

CONDUITS FOR CHANGE

IBEW Local 332 News | Spring 2023 | WWW.IBEW332.ORG



INSIDE: 332 Women Members | Fall Apprentices | Cupertino Electric | Golf Club | Classic Cars & Coffee



Mario Talamante Jr. | Cupertino Electric
Photo by Ozzy Navarrete, 332 Member

ANNOUNCEMENTS



Our Condolences

Local 332 honors our members who have recently passed away. We honor their lives and their years of service in the field. Our hearts go out to their loved ones.

- ♦ Harvey Incerpi
D.O.D. 4/13/22
- ♦ Edward Bowman
D.O.D. 6/26/22
- ♦ Terrence R. Sales-Lee
D.O.D. 8/25/22
- ♦ James Bauerle
D.O.D. 11/18/22
- ♦ Leland M. Jackson
D.O.D. 11/23/22
- ♦ Shawn Lawson
D.O.D. 12/4/22
- ♦ Donald Harris
D.O.D. 12/4/22
- ♦ Mario Talamante
D.O.D. 12/14/22
- ♦ Ray V. Hernandez
D.O.D. 12/29/22
- ♦ Richard Maxwell
D.O.D. 1/4/23
- ♦ William R. Barber
D.O.D. 2/1/23
- ♦ Larry Guida II
D.O.D. 2/9/23

In-Person Union Meetings Continue

Our in-person union meetings are going strong every first Tuesday of the month at 5:30 at the hall. Join us! For more union updates, go to:

- ♦ [website: ibew332.org](http://ibew332.org)
- ♦ facebook.com/Local332
- ♦ instagram.com/ibewlocalunion332
- ♦ twitter.com/332lbew

Local 332 President Javier Casillas

In the last economic downturn, 332 had over 350 travelers working while local brothers and sisters were out of work. Many had to leave our jurisdiction to provide for their families. We are now in another potential downturn and are currently running with 750-800 travelers. **Did you know that only 332 members fund our pension, while travelers' money goes back to their home locals?**

That is how reciprocity works. Only 332 members can preserve our future conditions. Here's what's in your toolbox:



- ♦ Step up and run work when asked so 332 brothers and sisters are in charge of our work, rather than travelers.
- ♦ Keep your skills sharp and take some upgrade courses.
- ♦ Keep your state cert. current with the renewal date in your calendar.
- ♦ Attend every union meeting (bimonthly or quarterly works too).
- ♦ Read the 332 and I/O newsletters, emails from the hall, and all pension/health & welfare communications.
- ♦ Call the hall for all CBA questions and interpretations.
- ♦ Look out for each other on the job site and in our communities.

You might be thinking, "I just want to go to work." Here is the deal: **"We need to man our 332 work with 332 hands!"** Our conditions are what we make of them. It's understandable that you may not want to go to certain contractors, but if we don't man as much work as possible, there will be an accumulation of travelers, depriving our pension fund. As 332 journeymen, we need to keep each other working in busy and slow times. Our retirees depend on our pension contributions, just like you will depend on the next generation when you retire. **As IBEW Local 332 brothers and sisters, we are responsible for one another and our collective future.**

FROM OUR BUSINESS MANAGER

I know folks are concerned that work started off slow this year. We've been here before, as construction always has its ups and downs, but we've had a 15-year run. There are some younger members who have never been through a downturn before. **It's important to always remember: it's temporary! Just ask any older member.**

Behind the scenes, we have been planning for this moment for years, knowing there will always be short-lived slowdowns. **The union is hustling on your behalf to secure work for the members:**

- **Bo Town Project:** This is a mixed-use residential/commercial development projected to come online in October. It will have 150K man-hours for our inside wiremen, residential, S&C, and material handlers. 332 is negotiating with our contractor, Redwood Electric Group, to meet the developer's budget and schedule and secure five years of work for our members.
- **MEPS (mechanical, electrical, plumbing, and sprinklerfitters):** Our skilled trade organization with partner unions has been working to improve our relationship to developers, finding ways to partner. MEPS has incredible value with developers because of our ability to supply a workforce with cutting-edge skills to development projects.
- **Strengthening relationships with elected leaders:** Because of our Local's ongoing political work, we have been able to secure more PLAs than ever before in our history. We've also passed policies that put union contractors at a competitive advantage for all public projects because of our apprenticeship and world-class journeymen.

As a member of Local 332, you have the full power of the union fighting to secure work for you and your IBEW brothers and sisters!

Dan Romero
Business Manager



Dan Romero
Business Manager
Financial Secretary

Wage Allocation Vote Soon!

In our last negotiations, the union won the biggest increase for residential electricians and the second biggest for inside wiremen in Local 332 history.

It's your money, and it's time to voice how you'd like to spend the raises in terms of what you want to go on the check and what you want to go towards health and welfare/pension.

Inside Wage Allocation Vote:

Informational meeting on April 13th at 5pm at the union hall.
Online voting: April 14th-17th.

Residential Wage Allocation

Vote: Informational meeting on May 4th at 5pm at the union hall. Online voting: May 5th-8th.

It's your money and your vote!

