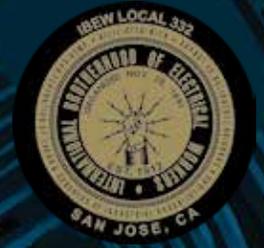


CONDUITS FOR CHANGE

IBEW Local 332 News | Summer 2020 | Volume 20 | Issue 73



THIS ISSUE: Our Contracts | Fall Election | Apprentices | Mental Health in COVID | WWW.IBEW332.ORG



Cover Photo by
SEMYON SOLOMON
Former Local 332 President

KEY DATES & INFORMATION

Get Up-to-Date 332 Info Online

- ◇ website: ibew332.org
- ◇ [instagram.com/ibewlocalunion332](https://www.instagram.com/ibewlocalunion332)
- ◇ twitter.com/332ibew
- ◇ facebook.com/Local332

Union Meetings Canceled

Due to COVID, union meetings have been canceled. Committee meetings have been moved to online. Check our website ibew332.org for updates.



Fallen Members

Local 332 honors our members who have recently passed away. Our hearts go out to their loved ones, especially during these challenging times.

- ◇ **Louis Afanador**
- ◇ **Arturo Armendariz**
- ◇ **John P. Boesen**
- ◇ **Ignacio J. Corrales**
- ◇ **Curtis Crum**
- ◇ **Lawrence Hildebrandt**
- ◇ **Jose R. Perez**
- ◇ **Manuel S. Perez**

November 3, 2020 Election: Critical Information | IBEWVOTES.com

To limit COVID exposure from in-person voting, Governor Newsom issued an executive order allowing all registered voters to vote by mail. Registered voters do not have to apply to vote by mail; all registered voters will be mailed a vote-by-mail ballot automatically.

Voter Registration

- Ensure you are registered at voterstatus.sos.ca.gov
- Register through 10/19/20 at registertovote.ca.gov
- Same-day registration from 10/20/20-11/03/20 at www.sos.ca.gov/elections/voter-registration/same-day-reg

Ways to Vote: In Person or By Mail Ballot

- In person on November 3rd at your local polling place
- Early in person at your county election office
- Via USPS mail with a postmark on or before November 3rd
- At a county ballot drop box or county election office by 8pm 11/3/20
- Drop off your ballot at your polling place prior to 8pm 11/3/20
- Find your polling place, election office, or drop box at www.sos.ca.gov/elections/polling-place

Key Dates

- 10/5/20-10/10/20: Vote-by-mail ballots mailed out
- 10/19/20: Regular voter registration deadline
- 10/20/20-11/03/20: Same-day voter registration
- 11/3/20: ELECTION DAY: vote in person or drop ballots off by 8pm

Key Links

- Information about our union political program: IBEWVOTES.com
- CA election/vote info hub: www.sos.ca.gov/elections
- Check your voter registration: voterstatus.sos.ca.gov
- Register: www.sos.ca.gov/elections/voter-registration
- Find your polling place, election office, or drop box: www.sos.ca.gov/elections/polling-place
- Track your ballot (pre-election): california.ballottrax.net/voter
- Check status of ballot (post vote): voterstatus.sos.ca.gov

Sporting Clays Canceled Due to COVID: Contact Rich Gutierrez for a refund on your deposit: rgutierrez@ibew332.org

FROM OUR BUSINESS MANAGER

Greetings Sisters and Brothers:

I hope everyone is staying safe and healthy. The pandemic has altered the way we do business. We don't know how long the crisis will continue, or if the "new normal" will become a more permanent way of life. But I know that 332 will weather this storm, and we remain strong.

Enormous Contract Gains During the Economic Crisis

I'm incredibly proud that we secured the strongest residential contract in the Bay Area, with an \$11 per hour raise over four years. This is quite an accomplishment during normal times. But during an economic crisis, it's a real testament to the value of our work to make such gains.

Unfilled Calls in the Field

Skilled union electricians remain in high demand, and we currently have increasing unfilled calls for all classifications. Some members do not want to go to work and risk exposure. For those back on the job, wear your face masks and follow all of the safety protocols to protect both you and your union brothers and sisters. We are in this together.

Changes in Union Operations

The union hall is closed indefinitely for walk-in business. Please call first to set up an appointment. Our dispatch office remains open with regular hours. We are using more online platforms for business and have been successful in conducting meetings, online surveys, and votes online.

