

CONDUITS FOR CHANGE

IBEW Local 332 News | Fall 2020 | Volume 20 | Issue 74



THIS ISSUE: 2020 Election Voter Guide | New JATC Building | Craftsmanship | WWW.IBEW332.ORG



IBEW VOTER GUIDE INSIDE!

Apprentices Maria Salazar, Daniel Dao & Glenn White among 332 volunteers getting out the vote

ANNOUNCEMENTS & VOTING INFORMATION

Get Up-to-Date 332 Info Online

- ♦ [website: ibew332.org](http://website:ibew332.org)
- ♦ 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.



In Memoriam: Ronald A. White

Local 332 honors Ron who passed away on 12/3/18. Our hearts go out to his loved ones, with the anniversary of his passing approaching.

November 3, 2020 Election: Critical Info on How to Vote!

Larger and better-staffed "Vote Centers" have replaced local "polling places," and they expand voting access during the pandemic:

- They are open for four days from Oct. 31st – Election Day on Nov. 3rd.
- Santa Clara County voters can vote at ANY of about 100 centers.
- You can vote in person by machine.
- You can securely return your paper ballot.
- If you missed the voter registration deadline, you can do same-day conditional voter registration and voting.

Vote in Person or Drop Off Your Ballot at ANY Vote Center!

Roughly 100 Vote Centers will be open:

- From Friday, Oct 31st – Monday, Nov 2nd | 9am-5pm
- Election Day: Tuesday, November 3rd | 7am-8pm

You can also vote at Santa Clara County Registrar of Voters across from our JATC at 1555 Berger Drive, Building 2, in San Jose

- Monday Oct 19th-Monday Nov 2nd | 8am-5pm
- Election Day: Tuesday, November 3rd | 7am-8pm

**FIND WHERE
TO VOTE**

bit.ly/FindVoteCenter

**FIND OFFICIAL
BALLOT DROP BOX**

bit.ly/SCCBallotDropbox

**VOTING INFO OUTSIDE
OF SANTA CLARA COUNTY**

bit.ly/VotingInfoCA

**TRACK YOUR
BALLOT**

bit.ly/TrackBallot2020

ENSURE YOUR VOTE IS COUNTED!

Given potential counting challenges, we URGE you to either vote in person or drop your ballot directly at the County Registrar of Voters or a vote center. In addition to vote centers, you can drop your ballot at an official county drop-box (bit.ly/SCCBallotDropbox). Mailing your ballot via USPS is an absolute LAST resort. If you do so, it must be postmarked by 11/3. Finally, make sure your ballot signature matches your ID.

FROM OUR BUSINESS MANAGER

Greetings Sisters and Brothers:

If you haven't voted, check out our guide. Though the presidential race is important, it's actually the LOCAL races and policies which help us continue working. If you vote on nothing else, vote with your pocketbook on the local level, because this can make or break us.

After the election, things are going to change, regardless of who wins the presidency. COVID and the economy may be headed for a rollercoaster ride. We don't know what's in store for our industry, and if our work will be steady, intermittent, or if it will bottom out. We traditionally do well even in the downturns, but we've never encountered a pandemic like this. Right now, we are working steadily, but we don't know which companies are going to continue to build. Our members need to prepare, and I urge you to save money.

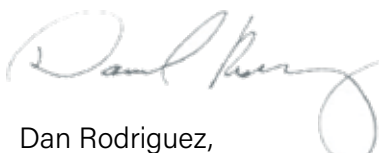
As individual tradesmen and women, we don't get paid unless we work. There is no steady check, and we don't have the luxury of salaries. But we have a can-do attitude. By putting away at least three months of savings, you'll be better prepared for whatever hits us. The best case is that you save and don't have to use it.

As a union, we are also preparing. We are streamlining our processes to be ready for the worst, but hope for the best. We are tightening our belts, cutting some staff, and saving money in anticipation of not having the same revenues.

We've gone through bad times before and gotten out of it – and those who fared well were those with savings who could ride it out. I also cannot express how important it is to have a union in this moment. Together we can push to maintain prevailing wages and secure more union construction work with skilled craftsmanship.

I'm extremely proud of how our members have shown up during the pandemic – whether that's on the job site using PPE or doing COVID-safe political activities. We're showing the employers and local politicians that we have the ability to be leaders and rally the troops. Keep it up, stay vigilant, and stay safe.

