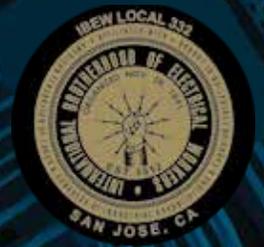
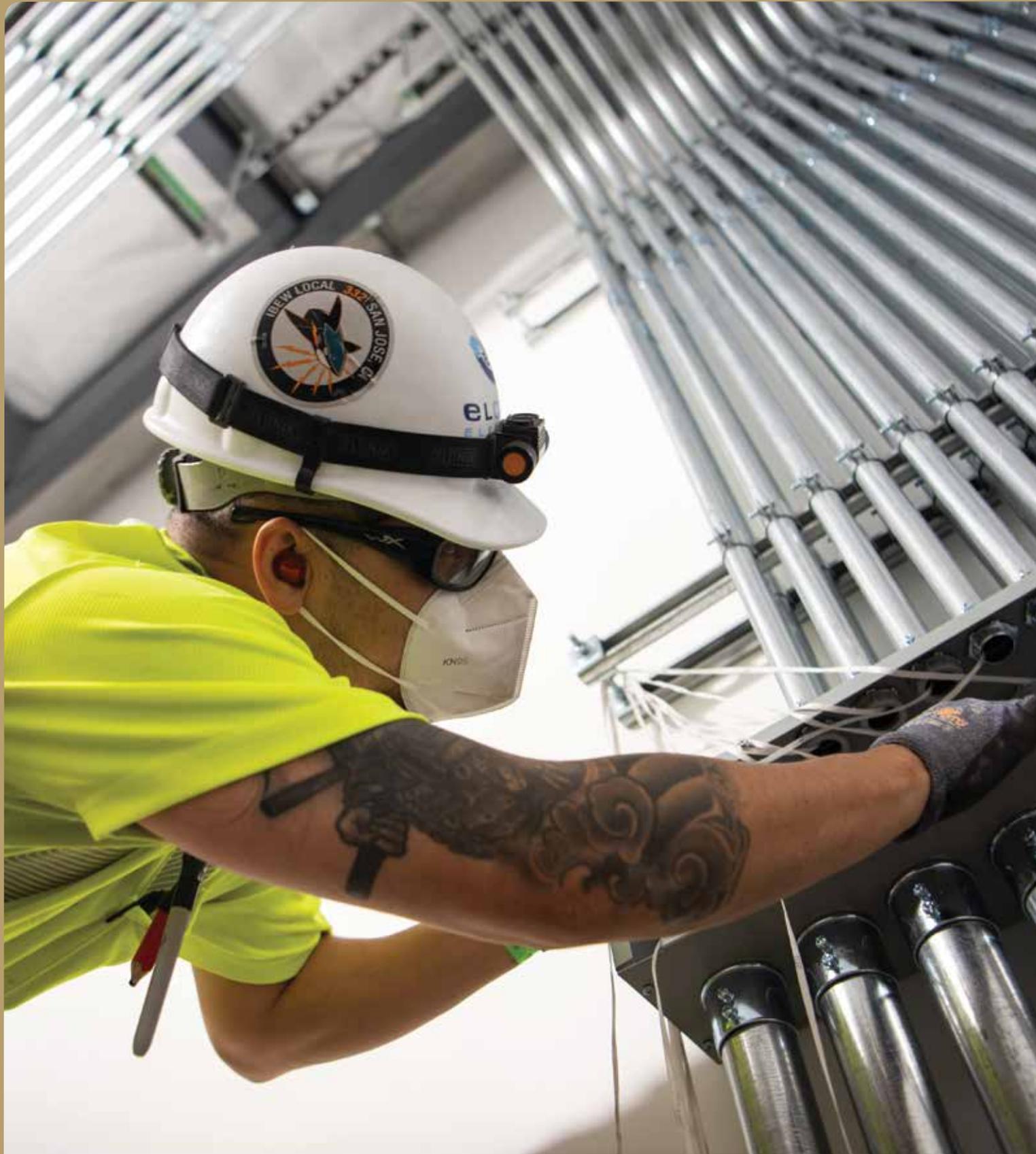