Wide Support for Wage Allocation

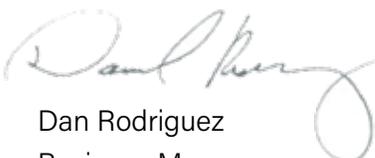
Our members are getting used to conducting business online. In May, we conducted both a wage allocation survey and then a vote. We had 790 votes cast, and Option-1 carried the largest vote at 46%. This was the most votes ever cast for one of our wage allocations.

Increased Communication

We are more reliant on texts, email, and our website to provide information to our members. Please make sure we have your correct email and cell, and check our website for up-to-date information.

As this crisis continues, we will continue to look for better and more efficient ways to conduct business for our members. Stay safe.

In Solidarity,



Dan Rodriguez
Business Manager



Dan Rodriguez
Business Manager
Financial Secretary

Politics & Communications

Though we have a more limited political program this fall with social distancing, your participation is critical to elect labor-friendly candidates on the local, state, and federal levels. The other side – which always wants to hire cheaper, less-skilled labor – will always outspend us, but we have the power of the people. When our members put our boots to the ground, leaders listen. Join us!

Also, given that we can't meet in person due to the pandemic, we are investing more in our newsletter, website, emails, and social media. We are really packing a lot more in, and hope you find it engaging and useful to have up-to-date information at your fingertips.

DOLLAR\$ & SENSE: YOUR CONTRACTS



**Pete Seaberg, Executive Board
& Bargaining Team Member**

Residential Contract Highlights

- ◆ \$11-an-hour raise over 4 years
- ◆ \$2.75 raise per hour, per year
- ◆ 30% increase over the raise in the last contract
- ◆ 1st year apprentices will start at 60% of journeyman wages
- ◆ 350 residential members covered by the new contract
- ◆ 106 residential members voted online to ratify contract

Inside Wage Allocation

Breakdown

- ◆ \$3.00 to wages
- ◆ \$1.00 to Part-B pension
- ◆ \$.50 to the HRA
- ◆ \$.35 to Health & Welfare
- ◆ \$.15 to the JATC

Big Residential Contract Gains in the Midst of the Economic Crisis

On June 15, residential members settled the largest residential contract in Local 332's history. In spite of the COVID crisis and huge economic uncertainty, it's one of the strongest and highest-paid residential contracts in the Bay Area and probably on the West Coast, according to Pete Seaberg, executive board member and bargaining team member.

Before the pandemic took hold, members participated in a meeting and shared their priorities for contract improvements for the bargaining team to take to the table. Then things got weird.

"Because of COVID, the entire negotiation had to be done over Zoom," explained Pete. "That's more challenging than being face to face, where you can read facial expressions and body language and have sidebar conversations.

"Before the pandemic, our members were extremely busy, which normally would give us a strong bargaining position. But work came to a halt, and nobody knew what was next: Would things go back to normal? Would the economy crash? So getting the most we could for our members was pretty challenging."

But the bargaining team prevailed, and 332 members should be proud of our contract. We secured the leading contract for IBEW residential, which will be a model for other locals nationally.

Most importantly, an \$11 per hour raise over four years is incredible in these uncertain times, and our residential electricians will get paid what we are worth.

Inside Electrician Contract Wage Allocation

At the beginning of May, Local 332 put out an on-line survey to determine the will of our members for our Inside wage allocation. We received 566 responses out of 2,324 eligible members and came up with three options. At the end of May, we put the three options online for a vote. We had 790 votes cast, and Option-1 carried the largest vote at 46%. This was the most votes ever cast for one of our wage allocations.

POLITICAL ACTION COMMITTEE (PAC) NEWS



Alex Caraballo, 332 Political Director & Will Smith, 332 Business Agent

Kicking Off Election Season During the Pandemic

Pandemic or not, the November 3rd election is right around the corner. According to Alex Caraballo and Will Smith, 332's Political Action Committee (PAC) co-chairs, it's critical for all members to get involved.

"All of our normal activities have been pushed back because of COVID, and we are down to the wire with less than 90 days to go," said Alex. "We have less time to make our voices heard in the community."

Will concurred, "This election is going to be unlike any we've ever had; we can't campaign like we have in the

past because of the pandemic. We have less time, so we need more member involvement to secure a victory for our labor-friendly candidates."