In Solidarity,



Dan Rodriguez,
Local 332 Business Manager



Dan Rodriguez
Business Manager
Financial Secretary

Sound & Communication Wage Allocation ONLINE ELECTION

Now is the time for our Sound & Communication (S&C) members to weigh in on how you'd like to like your wages to be broken down in terms of wages, healthcare, and retirement. Please VOTE!

OCT. 15TH 12PM–OCT. 29TH 4PM

Only S&C members in good standing, working under the Addendum No. 2 of the 9th District Sound & Communications Agreement, may vote.

Vote Online! Visit:
<https://vote.electionrunner.com/election/rWhMN>

NOV. 3RD ELECTION GET OUT THE VOTE!

Critical Races & Propositions Up & Down the Ballot

Many Local 332 members have voted, but our goal is 100% participation, as this is the most important election of our time.

"There may always be political division," said Alex Caraballo, 332

Political Director. "However, we **always** agree on: more work, greater market share, good working conditions, and creating opportunities for working families. Although much happens at the federal level, our day-to-day lives are transformed on the local level. Our local leaders and policies have a much swifter impact on ourselves, our jobs, and our families."

Prevailing wage laws are under scrutiny. We need our elected leaders to uphold them, or we could be shut out of work. When push comes to shove, the leaders on the following pages stick with working families. There are also numerous ballot measures which would be critical to our work.

- Measures I & J San Jose Community College, Measure RR CalTrains Extension, and Measure S Water District create more construction jobs. **Vote YES!**
- CA Prop 15 helps pay for infrastructure and housing, creating more work for us, and 40% goes to the community schools our kids attend. **Vote YES!**
- Corporations are spending close to \$200 million to pass CA Prop 22, an erosion of worker protections. It's not just for gig jobs, and it weakens laws that may eventually affect us too. **VOTE NO ON 22!**



VOTE NO ON PROPOSITION 22

First they came for the immigrant workers.

Then they came for the minimum wage workers.

Then they came for the teachers, the nurses,
and the public service workers.

Then they came for the gig workers and
so called independent contractors.

And then they came for us...

...and there was no one left to speak for us.

- Local 332 Adaptation of Pastor Martin Niemöller



Join 332 to Get Out the Vote! Dramatic Member Participation = Labor-Friendly Leaders & Policies

332 members will be out in full force to get out the vote on and before Election Day. Join us for COVID-safe lit drops and at-home phone banking. Apprentices can fill community service hours, and ALL members can help elect leaders and pass policies that affect working families. **To get more information & sign up, contact:**

- **Will Smith**, Business Agent & PAC Co-Chair: 408-896-4332 or wsmith@ibew332.org
- **Alex Caraballo**, Political Director & PAC Co-Chair: 510-789-7005 or acaraballo@ibew332.org

IBEWVOTES.COM: LOCAL 332 VOTER GUIDE

FEDERAL

| | |
|--|---------------|
| U.S. House of Representatives, District 17 | Ro Khanna |
| U.S. House of Representatives, District 18 | Anna Eshoo |
| U.S. House of Representatives, District 19 | Zoe Lofgren |
| U.S. House of Representatives, District 20 | Jimmy Panetta |

STATE

| | |
|--|----------------------|
| California State Senate, District 13 | Josh Becker |
| California State Senate, District 15 *priority race | David Cortese |
| California State Senate, District 17 | John Laird |
| California State Assembly, District 24 | Marc Berman |
| California State Assembly, District 25 | Alex Lee |
| California State Assembly, District 27 | Ash Kalra |
| California State Assembly, District 29 | Mark Stone |
| California State Assembly, District 30 | Robert Rivas |

COUNTY

| | |
|---|-----------------------|
| Santa Clara County Board of Supervisors, District 3 | Kansen Chu |
| Santa Clara County Board of Education, Area 1 | Melissa Baten Caswell |
| Santa Clara County Board of Education, Area 3 | Rosemary Kamei |
| Santa Clara County Board of Education, Area 4 | Ketzal Gomez |
| Santa Clara County Board of Education, Area 5 | Victoria Chon |
| San Benito County Board of Supervisors, District 2 | Wayne Norton |

