



SYNERGY

OUR 62nd YEAR

CONTRA COSTA CHAPTER

September 2025

Field Leadership Essentials

As we enter the final quarter, it's the perfect time to pause and reset. The last stretch of the year can either slip by unnoticed or become a powerful launchpad into the new year. The difference often comes down to three things:

1. **Setting Achievable Goals** – Identify realistic objectives that can be completed before year-end. Quick wins build momentum and help finish strong.
2. **Reflecting on Past Performance** – Take a moment to evaluate what worked and what didn't in the first three quarters. Reflection fuels smarter decisions.
3. **Planning for the Future** – Use these insights to map out priorities and strategies for the year ahead.

By focusing on these areas, companies can close the year with clarity and confidence while setting the stage for long-term success.

One of the most effective ways to strengthen your organization for the year ahead is by equipping your frontline leaders with the tools they need to succeed. Foremen play a vital role in every project—they manage people, time, equipment, and materials. Yet, many step into leadership without formal training.

That's why we're inviting you, if you have not done so already, to **sign up your Field Leaders and upcoming Field Leaders for our upcoming [Field Leadership Essentials program](#)**. This course provides practical knowledge and proven strategies every field leader must learn to be an effective manager. From communication and planning to problem-solving and productivity, this program is designed to build confident, capable leaders who can deliver results. [More information on following page.](#)

**Elevate Your Team's Potential October 9th
with Field Leadership Training!**

[Register Now](#)

(Include the names and contact information for those you wish to register for this course.)

The National Electric Contractors Association and
the Contra Costa Chapter, NECA Present:

Field Leadership Essentials



DATE:

October 9, 2025

TIME:

8:00 a.m. - 5:00 p.m.

LOCATION:

Martinez Training Center
1255 Muir Road
Martinez, CA 94553

COST:

Free to NECA Members

HOW TO REGISTER:

To enroll your field leaders - or those you see as future leaders, contact Sharon Spare at the Chapter office.

Call (925) 372-3222 or email
sspare09@sbcglobal.net

On Thursday, October 9, 2025, we will be hosting NECA's Field Leadership Essentials program, a single full-day course, that will explore the unique challenges that new field leaders face.

Foreman play a vital role in projects, ensuring on-time, on-budget completion of the essential construction tasks driving America's progress. They excel in managing time, resources, and personnel, while also tending to their team's physical and mental needs. Effective task delegation, motivation, and skill enhancement are all parts of their leadership. NECA's Field Leadership Essentials Program is an in-person field leadership development course designed specifically to meet the needs of electrical contractors.

This course focuses on the knowledge and skills that every field leader must learn to be an effective manager of people, time, equipment, and materials. This course will be facilitated by Paul Flynn and David Manderson.

Paul is a dedicated workforce development leader with a career rooted in the electrical industry. He graduated from the IBEW apprenticeship as a Journeyman Wireman in 2005, became a Training Director in 2009, and was elected four times as Business Manager of IBEW L.U. 34 beginning in 2013. In 2024, he assumed the role of Director of Workforce Development at the National Electrical Contractors Association (NECA), where he leads national initiatives focused on workforce readiness, recruitment, and long-term industry sustainability.

Paul has built a reputation for creating pathways into skilled trades for anyone interested in all communities. His work connects labor, education, and business to strengthen workforce pipelines, improve job placement outcomes, and ensure the electrical industry is equipped to meet future demands.

David Manderson has been with NECA for over 30 years. He has been a Chapter Executive for 28 years and been a Field Representative in both the Midwest and Western Regions. He brings experience from several areas around the country and has seen and worked with employers throughout.

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1127 11th Street, Suite 747 / Sacramento, CA 95814 / (916) 444-3770

CAPITOL ALERT

RECORDING AVAILABLE

In case you missed it . . .

