP Here!\*\*](#)

## NECA Celebrates 125th Anniversary

In 2026, the National Electrical Contractors Association proudly celebrates a remarkable milestone: **125 years of representing and advancing electrical contractors across the country!** Since its founding in 1901, NECA has remained a trusted advocate for the industry, supporting contractors through leadership, education, innovation, and a strong collective voice.

This anniversary honors the generations of members whose craftsmanship, dedication, and commitment to excellence built the foundation of our association. Their leadership has helped shape the electrical construction industry and positioned NECA as a driving force for progress and professionalism nationwide.



As we reflect on NECA's rich history, we are also looking ahead and continuing to deliver the advocacy, education, and resources our members need to succeed in an ever-evolving industry. We thank our

members, past and present, for being the power behind NECA and for helping carry our organization forward into the next 125 years.

[Click here to read the full press release about NECA's 125th anniversary!](#)

## 2025 NECAPAC Capitol Competition



We are proud to announce that the North Florida Chapter has been named the Russell Group (15–30 members) winner of the 2025 NECAPAC Capitol Competition!

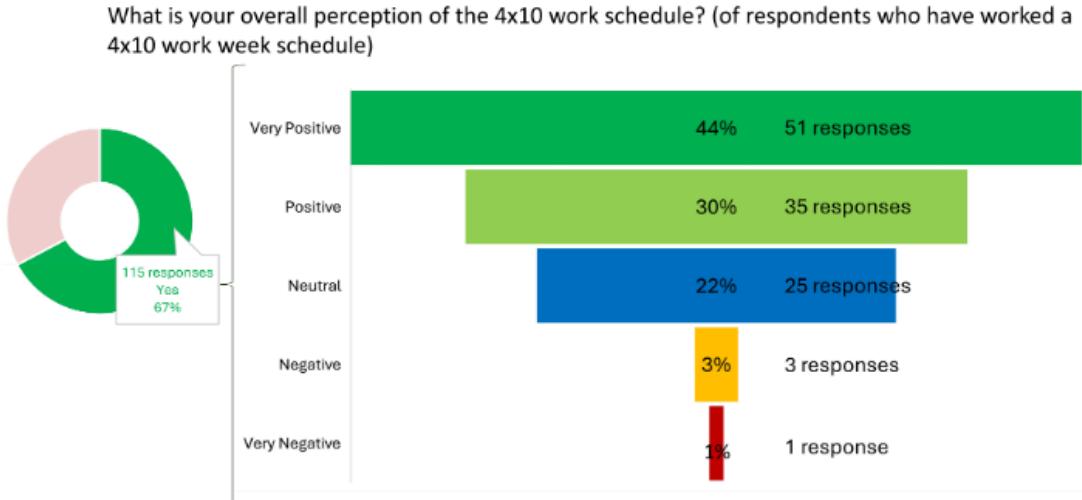
Thanks to the generosity and commitment of our members, the Chapter raised an impressive \$30,300 in support of NECAPAC and the Government Affairs Operational Fund in 2025. These contributions play a vital role in strengthening advocacy efforts on behalf of our industry and electrical contractors nationwide.

We extend our sincere thanks to everyone who participated and supported this effort. We look forward to continuing our work together to advance the interests of our industry.

Winners will be recognized in an upcoming issue of the *Inside Washington* newsletter, and our Chapter will be represented at the 2026 Legislative Conference in Washington, DC, May 4–6, where the award will be formally presented.

Congratulations on this outstanding achievement!

