

The logo features the NECA logo on the left, which includes a stylized wave and three stars. To its right, the text "North Florida Chapter" is in a white serif font, and "CONNECTION" is in a large, bold, white sans-serif font. The background is a dark blue gradient with a complex network of glowing blue lines and dots, resembling a circuit board or a digital network.

NECA North Florida Chapter CONNECTION

Board of Directors

President: Brent Zimmerman

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Vice President: Stan Brandies

Director: Scott Sullivan

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Treasurer: Chad Walker

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Third Quarter Membership Meeting

North Florida Chapter NECA's postponed third quarter membership meeting will now take place on **Tuesday, October 21st, at 11:30 a.m.** at the North Florida NECA office, in the upstairs training room. Lunch will be provided.

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

Upcoming Education Courses

Lunch & Learn: Understanding Your CBA

Your Collective Bargaining Agreement (CBA) is more than a contract, it's your guide to wages, benefits, and workplace protections. Join us for this Lunch & Learn presentation on Understanding Your CBA, where we'll break down:

- **Wages & Benefits:** Learn about wage rates, overtime rules, and fringe benefits like pension contributions and health coverage.
- **Work Rules & Conditions:** Understand working hours, shift differentials, holidays, and job site rights.

- Union Rights & Protections: Review how grievances are handled, your rights on the job, and how stewards support members.
- Apprenticeship & Training: See how the agreement supports training opportunities and career advancement.

Wednesday, October 15th, 2025

11:00 a.m. - 1:00 p.m.

North Florida Chapter NECA Upstairs Training Room

[RSVP Here!](#)

Upcoming Florida Engineering Society (FES) Webinar

Unleashing Disruptive Technologies to Solve Our Energy Challenges

This webinar will explore sustainable technologies, such as Power over Ethernet and Fault Managed Power, that are helping to address global energy challenges by making power delivery more efficient, flexible, and safe. This integration supports the development of smarter, more sustainable infrastructure, aligning with the growing global demand for energy efficiency. However, as these technologies advance, there is an increasing awareness of the gap in technical expertise.

Thursday, November 6th, 2025

2:00 p.m. - 3:00 p.m.

[Click here to register](#)



Atkore Commodity Report Update

Our friends at Atkore have put together a Commodity Report Update to share with our members. This report gives contractors a clear and concise overview of current market conditions affecting key materials used in Atkore's products. It highlights recent pricing trends and supply chain factors in products such as copper, steel, aluminum, PVC, and resin. The purpose of this report is to provide contractors with relevant insights to anticipate cost fluctuations and adjust their strategies accordingly.

Click the button below to access the September 2025 Commodity Report by Atkore!

Atkore Commodity Update - September 2025

James MacDonald Announces the Launch of the ELECTRI Benchmarking Tool at the 2025 NECA Convention!

Thank you to everyone who attended the 2025 NECA Convention in Chicago! In case you missed it, Council Chair James MacDonald of Miller Electric Company addressed attendees at the closing general session to announce the official launch of the **ELECTRI Benchmarking Tool**. ELECTRI International's Key Performance Indicator (KPI) benchmarking tool is designed to allow electrical contractors to input, track, and analyze performance data, enabling them to benchmark against industry peers over time.

How to Create Your Account

1. Visit the Benchmarking Tool Landing Page [<https://www.electri.org/research-overview/electris-industry-benchmarking-tool/>]
2. Click "Get Started"
3. At the Login Page Select "Don't have an account?"
4. Create a MyELECTRI Account
 - In the **Company/Organization** field, please enter **"Other"** exactly as shown in the image below.

Create a MyELECTRI Account

Name *

First

Last

Title *

Company/Organization *

If you can not find your Company/Organization search for and select "Other"

5.Once Registered

- An ELECTRI representative will call to confirm the appropriate ownership (admin privileges) of the account and ensure data integrity within 2 business days.
- You'll receive an email confirming your access.
- After receiving the email, you can visit [<https://www.electri.org/kpi-dashboard/>] and access your:
 - Dashboard
 - Survey reports
 - FAQ section

6.Begin the Surveys

- You should now see the list of surveys and your progress displayed as shown below.

ELECTRI INTERNATIONAL Logged in (Contractor) Josh's Test Org

Dashboard Survey View Report FAQs About Back to Electri.org



Update needed

Please update your survey data.

Firmographic...	EC Finance	EC Safety	EC Labor	EC VDC/BIM ...
Up to date	Update needed	Update needed	Update needed	Update needed
✓	UPDATE	UPDATE	UPDATE	UPDATE

Progress

Please review and confirm the correct information for each of the following profile sections

Firmographic Data	✓
EC Finance	✗
EC Safety	✗
EC Labor	✗
EC VDC/BIM Labor	✗

If you have any questions or need assistance, please don't hesitate to reach out to:

Josh Bone – josh.bone@electri.org
Laura Holmes – Laura.Holmes@electri.org
Jessica Cardenas – Jessica.Cardenas@electri.org

Codes and Standards Report

10 Ways to Make Your Business's Safety Culture Thrive

Safety is a business imperative that extends far beyond injury and property damage. An effective safety culture is critical to ensuring that business operations and output continue, and that facilities remain incident free.