CONDUITS FOR CHANGE

IBEW Local 332 News | Holiday 2021 | WWW.IBEW332.ORG



INSIDE: Dan Rodriguez Retires | Build Back Better | The Great Resignation | JATC Update | The JEIF



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:

- ◆ Joseph Abinanti: 7/27/21
- ◆ Eli J. Aranda: 9/11/21
- ◆ William D. Barrie: 9/21/21
- ◆ Gordon L. Bull: 10/10/21
- ◆ David G. Dampier: 8/21/21
- ◆ John C. Davis III: 10/5/21
- ◆ Arthur L. DeCarlo: 8/6/21
- ◆ Donald E. Goodman: 9/30/21
- ◆ Raymond J. Hupf: 10/8/21
- ◆ Stephen Ingelfinger: 7/9/21
- ◆ James A. Johnson: 1/25/21
- ◆ Gerald McLean: 10/20/21
- ◆ Robert Sepulveda: 9/11/21
- ◆ W. Smith: 9/26/21
- ◆ Klaus L. Spencer: 9/25/21
- ◆ Robert Tragni: 10/9/21

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. In fact, attendance is extremely high. Join us to learn more about union business, political issues, and community service opportunities, while enjoying the camaraderie of union brothers and sisters. Masks are required.

For ongoing union updates, go to:

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

Local 332 President Javier Casillas: Conduits for Change

For the holidays, we've got some good news and some bad. The bad news is that it's going to be another "Covid Christmas," and the Local will not be doing any of our extracurriculars like Christmas in the Park. The International has canceled all events until spring, 2022, and we are following their lead. Our Members safety is our #1 concern.



On a positive note, the members are getting the ultimate holiday gift: the new apprenticeship building. Four years in the making, we'll be opening on January 3. It's a state-of-the-art facility that is an investment in our collective futures. We need to have cutting-edge skills so that we can stay ahead of the nonunion contractors. Our future is our ability to turn out apprentices that begin with little-to-no electrical knowledge, and end as highly skilled craftsmen and women five years later. It's also a terrific place for journeymen to continue their education with the latest technology. We must continue to hold each other to highest trade standards.

Our apprentices have been remote learning since March 2020, and they deserve to get the kind of hands-on-training they will now be getting. I think we're all ready to get back to in-person learning. It will be difficult at first as we come out of the isolation, but we will adapt. The future of our workforce and our livelihood depends on it. Our apprenticeship and continuing education is what separates us from nonunion. Please take care brothers and sisters this holiday season.

FROM OUR BUSINESS MANAGER

Greetings Brothers & Sisters:

Some of you may already know this, but after 41 years, I am retiring. This is my last business manager column. It's been hard to write, so I will keep it short and sweet.

I would like to thank the membership for putting your faith and trust in me as your financial secretary/business manager. I have been in this local for over 40 years, and it's time to say goodbye.

Retiring from the IBEW is a difficult thing for me to do, but there comes a time in everyone's life when the decision has to be made between career and home, as well as what is best for everyone involved.

I leave this local in very good hands. Dan Romero is my handpicked successor, and I predict that he will be a fantastic business manager.

Local 332 and its membership have been good to me, and I cherish all of the connections I've made and all of people I have worked with.

From deep in my heart, thank you and farewell.

Dan Rodriguez
Business Manager



Dan Rodriguez
Business Manager
Financial Secretary

Welcome Dan Romero

Dan Romero will step in to carry out my term. I've known Dan (or Romero as we call him) for over 20 years. In that time he has shown me that he is the most prepared, qualified, and educated individual to take over the helm as the new business manager.

Dan has been instrumental in the accomplishments and success of this local over the last four and a half years. I have complete faith in his abilities to continue to improve and lead this local well into the future.

Pictured left: Incoming Business Manager Dan Romero and retiring Business Manager Dan Rodriguez

BUSINESS MANAGER DAN RODRIGUEZ



“After 41 years with Local 332, I’m retiring. I’ve spent two-thirds of my life in the IBEW, which I credit for everything that I have accomplished.