California NECA Subcontractor Contract & Collections Guidebook Webinar

Thank you to everyone who joined us for the recent webinar on the California NECA Subcontractor Contract & Collections Guidebook, presented by the attorneys at Sweeney Mason LLP, the team who authored the guidebook.

We had more than 200 contractors and staff participate, and the feedback was overwhelmingly positive. For those who could not attend, or would like to revisit the content, the recorded webinar is now available at the link below. Please note the recording will remain accessible for the next 10 days.

 [**View the Webinar Recording**](#)

Password: E22xi8v6ZWEM

 The guidebook can be viewed/downloaded [here](#).

We encourage all NECA contractors to take advantage of this free recording and get the most value from the California NECA Subcontractor Contract & Collections Guidebook.



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CAPITOL ALERT

Contact Governor Newsom – Support SB 440 Private Works Change Order Reform

SB 440 (Ochoa-Bogh), our industry-backed change order reform bill, has officially passed the Legislature and is now on Governor Newsom's desk.

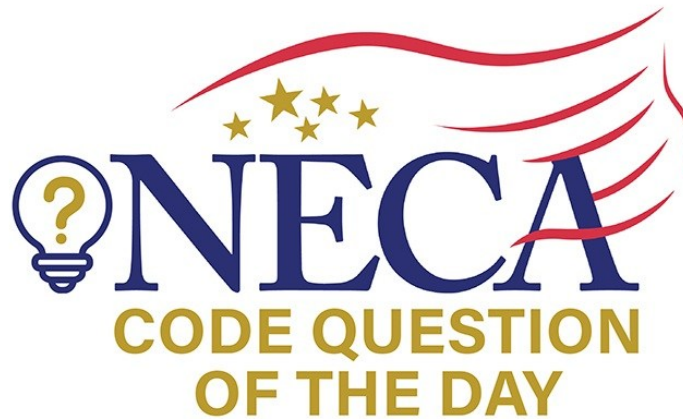
SB 440 extends the successful public works change order framework (AB 626, 2016) to private projects, ensuring fair timelines and payment procedures. Without it, unresolved or unpaid change orders continue to cause delays, costly litigation, and serious financial strain on contractors.

Key reforms in SB 440 include:

- Allowing contractors to initiate the payment process for work performed outside the original contract scope.
- Requiring private project owners to review claims for extra work within a timely window.
- Upholds the owner's right to dispute or reject all or part of a change order claim, while requiring prompt payment of any undisputed amounts in line with existing California prompt payment laws.
- Requiring nonbinding mediation before litigation for any disputed or denied claims, or portion of claims, encouraging early and cost-effective resolution.

📞 [Contact the Governor's office today](#) and urge him to sign SB 440.

Your voice can make the difference!



ABOUT CQD: The Code Question of the Day (CQD) is [NECA](#) and [ELECTRICAL CONTRACTOR Magazine's](#) flagship [National Electrical Code \(NEC®\)](#) public forum for the industry. The daily distribution of Q&A generates a lively dialogue and shares relative Code-based practical responses.

CHARLIE TROUT: [Charles M. Trout](#), better known as Charlie, was a nationally known NEC® expert and author. He served on several NEC® technical committees and is past chairman of CMP-12. In 2006 Charlie was awarded the prestigious [Coggeshall Award](#) for outstanding contributions to the electrical contracting industry, codes and standards development, and technical training. Even though Charlie passed away in October of 2015, his work continues in spirit. NECA continues to maintain this question forum for its many subscribers in memory and recognition of all his significant contributions to making the NEC what it is today.

NECA STANDARDS: NECA publishes the [National Electrical Installation Standards™ \(NEIS™\)](#), a series of ANSI-approved performance and quality standards for electrical construction. NEIS can be purchased in the [NECA Store](#) in three formats: a printed or PDF download of a standard or, as an annual subscription service.

NECA SAFETY PRODUCTS & PUBLICATIONS: NECA produces electrical safety publications and products for the industry including jobsite safety guides, handbooks and resource kits. [View a full listing of available resources and products »](#)

IMPORTANT NOTICE: Unless the question requests a response based on a specific edition, all answers are based on the latest edition of [NFPA 70® National Electrical Code®](#).