## Is the 4x10 Workweek Viable for Electrical Construction?

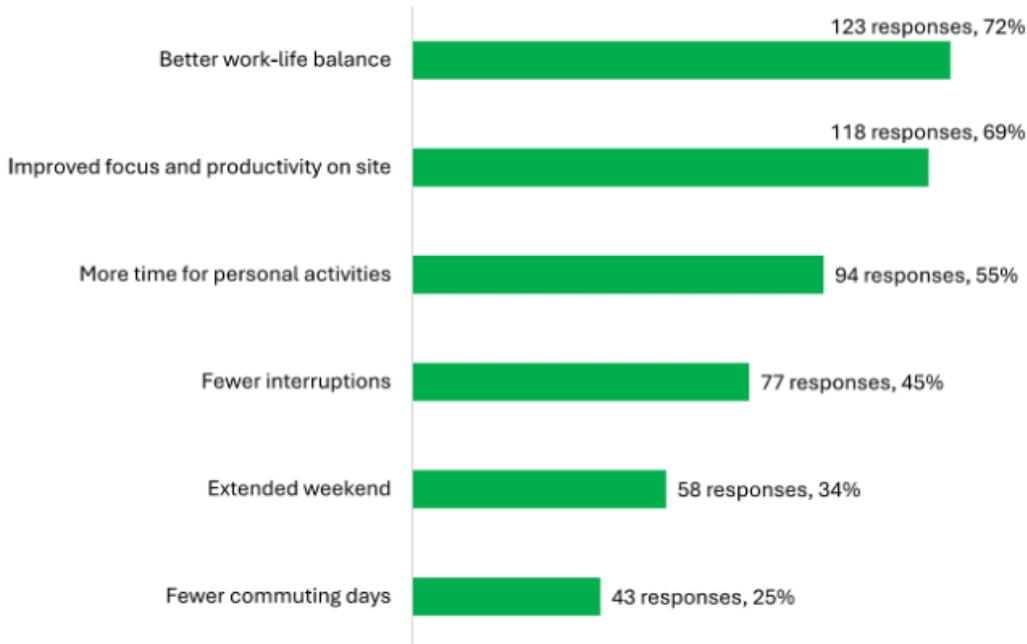


Many electrical contractors are constantly chasing a solution to the elusive higher productivity, lower absenteeism riddle. One solution starting to gain some traction is the 4x10 workweek schedule (four 10-hour days), as opposed to the typical 5x8 schedule (five 8-hour days). [ELECTRI International released a new research paper\\*](#), prepared by Hala Nassereddine, that examines the 4x10 workweek and the benefits and challenges that go with it.

With the next generation of electricians nearing retirement age, many new electricians coming in see the 4x10 as a viable option and a preference for some. They see it as a quality-of-life upgrade, appreciating the three-day weekend and productivity of the 10-hour day. Nassereddine's research showed that the majority saw the 4x10 workweek as offering better work/life balance, and improved focus and productivity as a close second benefit. With the improved work/life balance, the absenteeism rate declined.

The 4x10 workweek also allows electrical workers to use the fifth day for personal appointments, such as doctor visits, that would have normally required a missed day. The 4x10 workweek also provides the ability to work the fifth day if overtime is needed, still giving the electrician a 2-day weekend. Another advantage was the reduction of setup and takedown time, reduced from being necessary 5 times a week to 4 times, providing a gain of up to two hours per week.

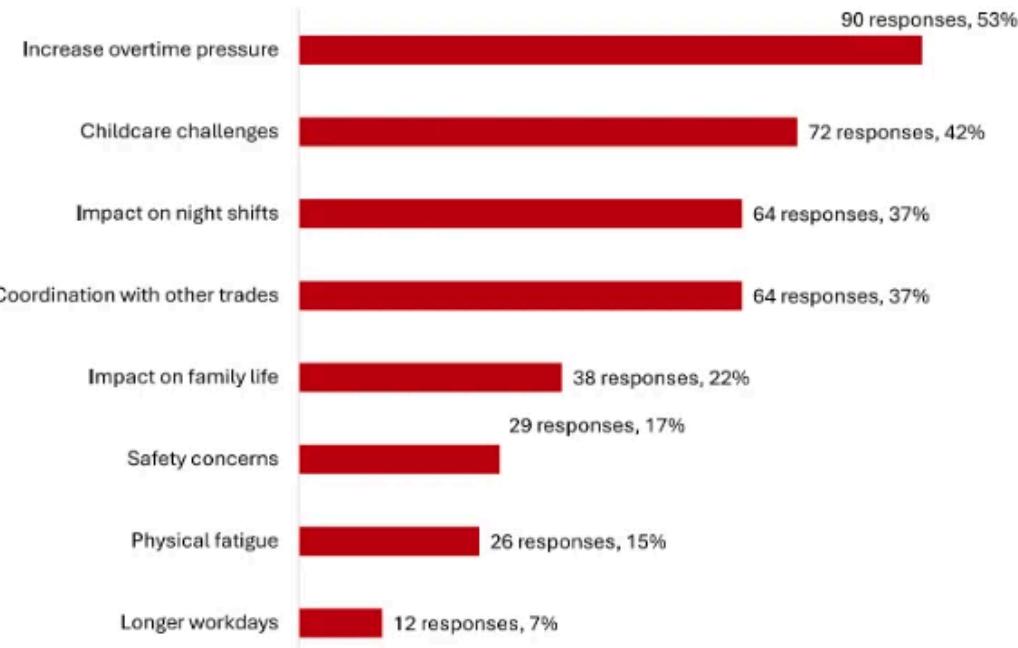
### What do you perceive as the main benefits of a 4x10 schedule?