It started when I was growing up. My dad was in the IBEW. I never really knew what he did,

but we always had what we needed. Looking back, it was the IBEW that helped him provide for our family.

My desire to become an electrician began in 1977. My dad brought home the apprenticeship announcement. When I read the qualifications and expectations, I thought, “Wow! This describes me completely. This is something that I should be doing.”

So, I went down to the old union hall on Stone Avenue and tried to sign up, but I needed a high school diploma. Unfortunately, I wasn’t going to graduate for two more weeks, and sign-ups would be over by then. Just my luck! So I attended San Jose City Community College and waited two years until the next sign-up period. It all went like clockwork: I passed the test, interviewed, and became an apprentice in 1979.

My first job was with a small residential shop that was just starting to do commercial work. The money was great for a 20- to 21-year-old single guy back then. I was making \$8.40 per hour and loving it. My, how things have changed!

I went on to do 18 years in the field. I really enjoyed the hands-on work and knowing I was part of making things work, from nothing to turning the lights on. It was a great time, and as a journeyman, there’s no stress. You go to work with one concern: getting the job done.

Another thing I enjoyed about being in the field was the diverse knowledge that the other brothers or sisters would share. We not only worked together, we taught each other. Our strength in Local 332 has always been the way we share information to make our coworkers better. They pass on the knowledge to someone else to make them better. Good training, sharing, and caring about others are what makes the IBEW great.

An example of that was one time, as an apprentice, I was having a tough day. The superintendent asked me to go for a ride in his car. We rode around, and he told me this was a good trade and to stick with it. I remember thinking, “Why would this high-ranking superintendent drive around with this lowly apprentice and give me advice?” The only reason that I could come up with was that he cared about the trade, the union, the apprenticeship, and most importantly, me. This simple act by an IBEW brother is what shaped my attitude towards the union. His name was Pete Reyes Sr., and he became my mentor, my friend, and my inspiration. That’s what our trade is all about: the bond of the brother and sisterhood and lifting up the next person.

In 1997, I became an inspector. The best part was being able to stay in touch with all the journeymen. It was nice to see our members out there doing the work. Quoting another inspector, “Where else can you drive around all day long and get to talk to all your friends?”



RETIRES AFTER 41 YEARS OF SERVICE

Soon after, I became an instructor at the JATC. My inspector training my years of field experience were invaluable to me as an instructor. Teaching code, I was able to dispel a lot of misconceptions. The classes I enjoyed the most were the ones where students would challenge the information I gave them. We would discuss it in depth until we reached a resolution. This usually involved all of the students, so everyone would learn. I had a lot of fun, and I even used some of their arguments when discussing code with other inspectors.

In 2008, I ran for business manager and lost by about 100 votes to Bob Tragni. Soon after, I was asked to be a business agent. I was skeptical about the job and working for the man I had run against. My concerns were unfounded. Bob was a great guy and true to his word. I became a business agent. I credit Bob with getting this administration started.

As an inspector, you find problems and then leave the job site for the crew to fix. But as a business agent, the problems are yours to resolve. I always enjoyed helping out the members to make sure they got a fair shake. I liked ensuring workers were being treated fairly and getting compensated correctly. It was very rewarding to provide representation and be the members’ advocate.

I ran again for business manager in 2017, won, and was re-elected in 2020. My most memorable moments have been building the new JATC and negotiating the biggest raises in the local’s history. I’m also proud of putting



together a team of agents who are quite possibly the best this local has ever had. With the right team, we’ve been able to fight harder. Our members know they deserve top dollar because of their skill level and knowledge. Being the highest paid trade in the area means a lot, and it shows the power of our union.

The other thing I’m proud of is that so many members have gotten involved during my time as business manager. The union is only as powerful as the collective - it’s not one man or the elected officers. It’s all the members coming together that gives us our strength.

Now the time has come for others to take the reins. The question is, “What do I do now that the IBEW is not going to be such a big part of my life?” I’ve been getting up at the same time and going to work for 41 years. It’s going to be difficult for me to change. Luckily, the IBEW gives us the ability to continue to stay involved if we desire. I’ll probably stay active as a retiree, but first I’m going to take a few months to a year off before making any changes. The IBEW is like my second family and will always be on my mind in one way or another.

