

CONDUITS FOR CHANGE

IBEW Local 332 News | Spring 2022 | WWW.IBEW332.ORG



INSIDE: The New JATC | Apprentice Awards | Voter Guide | Top 10 Safety Violations | Benefits



Lilliana Martinez, 4th Year Apprentice
Photo by Brooke Anderson

ANNOUNCEMENTS



Our Condolences

Local 332 honors our members who have recently passed away. Our hearts go out to their loved ones during these challenging times. Please take a moment to remember:

- ♦ **Ruben C. Hernandez**
11/4/21
- ♦ **Robert H. Wetter**
12/24/21
- ♦ **William Johnston**
1/11/22
- ♦ **Steven Teeples**
1/27/22
- ♦ **George Ventura**
2/17/22
- ♦ **Thomas Murray**
3/6/22
- ♦ **John J. Kennedy**
1/26/22

In-Person Union Meetings Have Resumed

We are happy that our in-person union meetings have resumed and are going strong every first Tuesday of the month at 5:30 at the hall. Join us to learn more about union business, political issues, and community service opportunities, while enjoying the camaraderie of union brothers and sisters. Covid protocols will be updated as County guidelines change.

For ongoing union updates, go to:

- ♦ **website: ibew332.org**
- ♦ **facebook.com/Local332**
- ♦ **instagram.com/ibewlocalunion332**
- ♦ **twitter.com/332Ibew**

Local 332 President Javier Casillas: Social Outings are Back!

Local 332 is finally getting back to our extracurricular committees, clubs, and events. By participating in union activities and breaking bread with fellow members, it strengthens our brother- and sisterhood. You better understand how the Local works, and you realize you are part of something bigger: our union family. I encourage you to get involved. For more information, email me at jcasillas@ibew332.org

- Building Unity Group – Community Service
- Political Action Committee
- Electrical Workers Minority Caucus
- IBEW Renew
- Safety Committee
- Veterans Committee
- Membership Assistance Committee
- Retiree Committee
- 332 Mountain Bike Club
- 332 Dirt Bike and ATV Club
- 332 Golf Club
- 332 Softball Team



Upcoming IBEW Local 332 Social Outings: JOIN US!

- **April 15: Sporting Clays & Raffle | 9am-1pm**
- **June 4: San Jose Giants Local 332 Family Night | 7pm game start time**
- **July 9: Local 332 Family & Friends Picnic | 11-3pm**

Look for information as we get closer to the events.

FROM OUR BUSINESS MANAGER

Greetings Brothers & Sisters

I'm honored to continue serving IBEW local 332's members in my new role as business manager. For those who don't know me, I have been fortunate to have had the opportunity to hold many positions in my 30 years in the IBEW, from apprentice to general foreman, IBEW organizer under Bob Tragni, JATC instructor, and training director. Most recently, I served as assistant business manager for Dan Rodriguez.

My three biggest goals coming into leadership are to:

- Protect our scope of work
- Ensure the solvency of the pension funds and the equity of benefits for both new and old members
- Support the training and mentoring of the next generation of leaders both in the field and in the union

Our members have been fortunate to have had plenty of work, but the challenges will manifest when things slows down. We are battling other trades as they attempt to increase their scope at the expense of the IBEW. **We must continue to be vigilant when it comes to protecting our work and expanding our market share.**

We're doing just that and should celebrate the wins when they come. **Congratulations to our organizing team that was able to bring in Blue Arc Electric to our union.** They are a 40-man shop that has plans to grow as an IBEW contractor. Another victory is that our compliance officer and team documented and was able to collect a \$111,742 settlement from a non-signatory contractor for not hiring out of our Hall on a job that was part of a Project Labor Agreement.

These victories are a testament to the strength of our Local. I am excited to serve in my new capacity. I would like to thank the membership for putting your faith and trust in me.

In Solidarity,



Dan Romero
Business Manager



Dan Romero
Business Manager
Financial Secretary

Stand Together & VOTE

The brothers and sisters in the IBEW Local 332 are part of a larger family: the labor family. What's good for the labor family is good for the IBEW, so we support labor-friendly elected leaders, ballot initiatives, and legislation.