City & County Races as Important as Federal

"Federal leaders use a broad brush," said Will. "But it's local leaders who paint with a fine brush to impact our members, our jobs, our families, and our communities."

According to Alex, "Every local race from the water district to the president impacts us. However, our number one political priority is securing more work for our members. When our economy hits bottom because of the pandemic, it's actually our city and county leaders who impact our jobs, PLAs, and housing."

332 Member Movement = Union-Friendly Leaders

"Dramatic member participation translates to dramatically changing how our communities look and who represents us in government," said Alex. "Only as a collective movement of members can we elect labor-friendly leaders who care about working families and value us both as workers and people."

"If all members volunteered 10 hours per year, it would mean 37,000 hours of political power. So join us this fall. We'll be doing COVID-safe activities like literature drops and phone banking. Show you've got solidarity and that you've got the backs of all working people."

Join the PAC movement: contact Alex Caraballo at 510-789-7005 or acaraballo@ibew332.org



Local 332 members gather on Saturday, August 8th, to do literature drop for key San Jose city council races.

FROM THE TRAINING CENTER



Robert Moreno
JATC Director

New JATC Building Update

The Building Committee and JATC staff have been meeting with our architect to create a design for your new JATC building. It will allow Local 332 to be ready now and continue to grow in the future as technology and methods evolve.

Our union will always place the most value on the people part: all of you.

Thank you to the full membership for your confidence and investment in the JATC during these tough times.

JATC Re-Opening Update

Keep an eye on the JATC website www.ejadc332.org for information on how our JATC will slowly open while adhering to the County's guidelines.

Greetings Brothers & Sisters:

Hello from Planet Zoom! I hope this finds you in good health in these COVID times. If you're like me, you've had plenty of unscheduled sleep and perhaps too much good bourbon. I've been drinking with my closest pal Larry, my dog. He doesn't give a hoot about my mask or chapped Purell hands, but only if I have enough dog treats. I hate that there is a "new normal," but the JATC has been continuing to move forward.

Apprentice Graduation: Hats off to the dedication of our JATC teaching staff, who are working tirelessly to deliver (*wince*) new normal online lessons. In fact, we successfully completed our 2019 school year without too much of a hiccup. I want to congratulate our graduate apprentices who are now journeymen and future leaders of Local 332. This was a good crop of people, and our union is in good hands if we keep producing craftsmen and women like these.

Current Classes: Right now, there are online code and lighting classes, but there is no telling when we will be able to open the lab and pipe bending classes other than for the apprentices' required curriculum. We are working on more online classes available to the whole membership.

Teaching Opportunities: If you should feel the calling to teach, apply on the JATC website (www.ejadc332.org), but know it's a significant commitment. We have a set curriculum and learning model to meet the state's requirements, and not a "I'll whip these cubs into shape" situation. Teaching requires long hours – many unpaid – as our team of dedicated instructors puts their heart into teaching. Our apprentices deserve nothing less.

In closing, I hope that during these unprecedented times, you all have found ways to enjoy life, like the simple comforts of reading a good book, going for a walk, or having socially distant gatherings with family and friends. Like many of you, I've started a flourishing covid garden, have learned to have better conversations with my Mrs. and my adult children, and find ways to be grateful every day. I hope you have too.

You cannot go back and change the beginning, but you can start where you are and change the ending. C.S. Lewis

Sincerely,

Robert Moreno
Training Director

FEATURED APPRENTICES

Kelly Leavitt - 3rd Year Residential Apprentice

Before Local 332, Kelly Leavitt felt like she didn't have a lot of direction in her life. She was a driver for an electrical contractor, so she worked with electricians every day. "They told me I was too smart to just be driving," she recalled. "So I applied for the 332 apprenticeship and was super happy to get in. It's been a life-changing experience."

She started her career in electrical work later than most people. "I was at a different place in my life," she explained. "It was a hard decision to make, giving up a little pay to start off with. But it's worth it. The health benefits are incredible, especially during the pandemic, when so many people are losing their coverage. I don't have to worry about that. I have two kids, so that's important."

Kelly plans to transition to the inside apprenticeship once her residential is completed. "I wish it was something more women knew about," she said. "It's a good career, and you're never doing the same thing every day. My oldest daughter is an artist, but she is interested in going into the trades. She sees what I do, hears about what I do at work, and she says, 'Hey, I can do that.' It's exciting that I get to do this and get further in life than if I hadn't gotten into the trades. And the union is so encouraging and supportive. It's like having a big family."