To the young people coming up, my advice is to stay involved with the IBEW and learn your craft. Get all the training you can, because as you go through life, your past accomplishments become your future resources. I know that I’ll be taking everything I’ve learned in 41 years in the local into retirement, and I’ll have plenty of time to contemplate. Good luck to you all, and know that I’m always a phone call away.



BIDEN'S BUILD BACK BETTER AGENDA



Lonnie Stephenson
IBEW International President

Biden at Work for the IBEW

The Biden administration is working overtime to get the country back on its feet. With IBEW members present, President Biden signed the historic infrastructure bill, which is a significant investment not only in our infrastructure, but our overall economic recovery.

"I could not be prouder of IBEW members who have long called for transformative investments in infrastructure and are now ready to get to work rebuilding this country," said IBEW President Lonnie Stephenson. "The long-overdue upgrade America has been waiting for has finally arrived."

With the stroke of the pen, alongside more than 10 IBEW members and a bipartisan group of lawmakers at the White House on Nov. 15, President Biden made official one of the biggest infrastructure investments in U.S. history.

Its size and scope ensure that it will rebuild both the country's weakened infrastructure and the middle class. Touching nearly every sector of the U.S. economy, the bill has been touted on a level comparable to the construction of the transcontinental railroad in the late 19th century and the interstate highway system in the 1950s.

Biden's signature on the Infrastructure Investment and Jobs Act came after months of political wrangling after clearing the House in November.

Passage by the House of Representatives came only hours after the IBEW launched a lobbying effort involving hundreds of IBEW members working the phones in an all-out push that ultimately passed both chambers with bipartisan support.

Biden's infrastructure bill contains core investments in IBEW branches, including:

- **\$110 billion for roads, bridges, and major projects**
- **\$73 billion for electricity grid updates**
- **\$66 billion for passenger and freight rail**
- **\$65 billion for broadband internet expansion**
- **\$50 billion for climate resiliency**
- **\$39 billion for public transit**
- **\$17 billion for ports and waterways**
- **\$11 billion for transportation safety projects**
- **\$7.5 billion for low-emission buses and ferries**
- **\$7.5 billion for electric vehicle charging stations**



IBEW President Lonnie Stephenson & IBEW's Austin Keyser at the White House for the signing of the infrastructure bill

WHAT IT MEANS FOR THE IBEW

Biden's Infrastructure Bill & Build Back Better Act
=
Jobs for IBEW Members

President Stephenson had convened a call with more than 500 IBEW members to urge them to press their members of Congress to support the package.

"Congress must seize this once-in-a-lifetime opportunity," President Stephenson told the IBEW members. "I know IBEW members are ready, willing, and able to roll up our sleeves and get to work. But we cannot rebuild America on our own. We need elected leaders to understand the urgency of this moment. We need them to take action immediately."

President Stephenson said it is past time for investment in America's foundation. "This is our chance for robust, transformative, job-creating investments in infrastructure," he said. "Let's show our elected leaders the power of IBEW strength and solidarity."

Winning Passage of the Build Back Better Act

Relief for middle class families is one step closer with the Build Back Better Act, a second major investment. It passed the House of Representatives on Nov. 19.

Like the infrastructure bill, the Build Back Better Act will make transformative investments in future generations, our health care system, and our public schools.

"For generations, IBEW members have joined our working sisters and brothers across the economy in calling for the kind of basic protections and services

found in the Build Back Better Act," President Stephenson said. "This historic legislation will improve quality of life for millions, and today, IBEW members are celebrating its passage by the U.S. House of Representatives."

The nearly \$2 trillion bill includes \$555 billion for clean energy tax credits/climate funding, expanded Affordable Care Act tax credits, and caps on childcare and out-of-pocket prescription drug costs. The bill also sets aside \$20 billion for workforce development activities, including \$6 billion in funding to expand apprenticeship programs over the next five years.