The California primary election is on June 7th, and I urge you to vote. It's always critical to flex labor's muscle by voting at the ballot box. The labor movement is under attack, so we need to stand together, fight back, and vote in the primary election.

We've enclosed Local 332's endorsements in this issue, and mail ballots will be sent on May 9th.

JATC CONSTRUCTION IS COMPLETE

After years of visioning, planning, and construction, the new JATC--now the Electrical Training Alliance of Silicon Valley (ETASV)--is open for business. In-person classes have begun in the new space. Apprentices, instructors, and members who have stopped by all have the same "WOW" reaction. Thank you to the entire 332 membership for your investment. It's a cutting-edge training center we can all be proud of for generations to come!



THE JATC IS NOW THE ETASV



Robert Moreno
ETASV Training Director

"Your new JATC is now open, and your dollars are already at work by making our training more modern. We have more labs and more space, so there's more hands-on learning to stay abreast of our ever-changing industry.

"This could not have happened without the partnership between the IBEW and NECA and our mutual respect. We've changed our name to the Electrical Training Alliance of Silicon Valley to showcase that partnership between labor, management, and industry folks like Milwaukee Tools and Eaton among others. It's also in line with the NJATC which is now called the ETA.

"I'm so proud to have a cutting-edge training center. It's in the best interest for the future of our Local to boast the best-trained workers in our industry."

FALL SEMESTER

August Apprentice of the Month: Dong Ho (5th Year)

"For 10 years, I was an automechanic and worked at dealerships. I got really tired of not making a living wage and fighting for raises. The IBEW 332 collective bargaining agreement was extremely attractive to me, which is why I applied.

"The apprenticeship has been a great program. People make a decent living, there's a support system, and everyone is invested in our success. I love learning different skill sets and the fact that I can work on my own house now.

"When I turn out, I'm in a comfortable position to just work. Whatever drops by, I'll do it. I don't want to get pigeonholed. I always want to be learning new skills to keep my mind active.

"I'm looking forward to being done with school so I have a little more free time to spend with my wife and three kids. We do a lot of bikeriding, hiking, and swimming. And when I have time to myself, I research investing because I want to find a way to make my money grow.

"I'm so grateful for the opportunity of the union apprenticeship and see the positive impacts it has on people. With the union, I like the people I work with, I have a more positive outlook, and I'm genuinely happy when my classmates succeed. It's made me a better person, and that's not an exaggeration.



September Apprentice of the Month: Stephen Brenny (5th Year)

"I got into the apprenticeship at 19. Before that, I was taking community college classes and working at a golf course. A buddy told me about the union, the apprenticeship, and how you can work your way through. Me and school did not get along. I'm more of a hands-on learner, so the apprenticeship really suits me.

"The teachers have been in your position, so they know how much to push you and what to expect out of you. It's been an amazing opportunity, the pay and benefits are great, and the hours allow folks to spend time with their families.

"I work for a small shop building hospitals, and I get to touch everything. The work is not just taking measurements and slapping stuff up on the wall. You really have to think things through. It's also not taxing on your body like other trades, and so I can be an electrician for 40 years--I hope.

"Being in the union, everyone has your back. You don't have to schmooze for a dollar because the raises are taken care of, and the brotherhood is second to none. I've met some of my closest friends who I can always count on. And that's what the union is all about – people being there for you in your time of need."



APPRENTICES OF THE MONTH



The staff at the Electrical Training Alliance of Silicon Valley (formerly JATC) is excited to announce our Milwaukee Tool Apprentice of the Month awards for the fall 2021 semester. Ninety apprentices were nominated by their instructors. The criteria was strong understanding of the course material, excellent attendance, participation in class, and an exemplary attitude. Congratulations! We could not be prouder of the winners as well as the nominees, of whom there are too many to mention. All will receive gifts from our foremost training partner, Milwaukee Tool. Thank you to all of the nominees and winners for upholding standards and striving for excellence.



FALL SEMESTER

October Apprentice of the Month: Sarah Edwards (5th Year)

"Before the apprenticeship, I was working in the Cupertino Electric office. The guys from the IBEW urged me to apply. I got in fast, and the rest is history.