Dante Fullard - 3rd Year Inside Apprentice

As a college football player, Dante Fullard realized that sports probably wasn't going to pay the bills and started looking for a career. His uncle was a union electrical worker, and that made him think: "I'm in Silicon Valley; there's tech everywhere. All these lights and computers will always need power."

So far, he has worked mostly at big job sites including the Valley Fair mall remodel and Facebook at Moffet Towers. Once he turns out, he plans on sticking with the union. "I'm going to try to be a foreman, and just continue to represent the local as best I can out in the field and community. The union really changed my life. I'm humbled every day, knowing I have my job there for me. I'm proud and honored to be part of it."

Local 332 is like family to Dante. "I was always part of a team in sports. Now I'm part of something bigger. I have had people come up to me when I'm wearing a 332 T-shirt just to say, 'Hey, what's up, brother!' It's amazing."

To anyone considering a career in the trades, he has some advice: "Be ready to work hard, have an open mind and ask questions; don't get discouraged if someone comes down on you. They just want to help you be successful."



MEET YOUR 332 OFFICERS

Old & New Guard to Carry on Tradition

We would like to thank the membership for re-electing us as your business manager and president. Congratulations to all of our new officers, delegates, and examining board members. It's exciting to see both familiar and new faces. This ensures the successful continuation of our union and our traditions of excellence and innovation. We are both featured in other parts of the newsletter and wanted to give space for the other officers. We look forward to serving and encourage you all to get involved. – Dan & Javier



Dan Rodriguez: Business Manager/Financial Secretary



Javier Casillas: President & Member Development Rep

Dan Romero: Vice President/Assistant Business Manager

Dan was reelected to a second term in his role. He has been with the IBEW since 1992. "Thanks to the IBEW, I've had a good career," he said. "I've worked as an apprentice all the way to general foreman, and have been an organizer, instructor, and training center director.

"My priorities are launching the new training center and ensuring 332 pensions are sustainable. I also help members resolve job site and payroll issues; answer questions about pension and medical; and help younger members navigate the world of the IBEW. One thing I try to do every day is give back and remember that the organization is its people. 332 members work hard and value health care, pension, dignity at work. I thank you for your confidence, and I'll do my best not to let you down.

"When not at work, I'm playing golf or spending time with my family. Anyone who knows me knows I have a beautiful wife, two beautiful adult daughters, and two grandchildren."



Local 332 Executive Board



Pete Seaberg

Rich Ayers

Will Smith

Alex Caraballo

Brett McClure

ELECTED JUNE 5, 2020

Ryan Serene: Recording Secretary

Ryan is new to his role, but served on the 332 e-board for a term. He's been with the Local since 2005 when he started his apprenticeship. "I got into the trades because I wanted something that was physical, intellectual, and well-paid," said Ryan. "I was propelled into the middle class and want to give back to the union for future generations.

"The recording secretary role aligns with my skills and passions. I fundamentally believe that information should be accessible and understandable, especially during COVID or when people can't attend meetings. I hope to pique your interest so you want to get more involved. If each member gave 10 hours a year, we'd have 37,000 hours of political action or community service. That's visibility which can't be ignored."

Ryan is Bay Area native, and in his free time he enjoys being outdoors hiking, camping, or backpacking on the coast or in the Sierras.



Craig Tomasello: Treasurer

Craig is a brand new officer and has been with the Local since his apprenticeship 18 years ago. His grandfather was a 50-year member and introduced him to the trade. "My passion is HVAC controls," said Craig. "It makes you think, and I love the challenge.

"As your treasurer, I will ensure there's checks and balances, so that members know there's integrity around how union dues are being spent. I'm also going to work to get more members involved in the union. We've seen an incredible uptick in participation, and I want to see even more of our members step up and shine. You get to know your union brothers and sisters; it's like a family, and we take care of each other."

Craig grew up mostly in San Jose and is a big Sharks fan. He has a wife, an 18-month-old, and three dogs. He enjoys many hobbies. "I like to work with my hands, whether it's circuitry, digging the dirt in the garden, or chopping veggies for a fine meal."