This solution does not come without its own set of challenges, such as increased pressure to work that 5th day as overtime, adjusting childcare schedules and coordinating with other trades that are on the 5x8 schedule. Some jobs also require there to be a certain number of electricians on the job Monday through Friday, requiring the electrical contractor to create overlapping 4x10 schedules—e.g., having one group work Monday through Thursday and a second group working Tuesday through Friday—complicating timesheet submissions.

Trade coordination is also another challenge. Working the 4x10 schedule, there will be times when the electrician is installing without the ability to coordinate with other trades if issues arise. There could also be communication issues between the office and the field if working hours do not align.

## What do you perceive as the challenges of a 4x10 workweek schedule?



As with any other change in the industry, there are benefits and hurdles that need to be overcome. However, with the change in mentality of the incoming workforce, it should at least be considered. The 4x10 workweek could be used as a perk to attract new electricians, the majority of whom would prefer the 4-day workweek if given the choice. It could also help with retention, giving the electrician an option for better work/life balance.

Below are a couple of examples of KPIs that could be used to help evaluate the differences.

Attendance Rate: This will help determine the amount of absenteeism and give the ability to compare 4x10 workweek versus the 5x8 workweek

$$\text{Retention Rate} = \left( \frac{\text{Number of retained crew}}{\text{Total crew at start of period}} \right) \times 100$$

Retention Rate: This will help determine the amount of retention from a 4x10 workweek versus a 5x8 workweek.

$$\text{Attendance Rate} = \left( \frac{\text{Total scheduled workdays} - \text{Total missed workdays}}{\text{Total scheduled workdays}} \right) \times 100$$

[Article by Jared Christman on Electrical Contractor Magazine.com](https://www.electricalcontractormagazine.com/article/4x10-workweek-challenges-and-benefits)

## 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 hope that you and your families had a Merry Christmas and a Happy New Year!!

We are proud to announce that the ETA Board of Trustees accepted 98 first year apprentices at their last meeting. Classes are scheduled to begin on January 26, 2026. The application deadline for the 2026 Fall

class is May 14th 2026. If you know of anyone wanting to begin a career in the electrical field please refer them to our website at [www.etajax.org](http://www.etajax.org) to begin the application process.

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 will also be hosting a Cable Splicing class for Journeyman Wireman beginning March 3rd, 2026 that will run for two months. Registration fee is \$200 and will be filled quickly. Flyers will be mailed out soon so if you know anyone wishing to take this course have them go to our website [www.etajax.org](http://www.etajax.org) to begin registration.

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*

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## In Case You Missed It...

- [NECA Regulatory Alert - Executive Order: Increasing Medical Marijuana and Cannabidiol Research](#)

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## ELECTRI Research Report

### Managerial Strategies for Improving Project Level Cash Flows and Payment Terms

The study presented in this report defines and rates many managerial strategies for improving project level cash flows for electrical construction companies. With a pervasive challenge in the industry related to financial collections and appropriate cash flows, ELECTRI International and its ELECTRI Council members identified this study as critical.

[Click here to access the full report, as well as additional tools and insight!](#)

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## Looking Forward

- **January 28th, 2026: Membership Meeting**
- **April 29th, 2026: Membership Meeting**
- **August 26th, 2026: Membership Meeting**
- **December 4th, 2026: Membership Meeting & Holiday Party**

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# 2023

HAPPY NEW YEAR



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