"I love everything about the apprenticeship: the scope of work we do, the fact that you have to think, and that there's not a single task I don't like. Every day is different, and we have to be on our game because of the hazards of electricity.

"I enjoy the brother- and sisterhood. We all look out for each other both on the jobsite and off. Every person I've met is so different, and the diversity of past experiences is mind-blowing.

"I'm excited about turning out, and I'm working for Elcor, the shop that built the new JATC. The building is gorgeous, and all the work is really clean and high quality. I'm definitely going to take continuing ed classes there. There's always more to learn, and I love learning. I'm still so new to the trade, and I want to be ready for whatever they throw at me.

"Right now, I don't have a lot of free time, but I like anything outdoors. I have a high energy mutt so I'm always out running her. Because of the apprenticeship, I'm living a good life. It has helped me meet my biggest goal: to be financially independent and live in the Bay Area. I feel really fortunate for this opportunity."



ETASV Training Coordinator Robert Chon; Stephen Brenny; Dong Ho; Milwaukee Rep Dennis Christensen; Sarah Edwards; and Jonny Miller

APPRENTICES OF THE MONTH

November Apprentice of the Month: Lilliana Martinez (4th Year)

"Prior to the apprenticeship, I did social work but got burnt out. I developed a spark for the electrical trade while on a date with my husband. We drove past a building, and he said, 'I helped power up that building.' Back then, there weren't a lot of women in the trades. But today, seeing a female on a job site is no big deal. So, I applied.

"In the apprenticeship, I learn electrical theory and get hands-on training. I enjoy putting what I've learned into practice and seeing results. Every day is different, and I love the team-like atmosphere. It's part of the brother- and sisterhood to look out for each other.

"The union paved the way, particularly for women in the trades. Because of collective bargaining, I can step onto a jobsite as a woman and not have to fight for my value. I'm the same as any other male coworker in the union. If I had been on the nonunion side, I would not have the same opportunities.

"I live with my husband and my two dogs. When we're not hiking with the dogs, I like to share my work scenarios with my husband and go over code. The electrical field is constantly changing, and it's a healthy challenge to keep up. As an IBEW apprentice, I try my best each day, and that's the most important thing: do the best you can."



December Apprentice of the Month: Jonny Miller (5th Year)

"Before I was accepted into the apprenticeship, I was a store manager at Lowe's. This entailed long workweeks and allowed little time for my family. I saw that the union offered a better schedule and quality of life, so I applied. I was intimidated seeing the number of applicants, but I got in. Within six months, I was working, and it's been the best thing that happened to me and my family.

"At first, I didn't fully understand the union. But as I've gone through the apprenticeship, I've gained so much respect and pride for 332. We have the best and the brightest members in this local or any industry for that matter. It's a true brother- and sisterhood and extremely impressive. The traditions carried on and passed down from journeymen, foremen and instructors are invaluable.

"I'm fortunate to find a career that I truly enjoy going to every day. It's ever-evolving, there are so many opportunities, and it provides a quality of work-life balance that is unparalleled and almost nonexistent today.

"I have a beautiful, loving wife, and I'm the proud father of two children, ages four and six. I can be there for my family because of the opportunities provided by our union. I look forward to the future of our local. I'm so proud to be a member of IBEW 332 and continue the tradition of skill, knowledge, attitude, and excellence!"



JUNE 7TH ELECTION VOTER INFORMATION




Voter Registration

To limit COVID exposure from in-person voting, all registered voters will be sent an absentee ballot automatically. But you must be registered to receive a ballot.