CITY

| | |
|---|--|
| Campbell City Council, District 1 | Anne Souza |
| Campbell City Council, District 2 | Sergio Lopez |
| Cupertino City Council | CHOOSE ONLY 2: Hung Wei, Joseph "J.R." Fruen |
| Gilroy City Council | CHOOSE ONLY 2: Rebeca Armendariz, Zach Hilton |
| Hollister Mayor | Sal Mora |
| Milpitas City Council | CHOOSE 2: Anthony Phan, Bob Nuñez |
| Morgan Hill City Council Member, District C | Rene Spring |
| Morgan Hill Mayor | Rich Constantine |
| Mountain View City Council | CHOOSE UP TO 4: Sally Lieber, Pat Showalter, Margaret Abe-Koga, Lisa Matrichak |
| Purissima Hills Water Director (short term) | Sarah "Essy" Stone |
| Palo Alto City Council | Cari Templeton |
| San Jose City Council, District 4 *priority race | David Cohen |
| San Jose City Council, District 6 *priority race | Jake Tonkel |
| Santa Clara City Council, District 1 | Kathy Watanabe |
| Santa Clara City Council, District 4 | Teresa O'Neill |
| Santa Clara City Council, District 5 | Bob O'Keefe |
| Santa Clara City Council, District 6 | Robert Mezzetti |
| Santa Clara Unified, Trustee Area 2 | CHOOSE 2: Bonnie Lieberman, Albert Gonzalez |
| Santa Clara Unified, Trustee Area 3 | Andrew Knaack |
| San Jose Evergreen Community College, Trustee Area 1 | Bob Livengood |
| San Jose Evergreen Community College, Trustee Area 5 | Wendy Ho |
| San Jose Evergreen Community College, Trustee Area 7 | CHOOSE 1: (DUAL) Ali Sapirman & Omar Torres |
| Sunnyvale Mayor | Nancy Smith |
| Sunnyvale City Council, District 2 | Alysa Cisneros |
| Sunnyvale City Council, District 4 | Russ Melton |
| Sunnyvale City Council, District 6 | Omar Din |



SCHOOL BOARD

| | |
|--|--|
| Alum Rock Union School District | Corina Herrera-Loera |
| Campbell Union High School District, Trustee Area 4 | Basil Saleh |
| Cupertino Union School District | CHOOSE 2: Sylvia Lelong, Sudha Kasamsetty |
| East Side Union High School District | CHOOSE 2: Pattie Cortese, Chrystine Villarreal |
| Evergreen School District | CHOOSE 2: Leila Welch, Patricia Andrade |
| Foothill-De Anza Community College District | CHOOSE 3: Gilbert Wong, Laura Casas, Peter Landsberger |
| Gilroy Unified School District, Trustee Area 3 (short term) | Michelle Nelson |
| Luther Burbank School District (short term) | Jesus Salazar |
| Morgan Hill Unified School District, Trustee, Area 5 | Pam Torrisi |
| Mount Pleasant School District | CHOOSE 2: Melissa Got-Lopez, Derek Grastly |
| Oak Grove School District, Trustee Area 1 | Beija Gonzalez |
| Oak Grove School District, Trustee Area 4 | Carla Hernandez |
| San Jose Unified School District, Area 1 | Teresa Castellanos |
| San Jose Unified School District, Area 3 | Carla Collins |
| San Jose Unified School District, Area 5 | Wendi Mahaney-Gurahoo |
| West Valley Mission Community College District, Trustee Area 4 | Randi Kinman |

SPECIAL DISTRICT

| | |
|--|--|
| El Camino Healthcare District | CHOOSE UP TO 3: Julia Miller, Carol Ann Somersille, Megan Fraley |
| Santa Clara Valley Water Board, District 3 | Richard Santos |