President Stephenson said the IBEW looks forward to working with lawmakers in the Senate to enhance the legislation by including provisions to retain jobs for existing workers in communities that depend on the energy industry for economic survival.

"Restoring the middle class has always been at the heart of President Biden's ambitious plan to build back better, and the IBEW is proud to stand with President Biden, Vice President Harris, and Congress in fighting for the union workers who built the middle class and who continue to power our nation," Stephenson said.

The IBEW will continue to lobby for the Build Back Better Act. Why? IBEW jobs, as well as economic relief for our families and all working families across the country. We have a once in a lifetime opportunity to make government work for the people, for workers, and for unions, and we need to do whatever we can to pass this vital bill.



Alongside 10 IBEW members and bipartisan lawmakers, President Biden signed the historic infrastructure bill

SCENES FROM THE NEW JATC

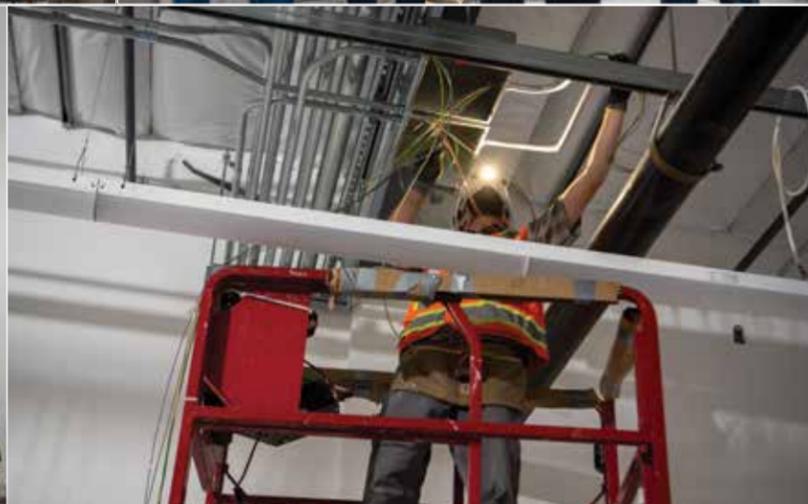
OPEN FOR BUSINESS ON JANUARY 3, 2022

The following four pages contain scenes and interviews taken on September 17th with electricians from the construction of the new JATC. In the early fall, we had some delays attributed to inspection issues with the City of Milpitas operating under COVID restrictions. We also had some delays with the availability of materials-the same delays that the industry is experiencing due to disruptions in the global supply chain.

Construction has moved forward considerably since the fall. Everything has now been installed, and we are now just working on the punch list. We will be moving in the second week in December and open for business on January 3. Phone numbers, emails, and the website will remain the same.



Dan Romero, 332
Incoming Business Manager



Thanks to Our Members!

"We will be open for business on January 3, 2022," said Dan Romero, incoming business manager. "Thanks to all the craftsmen who contributed to making the new training center a place to be proud of. The IBEW members showcased their skill for all to see."

"We will have a grand opening where members will be invited to tour your investment in late January or February."

Stay tuned for an invitation!

MEMBERS BUILD THE NEW JATC

Jerry Blake: 4th Year Apprentice

"My first job out of high school was as a nonunion residential electrician. I took a chance and really liked it. I did that for three years, which built a foundation for commercial work. I started the union apprenticeship at the beginning to learn as much as I could.

"The biggest thing I like coming from the residential side has been learning to bend pipe - it's really upped my game. I also love being able to solve problems, seeing a job through from beginning to the end, and the craftsmanship of everyone in the union.

"Working on the JATC, I've been able to see all aspects of the job. It's pretty cool that years down the line, I'll be able to come back and see the work I've done. It means a lot to build the JATC the way we want. I feel really fortunate.

"With the union, there's trust, and you meet a lot of like-minded people who are bettering themselves and are there for each other. We share the same interests of striving for more, learning new things, and perfecting our work.

"In my time off, I wrench on my motorcycles. I've been racing dirt bikes since I was four. I have a daughter who's three, a son who's 10, and my wife Alicia. We like to go fishing, camping, and got the whole family riding dirt bikes. Pretty soon, we're going to need a bigger garage."