- Check whether you are registered at voterstatus.sos.ca.gov
- Register through 5/23/22 at registertovote.ca.gov




Ways to Vote: In Person or By Mail Ballot

- 
- 5/9/22-6/7/22: Early voting locations: caearlyvoting.sos.ca.gov
 - 5/10/22-6/7/22: Official ballot drop box: caearlyvoting.sos.ca.gov
 - 6/7/22 Election Day: In person at polling place 7am-8pm
sos.ca.gov/elections/polling-place
 - 6/7/22 Election Day: Drop ballot at polling place 7am-8pm
sos.ca.gov/elections/polling-place
 - Via USPS mail with a postmark on or before 6/7/22 (not recommended)



Other Key Links

- 
- CA election/vote info hub: www.sos.ca.gov/elections
 - Track your ballot (pre-election): california.ballottrax.net/voter
 - Check status of ballot (post vote): voterstatus.sos.ca.gov
 - Find your polling place, election office, or drop box: sos.ca.gov/elections/polling-place

VOTE YES on San Jose Measure B Fair Elections Initiative

One of the most important choices in this year's June 7th election is whether to move San Jose's mayoral race from the midterm election year (2018, 2022, 2026) to a presidential election year (2016, 2020, 2024). We urge all Local 332 members to vote YES to move the election and pass Measure B, the Fair Elections Initiative.

VOTER TURNOUT IN SAN JOSE ELECTIONS Midterm Election vs. Presidential Election

<u>Midterm</u>	<u>Presidential</u>
2014 – 46.8%	2016 – 80.5%
2010 – 63.8%	2012 – 77.6%
2006 – 55.9%	2008 – 84.3%
2002 – 48.0%	2004 – 68.7%

For years, unions and grassroots community leaders have been pushing to make this happen. Why? Because more workers and their families vote in the presidential year. In fact, we would nearly double worker political power.

By increasing voter participation, we ensure our elected leaders are more responsive to all the people of San Jose - no matter where you work or how much money you have - not special interests that write fat checks. **VOTE YES B!**

JUNE 7TH CA PRIMARY ELECTION VOTER GUIDE

FEDERAL

U.S. House of Representatives, District 16	Anna Eshoo
U.S. House of Representatives, District 17	Ro Khanna
U.S. House of Representatives, District 18	Zoe Lofgren
U.S. House of Representatives, District 19	Jimmy Panetta

CA STATE

California State Senate, District 10	Aisha Wahab
California State Assembly, District 23	Marc Berman
California State Assembly, District 24	Alex Lee
California State Assembly, District 25	Ash Kalra
California State Assembly, District 26	Evan Low

SANTA CLARA COUNTY

Santa Clara County Board of Supervisors, District 1	Claudia Rossi
Santa Clara County Board of Supervisors, District 4	Susan Ellenberg
Santa Clara County District Attorney	Sajid Khan
Santa Clara County Sheriff	Kevin Jensen

CITY OF SAN JOSE

San Jose Mayor	Cindy Chavez
San Jose City Council District 1	Rosemary Kamei
San Jose City Council District 3	Omar Torres
San Jose City Council District 5	Nora Campos
San Jose City Council District 7	Maya Esparaza

Measure B (Fair Elections Initiative)

YES! YES! YES!

BIDEN'S BUILD BACK BETTER AGENDA

President Biden: Making Promises, and Keeping Them

On the campaign trail and into the second year of his presidency, Joe Biden has promised to be the most pro-union, pro-worker president in history. His actions are matching his words. "President Biden has taken significant and historic steps to promote, protect, and enhance the rights of working people, including IBEW members," said IBEW IO President Lonnie Stephenson in a statement citing a long list of first-year accomplishments:

- **Perhaps President Biden's biggest accomplishment is that he signed into law the single largest infrastructure bill in American history. This once-in-a-generation investment will put tens of thousands of people to work in good, union jobs modernizing the electric grid, repairing and expanding the vital transportation services, and creating the reduced-carbon energy solutions that will power our economy well into the 21st century and beyond.**
- Appointing a union member to lead the Department of Labor
- Creating the first-ever White House Task Force on Worker Organizing and Empowerment
- Ordering the federal government to spend taxpayer dollars on goods made by American workers
- Signing dozens of executive orders that promote worker-friendly policies, including those that create goodjobs in the energy sector
- Signing into law the \$1.9 trillion American Rescue Plan, giving working families the financial support they needed to make it through the pandemic
- Championing and signing the Butch Lewis Emergency Pension Plan Relief Act, saving pensions for millions of workers and ensuring a retirement with dignity

"On behalf of the IBEW's 775,000 active and retired members, I applaud President Biden on these achievements and thank him for prioritizing the needs of working families," said Stephenson.