CA STATE PROPOSITIONS

| | | |
|----------------|---|--------------------------|
| Prop 14 | Authorizes Bonds to Continue Funding Stem Cell and Other Medical Research | NO RECOMMENDATION |
| Prop 15 | Increases Funding for Public Schools, Community Colleges, and Local Government Services by Changing Tax Assessment of Commercial and Industrial | YES |
| Prop 16 | Authorizes California Repeal Proposition 209 Affirmative Action Amendment | YES |
| Prop 17 | Authorizes California Voting Rights Restoration for Persons on Parole Amendment | YES |
| Prop 18 | California Voting for 17-Year-Olds Amendment | YES |
| Prop 19 | Property Tax Transfers, Exemptions, and Revenue for Wildfire Agencies and Counties Amendment | YES |
| Prop 20 | Restricts Parole for Non-violent Offenders. Authorizes Felony Sentences for Certain Offenses Currently Treated Only as Misdemeanors | NO |
| Prop 21 | Expands Local Government's Authority to Enact Rent Control on Residential Property | NO RECOMMENDATION |
| Prop 22 | Changes Employment Classification Rules for App-based Transportation and Delivery Drivers | NO |
| Prop 23 | Authorizes State Regulation of Kidney Dialysis Clinics. Establishes Minimum Staffing and Other Requirements | YES |
| Prop 24 | Amends Consumer Privacy Laws | NO RECOMMENDATION |
| Prop 25 | End Cash Bail | YES |



LOCAL MEASURES

| | | |
|-------------------|---|------------|
| Measure C | City of Mountain View Prohibition on Oversized Vehicles: Bans oversized vehicles from parking on streets less than 40' wide. <i>This would harm many 332 members working in our jurisdiction.</i> | NO |
| Measure G | City of San Jose Charter: An amendment to change three government bodies: 1) Expand the Independent Police Auditor's oversight, including review of officer-involved shootings and use of force incidents causing death or great bodily injury; 2) Increase the Planning Commission to 11 members with Council appointing one member from each Council District and one "at-large" member; 3) Allow City Council to establish timelines for redistricting when Census results are late. | YES |
| Measure H | City of San Jose Tax: An increase of the current cardroom tax to support the City's General Fund, money that in cases will go to infrastructure improvements. | YES |
| Measure I | City of San Jose Parcel Tax: To provide locally controlled funding for community colleges to attract and retain quality faculty; provide students assistance with food, housing, fees, books, transportation, and internet access; and prepare students for transfer to UC and CSU schools, or into career and job training. | YES |
| Measure J | San Jose-Evergreen Community College District School: \$858M bond for infrastructure improvements. <i>332 has a PLA with San Jose-Evergreen Community College District. Would be a large windfall for our work outlook.</i> | YES |
| Measure N | San Benito County: An initiative amending the County General Plan to allow the construction of multiple structures for R&D, commercial, an automotive testing track under a PLA. | YES |
| Measure P | Evergreen Elementary School District: \$80M bond for infrastructure improvements. <i>332 is working to secure this work for our members.</i> | YES |
| Measure Q | Mt. Pleasant Elementary School District: \$12M bond for infrastructure improvements. <i>332 is working to secure this work for our members.</i> | YES |
| Measure R | Cambrian School District: \$88M bond for infrastructure improvements <i>332 is working to secure this work for our members.</i> | YES |
| Measure S | Safe, Clean Water and Natural Flood Protection Program Parcel Tax Santa Clara Valley Water District: \$45.5M annually for protecting water supplies, and providing flood protection. <i>332 has a PLA with SCVWD and it would provide members with work.</i> | YES |
| Measure T | Santa Clara Valley Open Space Authority Parcel Tax: Extension of sales tax to protect unincorporated parts of the county to preserve more of our natural ecosystem. | YES |
| Measure RR | Peninsula Corridor Joint Powers Authority (CalTrain): \$100M annually for upkeep of CalTrain. <i>30-year dedicated funding for CalTrain, including infrastructure improvements.</i> | YES |

U.S. PRESIDENT

United States President

Joe Biden



FEATURED APPRENTICES

Michael Skeeters – 3rd Year Sound & Comms Apprentice

Before getting into the trades, third year sound and communications apprentice Michael Skeeters worked in the delivery and transportation industry as a dispatcher. “It’s been a challenge--a learning curve,” he said.

Michael got into the field through Working Partnership USA’s Trade Orientation Program (TOP) which introduces people to the various building trades, unions, and people working in the industries, and then prepares them for the tests and interviews. “I don’t know if it gave me an edge, but it helps open doors,” he said.

Michael plans on taking the state certification exams this year and is excited about the long-term project he’s been assigned to. “I will be working with foremen and crew members who are knowledgeable and experienced and great teachers. This project might also allow me to work on some systems I haven’t been able to work on so far.”