MEMBERS BUILD THE NEW JATC

Daniel Landeros: Journeyman

"I was working dead-end, warehouse-type jobs before I got into the trades. I was working at a lighting company, and I'd see the electricians and was intrigued with the work. I got into an apprenticeship and started out nonunion for five years. But I got tired of the dog-eat-dog nonunion world.

"I have a brother and some friends who are in trade unions, and they encouraged me to join. I applied and got accepted, and it's the best decision I ever made. I like the camaraderie, the morale is upbeat and positive, and people are supportive of each other. Most of all, no one cuts corners, and the craftsmanship is really clean.

"The best part about being an electrician is the feeling of accomplishment that you have when you're on a job from start to finish. In a union shop, you know all the work is done correctly, and everything you've touched is good. You're building something that's going to be occupied by people, and you can drive by and tell everyone, 'I built that.'"

"My only regret is not joining the union sooner. My message to nonunion workers out there is that you can better yourself with the union. Don't be scared to try something brand new and challenge yourself."



Donovan Grant: 4th-Year Apprentice

"I was going to college and working for a general remodeling contractor. There, I was a jack of all trades, but I gravitated towards electricity. I did some research and found the union. I applied and was happy to get in.

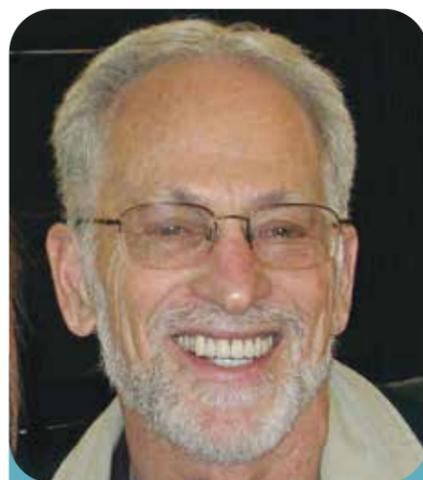
"With electricity, there's a risk factor, and you gotta take the work seriously. You use your mind, not just your body. It comes easy to me, though it's definitely a difficult trade. I love working on transformers, panels, and running pipe, and my favorite parts are the switch gears and the one line. Most of all, I love getting my hands on the prints: I'm all over that!

"The union is great, there's camaraderie, and no one is hoarding knowledge. Everyone is looking to show you things along the way and light a fire underneath you if you need it.

"It's inspirational working on the JATC and investing in our knowledge. It's a huge school, the site is coming together, and I'm looking forward to going to class in the new building next semester. Maybe one day I'll have kids, and I'll drive by with them to show them how I help build something that's going to help generations to come."



TRAINING APPRENTICES TO BEND CONDUIT



Article by Sem Solomon
Former Local 332 President

In 1988, I was on a job in San Jose not far from the airport. While working on the lighting system in the ceiling using a 10-foot ladder, I noticed a first-year female apprentice trying to bend a half inch conduit on the floor near my ladder. She was using a method I had never seen before in my 25 years in the trade, and not having any success.

I called out to her, "Sister, who taught you to bend pipe?" She replied, "No one." Then I said to her, "Stop, I'll show you how."

I climbed down the ladder and demonstrated the proper technique with the right tools. After a while, the foreman came by and said the shop superintendent wouldn't be pleased to see me instructing another person instead of doing the job I was supposed to do.

My response was that the reason an apprentice makes far less than a journeyman was the on-the-job training, so they could become productive