UPCOMING IBEW LOCAL 332 SOCIAL EVENTS: JOIN US!

- April 7th: Annual Sporting Clays @ Coyote Valley
- May 6th: 332 Annual Classic Cars & Coffee @ the union hall
- June 3rd: Annual 332 San Jose Giants Night
- July 8th: Annual 323 Picnic @ Coyote Ranch

TRAINING CENTER OPEN HOUSE FOR WOMEN



Corrina Somera (left)
S&C 3rd-Year Apprentice

"I had the pleasure of speaking at the women's event at the ETA-SV to share my three-year journey. I wanted to show other women that if I could do it, so could they.

"Before entering the trades, I struggled as an unemployed single mother. Regardless of circumstances, I was determined to push myself, stay strong, and never give up. I was the only woman in my class with 79 men. Fear and intimidation were just two of the many emotions I endured.

"Although the trade is predominantly men, they make every effort to ensure that you feel accepted in the IBEW.

"The job itself is challenging, but it is similar to a gym workout. You have to be physically and mentally strong. In the beginning, it might be hard, but don't give up. Nothing is out of reach if you believe in yourself and your abilities. And that's what I told the women at the event: You are smart, you are beautiful, and you are strong."

Leiloni Malone-Garza | S&C Journeyman

"At the ETA-SV, we had an open house for women to expose them to the trades and hopefully apply for the apprenticeship. There were about 50 women who showed up. The atmosphere felt like a community of people coming together to show other women that though this is a male-dominated field, it's something they can do, and do well.

"There were commercial, S&C, and residential labs all run by 332 member volunteers like me. I like to help. The root is that I'd like to see more women in the workforce. Right now, I'm usually the only woman on the job site, and I stick out. I want to see more female workers in every trade--not just the IBEW--so that I can work alongside women carpenters, plumbers, laborers, etc.

"At the event, we definitely won a lot of people over: They were interested in learning more after having so much hands-on experience. I was shopping and ran into one of the women who attended. She was on the fence on whether to apply to the apprenticeship. But after seeing me, she got motivated like it was a sign.

"For me, I love learning, and the event inspired me to become an apprentice again and apply for the commercial program. I love that with the IBEW: There's always room to grow and learn more about the field."



WOMEN 332 MEMBERS MENTOR OTHER WOMEN

Valerie Musbach | 23-Year Inside Wireman

"I got recruited into the trades through the CalWorks tradeswoman program at an event just like the one I volunteered at with the ETA-SV. The trades saved me, and I was able to start over a new life. I didn't thrive in college, but I was able to find a highly successful career that offers total financial freedom. I've taken time off several times to travel the world, have kids, and recover from surgery. Every time, I've had that yellow ticket to come back to work whenever I wanted. And I've always been able to pay the rent.

"I volunteered because I really love seeing women in the field. One time I'd probably gone 18 months without seeing a single female on the job. I ran up to her and threw my arms around her, which was definitely a bit much! I volunteered to reduce the stigma and recruit more women into the trades.

"The event was fantastic and a lot of fun. It's great to meet new people when you don't know what you're going to find. The most exciting part was training women and seeing the lights come on with people's insights and creativity.

"The majority of the time, the brotherhood has been really welcoming to women. Everyone really seems to enjoy doing their job with the diversity of cultures and genders, and that's what's so great about the IBEW!"



Reyna Zamora (right)
S&C 2nd-Year Apprentice

"I volunteered in the fire alarm labs for the women in the trades event. I don't like to put myself out there, as I'm usually nervous speaking in front of people. But the turnout was amazing, the people were awesome, and I got to meet a lot of top-notch tradeswomen.

"There's not enough women in the trades. People don't step out of their comfort zone, and it's scary to put yourself out there with a bunch of men. But we're strong, smart, and most of us excel in the trades.

"The event was successful because when you see someone like yourself that's in the field, it makes it attainable. We inspired a lot of women. They got their hands dirty, and I feel like I'll see a lot of their familiar faces on the job in the near future.

"All of the men I work with want me to be the best I can be. They really know their stuff and share their knowledge. That's part of being in the union family. If anyone has a problem, we all have each other's back."

TRAINING CENTER OPEN HOUSE FOR WOMEN



WOMEN 332 MEMBERS MENTOR OTHER WOMEN



OZZY NAVARRETE | 332 MEMBER PHOTOGRAPHER



OZZY NAVARRETE | 332 MEMBER PHOTOGRAPHER

Ozzy Navarrete | Journeyman, Cupertino Electric | 332 Member Photographer

"The union is like my second family. No one does you wrong. We're all part of this organization where everyone has each other's backs, and the better you work, the better it is for everybody. For me, my union brothers and sisters saved me after my accident.

"When I was a 5th year apprentice in 2017, I got into a car wreck. I was in a coma and had a severe brain injury. The doctors said I'd never walk again, but I was determined. A week after I woke up from my coma, I was able to get out of bed and walk with the help of my mom. I got pretty far by the time the nurse came in.