Lonnie Stephenson
IBEW International President



Joe Biden speaks with IBEW members. The IBEW has partnered with the president on numerous pro-union initiatives, including the landmark Infrastructure & Jobs Act which will create thousands of IBEW jobs across the country.

IBEW 332 BENEFITS QUICK REFERENCE GUIDE

Health & Welfare

There is nothing more important than keeping you and your family healthy.

- For Inside Wiremen, contact UAS, the Local 332 benefits administrator | ibew332benefits.com
Mon-Fri | 7:30am-4:00pm | Lynda Rodarte, 408-288-4433 | info332@uastpa.com
- For S&C/Residential/Material Handlers: go to soundcommbenefits.com
Mon-Fri | 7:30am-4:00pm | Shandy Grace, 408-288-4452 | info332@uastpa.com

The Inside Wiremen contract has slightly different benefits than S&C/Residential/Material Handlers, but all have full-family medical insurance (including registered domestic partners) with either Blue Cross PPO or Kaiser HMO, dental, vision, life insurance, and an HRA card (health reimbursement account). Use your HRA card for co-pays, prescriptions, and out-of-pocket costs for medical, dental, or vision. For Inside Wiremen, \$2 per hour is loaded; for Residential/Material Handlers, 75¢ per hour is loaded; and for S&C, 65¢ per hour is loaded. There no maximum.

Pension & Retirement

Saving for retirement is critical so you can continue to thrive in your golden years after a lifetime of hard work. Unlike so many workers, IBEW Local 332 has a variety of retirement plans, depending on your classification:

Inside Wireman Retirement

For info, contact UAS, the Local 332 benefits administrator | ibew332benefits.com
Mon-Fri | 7:30am-4:00pm | Rachelle Manalo, 408-288-4459 | info332@uastpa.com

- **Part A: Employer-paid, defined distribution.** You will receive a certain amount of money each month for your entire retirement, depending on how long you have worked. To qualify, you need to work 1000 hours in a year to get 1 credit, and you vest when you have 5 credits. Employers put in \$12.90 per hour.
- **Part B: Employer-paid, defined contribution.** Employers put in \$9 per hour over the course of your career, and the money earns compounded interest. You withdraw only what is there in your retirement. You can borrow from Part B in your working years, and you decide what funds your money is invested in.
- **401K:** This is the self-contribution portion of your Part B plan. You can add \$2, \$4, \$6, \$8, or \$10 per hour, and it goes into your Plan B. The more you have, the more secure your retirement!

District 9 S&C/Residential/Material Handlers Retirement

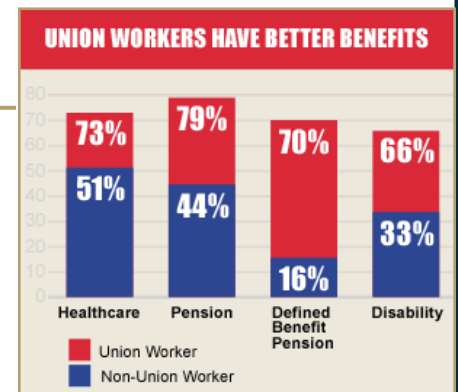
For info, go to soundcommbenefits.com/pension or call the 9th District Pension Office at 800-804-2385.

Part B defined contribution plan in which employers pay into your pension which is invested and earns interest over time. You can withdraw it when you retire.

S&C: Employers put in \$9 per hour | Residential: \$4.27 per hour. | Material Handlers: \$3.80 per hour

The National Electrical Benefit Fund (NEBF): For info, go to www.nebf.com/nebf or call 301-556-4300.

The IO Pension: For info, call 202-728-6206.



OSHA TOP 10 SAFETY VIOLATIONS IN 2021

When it comes to safety, IBEW Local 332 is proud of our record. Our trained workforce prioritizes safety in everything we do, and our worksites have very few OSHA violations. We researched OSHA's Top 10 violations to see how we compare with the rest of the construction industry – as well as general industry, manufacturing, and other fields. OSHA 29 CFR 1926 standards focus on the construction industry, and OSHA 29 CFR 1910 regulations detail general industry safety and apply to most worksites.