Here are 10 ways that organizations can invest in a strong safety culture to ensure that people, property, and productivity are safeguarded.

1. Set appropriate expectations

It is important that everyone understands their respective roles and what they are accountable for on the job. Contractors tend to leverage regulatory requirements to guide them in setting expectations, but it is equally important to clarify business priorities. A surefire way to improve safety in the workplace is to establish a culture where safety is prioritized over production in words and in action.

The good news here is that there is evidence that when safety is prioritized, not only are people and property better protected, but business productivity goes up, too. Additionally, an April 2024 study published in the journal *Safety Science* found that “both safety culture and safety performance, as measured by total injury rate, are positive predictors of a company’s financial performance.”

2. Build shared ownership

Everyone should know and own their safety responsibilities. A great way to enrich an organization's safety culture is by fostering an environment that shares ownership of safety tasks. It is helpful to have cross-functional discussions so different roles better understand how their individual responsibilities work together to enable the overall safety program. Taking this tactic helps everyone to properly understand how their safety benchmarks meld with others to achieve optimal safety. In the spirit of transparency and collaboration, give workers an opportunity to raise and answer questions as a team.

3. Help them believe

More often than not, training is treated as a check-the-box requirement for safety compliance. Training that has an actual impact not only helps workers acquire insights and techniques to be safer, but it also cultivates knowledge, skills, and an attitude that leads to changed behaviors. Without that deeper understanding, employees may be tempted to bypass or reduce safety steps in the interest of productivity. Conviction leads to vigilance.

4. Right people, right skills

Workers need the right skills to perform their assigned tasks. Qualifications and training should be considered prior to delegating responsibilities to personnel. A level of thoughtful consideration is especially important as an individual's level of accountability changes or increases. As newer workers are brought onto a task, it is critical that they are fully trained on safety procedures and protocols and demonstrate the ability to execute them.

5. Make it easy to comply

Cumbersome compliance systems contribute to the complacency that can hurt a safety culture. If workers find safety rules to be difficult or hard to understand, then they may seek ways to circumvent mandatory procedures. Workers may skip mandatory learning that is critical for safety if they find it difficult to find time to learn. If workers are skeptical about the consequences of reporting “near misses” or “great catches,” they may not comply with the reporting requirements that are critical for incident tracking and management.

6. Part of performance review

Expectations, training, and compliance must be built into regular performance reviews. Supervisors need to purposefully observe and provide feedback to employees about strict adherence to safety policies and procedures. Those same managers must be rewarded and disciplined equally for meeting production and safety benchmarks.

7. Talk the talk

Take time during each meeting to share an example of a safety success or a misstep to underscore the relevance of the company's policies and procedures. Those weighing in during this discussion should be from both the operations and business sides of the organization. Beyond having visual cues, such as signage in the workplace, teams should spend time talking about safety. Complacency is the biggest

enemy of a safety culture. The more that teams discuss safety, the more likely it will be top of mind as they work.

8. Walk the walk

Take time to celebrate good safety practices and digest poorly executed plans. People learn from both good and bad examples so be sure to debrief incidents, inspect outcomes, and audit situations. Learning does not and should not end with training. Every day presents learning moments that help to reinforce and improve safety. Safety culture thrives with continuous learning.

9. Encourage curiosity

Asking questions can often be frowned upon with some people mistakenly perceiving curiosity as incompetence. Teach workers to know when it is appropriate to question if adequate safety controls are being applied.

Managers and workers should have access to internal (Safety professionals) and external experts (OSHA, NFPA, etc) for safety-related questions and should be encouraged to keep up with the latest safety practices outlined in codes, standards, and training. Your management and core employees should be take the lead in developing a great safety culture.

From an article on the NEFPA website By Bartholomew Jae 26-Sep-2025

JATC Apprenticeship Reports

Jacksonville JATC

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

This month kicked off our one night a week schedule for the 1st – 3rd Year classes. This schedule has served the purpose of assisting contractors working 10 hours a day on jobsites to only have to allow their apprentices to leave work early one day a week. It has also served to alleviate the crowded parking situation here at the school. The new CML course content allows instructors to track students time logged into the system for credited hours.

The Electrical Training Alliance would like to welcome Joshua Spears as our new Assistant Training Director to the staff. Joshua Spears has been instructing here at the ETA for several years now and we are looking forward to the talent he brings with him as our program continues to grow and expand.

If you know anyone who might be interested in instructing here for the ETA please have them contact the assistant training coordinator at dmceachern@etajax.org.

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. Deadline for the January 2026 class is November 6.

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

Looking Forward

- **October 15th, 2025:** *Understanding Your CBA Class*
- **October 21st, 2025:** *Membership Meeting*
- **December 5th, 2025:** *Membership Meeting & Holiday Party at TopGolf!*

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