Local 332 Examining Board



Francis Whiston

Vince Rodriguez

Amanda Noland

Dan Timpanaro

Basil Romero

MENTAL HEALTH DURING STRESSFUL TIMES



**Brett McClure, Executive Board
Safety Committee Chair**

Local 332 Plans

Mental Health Resources

Anthem Blue Cross

408 288-4400 or 800 541-8059

Group #277786M001

www.anthem.com/ca

Kaiser

800 464-4000

Group #780 (Inside)

Group #919 (all others)

www.kaiserpermanente.org

Optum Health

877 225-2267

Beat It (Substance Abuse Help)

877 225-2267

Reaching Out For Help During the Pandemic

2020 has been a stressful year for all of us: the isolation, health concerns, financial instability, and adaptations to a “new normal” of the COVID pandemic, as well as the raw, reopened wounds of racial inequality. At times, we may feel we’re in an overheated pressure cooker ready to explode.

Some 332 members may suffer from anxiety, depression, insomnia, irritability, headaches, digestive problems, fatigue, concentration issues, uncontrolled anger, panic attacks, or even thoughts of suicide. If any of these problems interfere with your work or daily life, I encourage you to seek professional assistance.

This is no shame in asking for help. Research shows that mental health directly prolongs physical health, and many professional athletes seek psychological guidance to achieve peak performance.

Reach out to a friend, family member, or healthcare professional for support. Both the self-funded and Kaiser health plans have resources. There are also hotlines if you feel desperate. The numbers are below.

Remember, every circumstance is temporary. You are not alone; there are people who care. With honesty and compassion, we can all help each other. I encourage you to reach out to other members, and if you see a brother or sister who might be struggling, let them know you’re there. The late Bill Withers said it best: “Lean on Me.”

In solidarity,

Brett McClure

Safety Committee Chairman

P.S. As a Local 332 member, you have access to mental health services as part of your health plan (see left margin). Here are some additional websites related to mental health to get information:

- ◆ Mental health in the pandemic, visit bit.ly/verywell-covid
- ◆ Coping with stress, visit bit.ly/cdc-stress
- ◆ Mental health warning signs, visit bit.ly/nami-warning-signs
- ◆ For thoughts of suicide, do not hesitate to call the Suicide and Crisis Hotline at 855-278-4204, or visit scchope.org

KEEPING OUR SPIRITS UP THE 332 WAY

Staying Active & Social in the Pandemic

Keeping active during the pandemic is critical for our sanity during these difficult times. I've been meeting up with 332 members to go out on weekly, socially-distant mountain bike rides. Since we can't see each other at meetings, and many of us aren't working, it's been a great outlet to maintain our union camaraderie, talk shop, and shed those COVID-19 pounds.

Our rides are Thursday evenings, take about two-three hours from meeting time to finish time, and have a combination of city streets and nature trails. All levels are welcome, and we'll never leave a union brother or sister in the dust.

To join us, contact me at jcasillas@ibew332.org and put "MOUNTAIN BIKING" in the subject line." – Javier Casillas, 332 President



Hey Non-Union Contractors: You Gonna Leave it Like That!?



If you see any shoddy work with code violations, send in your photos to Javier at jcasillas@ibew332.org



IBEW Local 332
2125 Canoas Garden Ave #100
San Jose, CA 95125

Nonprofit
Organization
US Postage
PAID
San Jose, CA
Permit # 1133

Business Manager
Dan Rodriguez

President
Javier Casillas

VP/Assistant Business Manager
Dan Romero

Recording Secretary
Ryan Serene

Treasurer
Craig Tomasello

Union Electricians Get the Job Done Right!

CONDUITS FOR CHANGE



Dear Local 332 Member,

Historically, our membership has set the standard and moved the bar higher. We aren't just electricians: We are the invisible hands that build the infrastructure to power the cloud and the information highways that feed Silicon Valley and our entire economy.

Getting involved in the union elevates you, your union brothers and sisters, and our entire community so that we all have a better quality of life. Cultural unionism is a way of life, and it's about seeing people as human beings and not just numbers. It's about older members passing on our standard of living and the skills of our craft to the next generation. Together, we improve job safety, increase pay and benefits, and build a future for our members and for all working families.

As a union, we have the collective power to make change, elect leaders who care about working people, volunteer in our community to help those who are struggling, and create equity and a better future for everyone. We are all conduits, and our union is the raceway. Together, we are traveling on the same path. I invite you to get more involved in Local 332 and be a conduit for change.

In solidarity, Javier Casillas
Local 332 President & Member Development Representative