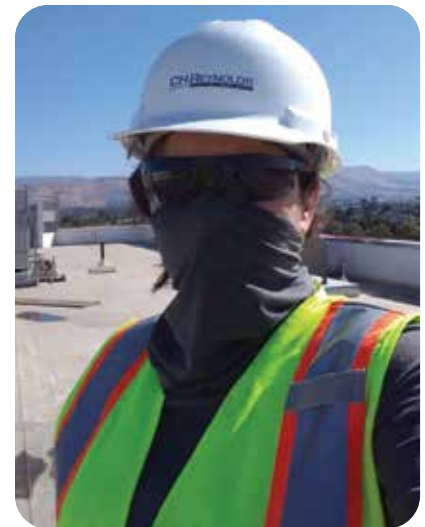
“Being a member of 332 has afforded me the opportunity to learn a sustainable career skill set,” explained Michael. “With the union, you’re part of a group, and there’s safety and security that come with that. I’ve met some really good people who believed in me. You also earn a decent wage, have great benefits and a pension, and I can apply myself and have other directions and opportunities open up for me.”

Nina Guererro - 2nd Year Inside Apprentice

Before becoming an apprentice, Nina Guerrero worked in the automotive industry. But she saw that her husband, a Local 332 journeyman, was earning higher pay with better benefits for the same amount of work, and decided it was time to make a switch. “I was so proud to get the job. It’s hands-on, it’s outdoors; there’s a sense of freedom. Every single job is something new, never stuck doing the same thing. I love what I do!”

After Nina turns out, she hopes to eventually move up to foreman. “I want to run work, hopefully. The union gives you the ability to do anything. They’re so open to letting you move up in your career. The union also has training for you: If there’s something you want to specialize in, you can train for that.”

Nina has a two-year-old and a new baby, but she says that on the job, she’s treated just like anyone else. “I haven’t met a lot of women in this field, but it’s really no different from any other workplace. They know how hard it is in the beginning and they just try to train you,” she explained. “It’s a great opportunity. You don’t need to have a college education to do it; it’s open to everybody. If you’re willing to put in the work and the time, you can do this for the rest of your career.”



IMPROVING OUR CRAFTSMANSHIP

322's New Cutting-Edge JATC Building: Grand Opening Planned for Late 2021

2020 has been a year for the books in so many ways--most of them not so good. But there is plenty to look forward to in 2021--not least of which is the grand opening of the new Local 332 JATC building.

"It will be the second largest training center in California, right after Los Angeles County's," said Local 332 Vice-President and Assistant Business Manager Dan Romero, with 79,000 square feet that will include an auditorium with a 300-person capacity, industry rooms, break areas for the apprentices, and quiet areas for study.

"The new facility will incorporate the typical classroom space and labs, but it will also have some unique training opportunities for confined space, fall protection, rigging, and wire pulling," Dan explained. "We also hope to collaborate with some of our industry partners to have a Milwaukee room and a Greenly room to showcase some of their products and innovations."

Our new JATC will be located at 1873 Barber Lane in Milpitas. It will be a state-of-the-art building to train the next generation of 332 electricians, elevating our trade and craftsmanship.



Admin. Marilyn Rosa; 332 President Javier Casillas; Rob JATC Director Moreno; 332 VP/Asst. Business Mgr. Dan Romero; and architect Bud Kobza, review plans

Quality Craftsmanship Allows Us to Command Higher Wages

"Lately, I've been hearing a lot of talk that if the work looks 'neat,' it took too much time," said Javier Casillas, Local 332 President. "That's just not the union way, and we cannot abide by that attitude. It not only goes against our ethic of taking pride in our work, but it actually makes us less competitive.

"Everyone is competing against us. Non-union contractors are gaining on us in terms of craftsmanship. In order to justify prevailing wages, we have to be the best trained, best skilled, and produce the highest quality work. We can't command our rates unless we carry out our our legacy of innovation and and always kick quality up a notch.

"So we need to elevate our standards, not cut corners. Lowering standards to move faster just doesn't pay in the end.

"It doesn't take much to straighten that wire and make sure that your conduit run is plumb. No members should accept a 'just leave it like that' approach from the boss or a co-worker. It just doesn't cut it. To get future work, this is when we have to raise standards. The trade craftsman's job is always to set the standard and raise the bar."



"You gonna leave it like that?!" -Javier Casillas, 332 President



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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!

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