[Submit a Code Question](#) | [Subscribe to CQD](#)

STAYING OFF THE RADAR:

Cal/OSHA Takeaways to Help Keep You Compliant



Last Month we shared with you information about:

One of Cal/OSHA's Most Cited Violations

Every California employer must establish, implement, and maintain a written IIPP, and must maintain a copy at each workplace or at a central worksite if the employer has non-fixed worksites. The requirements for establishing, implementing, and maintaining an effective written IIPP are contained in Title 8, California Code of Regulations (T8CCR), sections 1509 and 3203.

NOW: Egregious and Enterprise-Wide Rules Coming Along with Big Penalties

Cal/OSHA has adopted the instance-by-instance policy as it moves to adopt its enterprise-wide and egregious violations regulation, mandated by 2021's SB 606. The law is intended to meet the requirement that Cal/OSHA's enforcement be "at least as effective as" the federal program. There are two parts of the regulation. Enterprise-wide violations, which will apply to employers with employees at multiple worksites, where:

- The employer has a violative written policy or procedure applying to more than one worksite; and
- DOSH has evidence of a pattern or practice of the same violation(s) involving more than one of the employer's worksites.

The maximum penalty for an enterprise-wide willful violation is \$158,727, the same as for regulatory, general, or serious violations.

"Egregious" violations are another matter. To qualify for that onerous title, an employer must be alleged, within the preceding five years, to have "intentionally, through conscious, voluntary action or inaction, made no reasonable effort to eliminate the known violation;" or has a history of at least one repeat or willful violations, five or more serious violations per 100 employees, or 20 or more general or regulatory violations per 100 employees.

Failing to maintain an effective Injury and Illness Prevention Program or intentionally disregarding the California Occupational Safety and Health Act can also qualify as an egregious violation.

Here's where the penalties can pile up:

"For purposes of this section, 'each instance' means a single employee's exposure to the violation. For example, if a violation exposes 10 employees to the hazard, there are 10 instances with 10 separate penalties." In the case of a maximum penalty of \$158,727, in this example, the penalty would be nearly \$1.6 million.



September Membership Meeting

The next regular meeting of the Chapter Membership will take place on Tuesday, September 30, 2025, beginning with cocktails at 6:00 p.m., at Postino Restaurant, located at 3565 Mt. Diablo Blvd., Lafayette, CA.

Please click [here](#) to RSVP.



SYNERGY ELinks
<u>NOTICE OF SUMMARY PLAN INFORMATION FOR THE NATIONAL ELECTRICAL BENEFIT FUND</u>
<u>NECA 2025 CONVENTION</u>
<u>CALIFORNIA NECA SUBCONTRACTOR CONTRACT & COLLECTIONS GUIDEBOOK</u>
<u>DIR SUPPORT CENTER</u>
<u>INJURY AND ILLNESS PREVENTION PROGRAM</u>
<u>NECA's SAFETY WEBPAGE</u>



September 2025

<i>Sun</i>	<i>Mon</i>	<i>Tue</i>	<i>Wed</i>	<i>Thur</i>	<i>Fri</i>	<i>Sat</i>
	1 Labor Day Holiday	2	3	4	5	6
7	8	9	10	11	12	13
					September 12 - 15, 2025 <u>2025 NECA Chicago</u>	
14	15	16	17	18	19	20
					Health & Welfare Trust Training Center Martinez 11 a.m. - 2 p.m.	
<u>2025 NECA Chicago</u>						
21	22 Last Day of Summer	23	24	25	26	27
				JATC Training Center Martinez 2:00 p.m.		
28	29	30 NECA Postino Restaurant Lafayette, CA Bd of Directors: 4:30 p.m. Chapter 6:00 p.m.				

CONTRA COSTA CHAPTER, NECA

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