For a more in-depth analysis of the Top 10 OSHA violations, go to:

www.osha.gov/laws-regs/regulations/standardnumber/1910 (general industry)

www.osha.gov/laws-regs/regulations/standardnumber/1926 (construction)

1

#1: Fall Protection – General Requirements (1926.501): 5,295 violations

Fall violations are common. Dangerous falls have many causes, including human error:

- ♦ wet or muddy surfaces
- ♦ uneven surfaces
- ♦ inadequate lighting
- ♦ improper ladder use
- ♦ ladders with structural defects
- ♦ cluttered work areas
- ♦ inadequate guardrails
- ♦ uncovered holes/shafts
- ♦ dangerous weather conditions such as ice, snow and wind

2

#2 Respiratory Protection (1910.134): 2,527 violations

The most common violation is employers not providing a medical evaluation prior to respirator use or fit testing, followed by lack of training and failing to identify hazardous conditions that require a respirator.

3

#3 Ladders (1926.1053): 2,026 violations

The most common ladder violations include: lack of worker training, improper use of the top of step ladders, and not having the ladder extend three feet above the landing.

4

#4 Scaffolding (1926.451): 1,948 violations

Scaffold violations include lack of fall protection while working 10 feet or more above a lower level. This includes a personal fall arrest system and/or guardrails. Anyone working on a scaffold must be trained by a qualified person to identify hazards and use the scaffold properly. Scaffolding must be erected and inspected by a qualified person.

5

#5 Hazard Communication (1910.1200): 1,947 violations

The most common violation is lack of Safety Data Sheets (SDS) for hazardous materials. There should be a written program and training for hazardous chemical use.

OSHA TOP 10 SAFETY VIOLATIONS IN 2021

6

#6 Lockout/Tagout (1910.147): 1,698 violations

This is a critical part of electrical safety and anywhere that stored energy may be present. Common violations include:

- ♦ Failing to have equipment specific lockout/tagout procedures
- ♦ Lack of training
- ♦ Failing to conduct periodic inspections
- ♦ Failing to establish a lockout/tagout program
- ♦ Failing to follow the sequence of a procedure
- ♦ Failing to protect workers during group lockout/tagout operations
- ♦ Failing to identify all sources of energy or failing to lockout/tagout all sources
- ♦ Failing to notify other employers in multi-employer situations

7

#7 Fall Protection – Training Requirements (1926.503): 1,666 violations

The employer shall provide a training program for each employee who might be exposed to fall hazards. The program shall enable each employee to recognize the hazards of falling and shall train each employee in the procedures to be followed in order to minimize these hazards, including personal fall arrest systems, guardrails, warning lines, controlled access and other protection.

8

#8 Personal Protective Equipment – Eye and Face Protection (1926.102): 1,452 violations

Our typical personal protective equipment (PPE) includes eye protection with ansi z87.1 rating, hard hat, gloves, and high visibility safety vest with 2" reflective material. Depending on the task, there is a much longer list of PPE. Avoiding a violation is simple; wear your PPE while on the job site.

9

#9 Powered Industrial Trucks (1910.178): 1,420 violations

Operation of forklifts, "gradalls," or other motorized material handling equipment is not always limited to material handlers. Anyone operating the equipment must be properly trained. Common failures include:

- ♦ Lift trucks driving off loading docks
- ♦ People struck by equipment or load
- ♦ People fall from elevated pallets
- ♦ Using incorrect attachments or making unapproved modifications
- ♦ Exceeding equipment load rating
- ♦ Failure to choose the correct equipment for the task

10

#10 Machine Guarding (1910.212): 1,113 violations

Machine guards must remain in place and not be altered. This rule generally applies to large machinery but for our purposes, we will consider the guards on our tools.