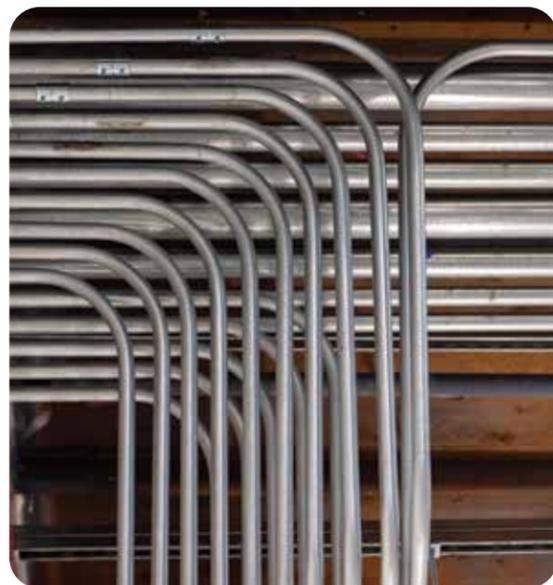
in the trade. A properly trained apprentice can be as productive as a journeyman at a far lower cost, and that is the payback for the training they receive on the job. Furthermore, I also told the foreman that if the shop super didn't agree with that concept that I--as the current president of Local 332--could arrange to have him meet with the JATC trustees. They would be glad to explain it further. That was the end of that dialogue.

Many years later while I was working on a job as a foreman, the same woman--who was now a journeyman I didn't recognize--was put on my crew. Our job was to set up the panels, and the complete electrical distribution system for equipment was in an area covered by a sloping metal roof. I assigned her the job of installing one-inch conduits from the equipment panel, which had been installed on the concrete wall of the existing building. The conduits had to be run up to the roof structure, and then had to be bent more than 90 degrees to follow the sloping roof line. As the conduits followed the roof down to a particular point, they then had to be bent less than 90 degrees to head to a rack that would lead them to the equipment they were going to feed. The conduits then followed the rack, parallel to the ground, to each piece of equipment.

The sister did an excellent job. After a while, the general foreman came by and exclaimed, "Man, can that lady bend pipe! What a beautiful job she did!"

I approached the sister, and told her what the general foreman said. I then asked her, "Who taught you to bend conduit?" Her response was, with a big smile, "Don't you remember? You did when I was an apprentice!"

I realized right away that I had forgotten, that yes, I did teach her many years before. Her performance was my payback for taking the time to instruct her. We smiled at each other, and the thought that has been running through my mind ever since then is that the time spent training will always pay off.



JEIF VICTORY OF \$260,563

JEIF Victory: Joint Electrical Industry Fund Wins Judgment Against Nonunion Contractor

Our members know about the Joint Electrical Industry Fund (JEIF) because it's at the bottom of their checks, but not everyone knows what the JEIF does. JEIF is a joint venture paid for by IBEW Local 332 and our union contractors. Its purpose is to ensure labor compliance on constructions projects when they are built on public land or receive taxpayer dollars. JEIF helps to ensure all laws in public works and project labor agreements (PLAs) are followed. This includes that nonunion contractors are using the appropriate ratio of union workers and contributing to our benefits, including the apprenticeship, when on PLAs.

JEIF recently had a huge victory against Elecco, a nonunion contractor that wasn't abiding by the PLA at San Jose Evergreen Community College District. We won a full \$260,563 judgment.

Stacey Casados was the JEIF compliance officer on the case. "It's my job to inquire about payrolls to ensure contractors on site are paying the right wages and using the right workers," she said. "It came to my attention when I asked for Elecco's documentation that there were no union workers on the job. So, I proceeded to do a full audit, IBEW 332 filed a grievance, and we went to arbitration. Because Elecco didn't hire a single union worker, we received the full judgment for 1,698 lost union worker hours and 3,397 hours of fringe benefit hours.

"Once we go through the first part of the grievance on a PLA, it's not unusual for a contractor to fight it and try to negotiate. But to have a contractor completely deny and refuse to follow the contract is rare," said Stacey. "But this is why we do what we do: It keeps a level playing field for union contractors and ensures work for the membership."



Stacey Casados
JEIF Compliance Officer

Happy Holidays!

Ensure your holidays are union-made! For a more complete list, including stocking stuffers and big ticket items, go to: aflcio.org/holidaygifts

UNION-MADE HOLIDAY GIFTS

Games	Beauty Products	Candies	Sports Products
<ul style="list-style-type: none">• Barrel of Monkeys• Candy Land• Chutes and Ladders• Clue• The Game of Life• Monopoly• Pictionary• Risk• Scrabble• Sorry	<ul style="list-style-type: none">• Avon• Caress skin care• ChapStick• Dove• Old Spice• Revlon	<ul style="list-style-type: none">• Allan Candy peppermint candy canes• Jelly Belly• Laffy Taffy• Tootsie Roll Pops• Hershey's chocolates	<ul style="list-style-type: none">• Bare wetsuits• Callaway Golf• Louisville Slugger• Standard Golf• Top-Flite Golf• Wilson NBA basketballs and NFL footballs

AFL-CIO

AFLCIO.ORG/HOLIDAYGIFTS

“THE GREAT RESIGNATION” LABOR IMPACT

American workers are rising up! 2021 has been a year of extraordinary power-building for labor unions. The pandemic has caused people to rethink their priorities. Folks are less willing to settle for low pay, no work-life balance, and poor workplace safety. In September alone, 4.4 million people left their jobs in what is now being dubbed “The Great Resignation.”

With so many people willing to leave unsatisfactory jobs, and corporations refusing to improve pay and working conditions, the labor market has grown tighter, giving workers enormous leverage.

Hundreds of thousands of people are now trying to form unions in their workplaces or going on strike-- often for the first time in decades or ever.

Large-scale strikes that have captured public attention and garnered an outpouring of public support include:

- Nabisco
- Kellogg’s
- John Deere
- IATSE (film crews)
- Fast food workers Fight for \$15
- Kaiser

These and countless other strikes across the nation earned October the moniker “Striketober,” which gave

way to “Strikesgiving” this November and “Strikemas” in December. In addition to the strikes, union organizing efforts at Amazon, Starbucks, and a myriad of smaller businesses where unions are uncommon, such as local coffee shop chains and restaurants, have made headlines and rallied lots of support.

- Polls show that Americans overwhelmingly support workers on strike (74%)
- People support unions more generally (65%--the highest level since 1965)
- Younger generations are especially supportive (77% of those between 18-34 years old)
- Folks with incomes below \$40,000 also support unions in high numbers (72%)

This public support has buoyed worker efforts, creating the opportunity for organizing and challenging the status quo of low pay with few benefits, especially in the service and retail sectors.

The strength of IBEW Local 332’s contracts come from the collective unity of our membership. We stand in solidarity with workers across the nation who are standing up for what they deserve! Their struggle is our struggle, and their fight benefits all working people.

A WAVE OF STRIKES & UNION ORGANIZING



74% OF AMERICANS SUPPORT STRIKING WORKERS

The national worker uprising not only demonstrates the power of working people but also shows the strength of IBEW Local 332's contracts. We have what these workers don't: great wages, solid health and welfare, a secure retirement, and safe working conditions.

AFL-CIO DATA FOR PROGRESS OCT. 29-23, 2021, SURVEY OF 1,204 U.S. LIKELY VOTERS



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

Nonprofit
Organization
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Permit # 1133

Retiring Business Manager
Dan Rodriguez

Incoming Business Manager
Dan Romero

President
Javier Casillas

Recording Secretary
Ryan Serene

Treasurer
Craig Tomasello

Union Electricians Get the Job Done Right!

DAN ROMERO: INCOMING BUSINESS MANAGER

In accordance with the IBEW Constitution, the executive board appointed Dan Romero to fill the office of business manager because Dan Rodriguez is retiring. Dan Romero will fill the position for the remainder of the term until July 2023.

"I started my apprenticeship in 1992 after serving in the Marines for eight years. I have had the opportunity to work in the field from an apprentice to a general foreman as well as teach at the JATC. I have served in a variety of positions in the union, including JATC training director, organizer, business agent, executive board member, vice president, international conference delegate, contract negotiator, and trustee for the JATC, the pension, and health & welfare.

"I'm honored to have the privilege to continue to serve the local. It is a great responsibility that I don't take lightly. I will continue to work to secure good wages and benefits and ensure the stability and growth of our pensions.

"As the new business manager of Local 332, my door is always open to hear from the membership. Together, we can grow this local and ensure the success of this organization and all of its members."