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 Romero

Assistant Business Manager
James Williams

President
Javier Casillas

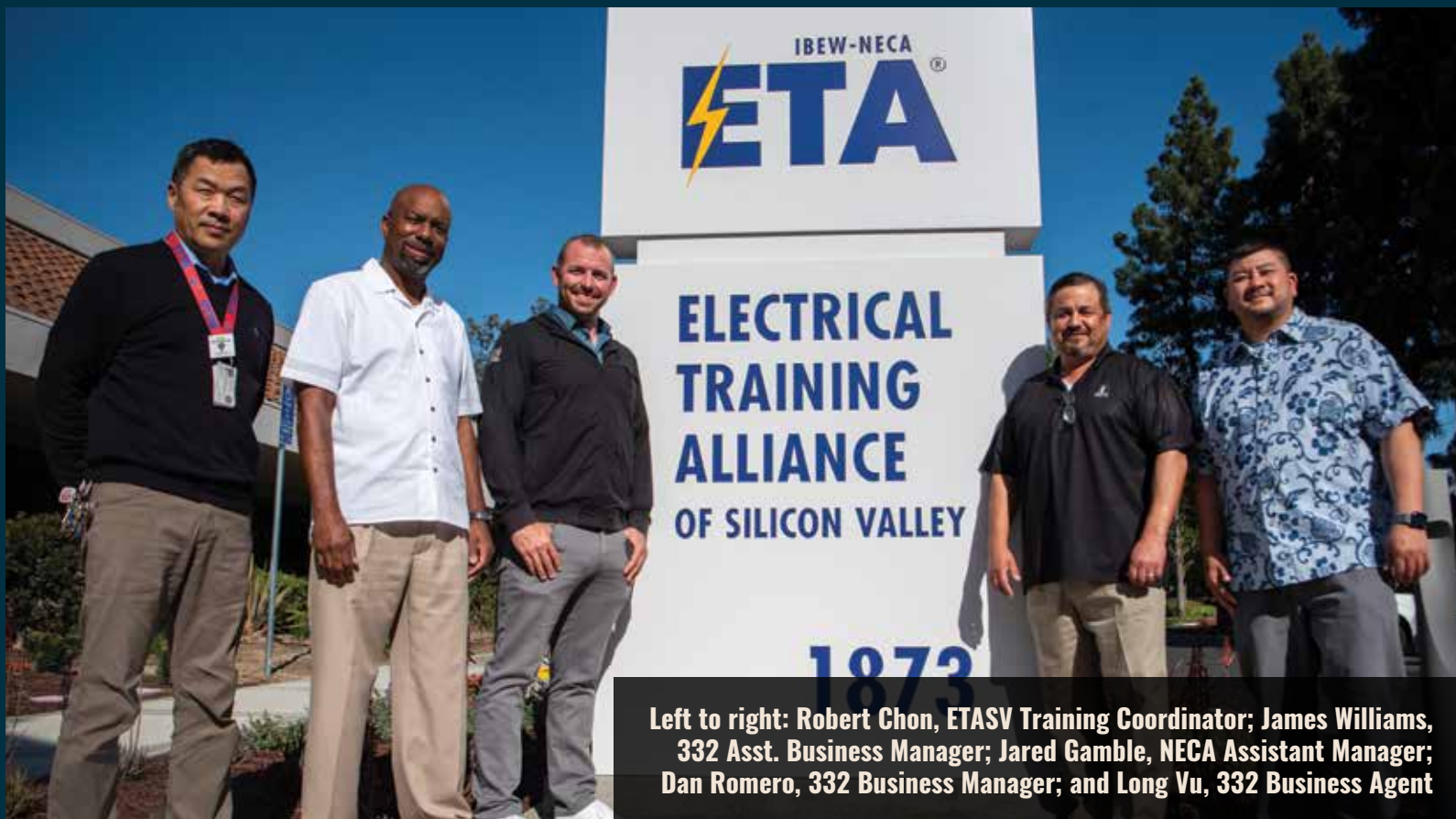
Vice President
Pete Seaberg

Recording Secretary
Ryan Serene

Treasurer
Craig Tomasello

Union Electricians Get the Job Done Right!

THE NEW JATC (NOW ETASV) IS FINALLY OPEN!



Left to right: Robert Chon, ETASV Training Coordinator; James Williams, 332 Asst. Business Manager; Jared Gamble, NECA Assistant Manager; Dan Romero, 332 Business Manager; and Long Vu, 332 Business Agent