"I was out of work for a year while I recovered. The worst part was that I lost my memory. So I repeated my entire 5th year of the apprenticeship, and parts of my 2nd and 3rd until I started to remember electrical theory. It was also hard to remember faces. Every time I'd see a classmate, I wouldn't know who they were, and it was hard talking to people. But because the union is such a family, everyone was patient with me and really encouraging. They all knew what I was going through and helped me come back to work.

"Part of my recovery has been photography. After being in the hospital for a month, I got a camera. Your mind forgets things, but when you see a picture, it all comes back. After my accident, pictures helped me remember, so I really started to love it. I loved capturing moments.

"I started to take pictures for Local 332. The union has been there for me, and I love giving back through photography. I'm so grateful to the brothers and sisters who have been there for me, and I love capturing the members at work and at union events. So if you see me with my camera, wave hello!"



OZZY NAVARRETE PHOTOS RIGHT & BELOW: 332 members on the job with Cupertino Electric, on one of the Intuitive Surgical Labs projects in the Bay Area. It was 2020, and members came back to work after lockdown for 7-12 hours a day to get the job done.



FALL APPRENTICES OF THE MONTH



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August | Greg Moreno | 5th Year Apprentice

"Before I entered the apprenticeship, I was an intern with Rosendin in a project management program. I was working at the Apple campus, and I'd see these electricians on the job site who were really happy and loving what they are doing. I wished I had that. I spoke with a lot of people who encouraged me to get into the apprenticeship, so I applied.

"I really enjoy the program; it's more than I expected it to be. I thought electrical was just pipe, wires, outlets, and lights, but then I realized there was so much more to installing a building.

"I love working with the tools. I enjoy putting something up like a pipe rack or pipe run. You stand back and say, 'wow.' There's just this sense of permanence that gives you a feeling of accomplishment. For me, my biggest goal on the job is to finish tasks as efficiently as possible and always stay busy. Even if there's nothing to do, I'll look at prints or sweep the floor. Having that work ethic makes the day go faster and makes the work more enjoyable.

"For younger apprentices, my advice is to always stay hungry and look to the journeymen or foremen for the next task. That's what the brotherhood is about. Journeymen have taken me under their wing and treated me like a family member. And that's what I hope to do for the next generation once I turn out."



September | Adam Carr | 5th Year Apprentice

"Before the apprenticeship, I was a pitcher for the Washington Nationals. I was getting older and had a shoulder injury, so I needed to transition to something else. In the off-season, I worked with my older brothers as a nonunion electrician. In baseball, I was part of a strong union, so I knew that being a part of the electrical union was the way to go. I also felt that the union was the best way to provide for my family.

"As an electrician, you are constantly having to think and come up with solutions on the fly, which reminds me of baseball. I also like the upward mobility that comes with being a union electrician. The first is to turn out as a journeyman and learn as much as I can before passing on that knowledge to the younger generation. I'm looking forward to becoming a foreman or even a general foreman. I've been with Sprig Electric, and they've done a great job exposing me to different electrical tasks that have improved my skills. My plan is to stick with them after I turn out and see what the future holds.

"Overall, the apprenticeship has been unbelievable and beneficial to my future. So it's a big honor to be acknowledged. My advice to younger apprentices is to keep working hard, have a good work ethic, and come in willing to learn and better yourself. All these things help you develop yourself to be a solid electrician."



FALL APPRENTICES OF THE MONTH

October | Ben Montoya | 5th Year

"I worked at the Nummi plant and was a union member there. When it closed down, I got re-educated as an electrician. The union really supports your rights, provides a livable wage, and creates equality in the workplace to curtail favoritism. We're here to help each other to produce high-quality products. It keeps us competitive to help retain us over the nonunion shops which are trying to take work from us.

"I like to build things with my hands and have that sense of accomplishment when you finish. I enjoy the troubleshooting and figuring things out. I come to work every day, keep a positive attitude, and do my best to build good quality products. When you see the end result, you can step back and say, 'I built that.' I'm blessed to do what I do, so it makes it easy to go to work every day."



November | Ellie Hunt | 5th Year (2-Time Winner)

"I just try to show up every day and do my best. I ask a lot of questions, I'm willing to learn, and I always staying teachable. That's my approach to the apprenticeship, and I carry that throughout my life. I'm confident in my work, but not cocky. The number one thing I tell younger apprentices just coming into the trades is to show up every day and do your best. It might sound like a cliché, but if you do that as much as you can, you get results.

"I'm turning out in June, and I like being well versed in as much as I can. I love almost all the work, and feeder cables and big conduits are my favorite. I am working for Rosendin on the Google Caribbean campus. I'm really enjoying them as a company and feel taken care of. They provide everything that's needed, and the journeymen are really knowledgeable. I'm going to stick with them because they are such a well-rounded shop."



December | Lilliana Martinez | 5th Year (3-Time Winner)

"I have a hunger to learn, and I try to ask questions at the job site, in class, and after class. If I'm stumped, I will search online or in the code book, and I won't stop until I have the answer. If I'm presented with a task, I'm going to find a solution, and that's that.

"I'm turning out in June, and it will be a bittersweet moment. I hope I know enough to share my knowledge. My advice to younger apprentices coming up is to A) Enjoy it! B) Really carve out time to look past the homework and the textbooks to understand our field. Soak it up! Five years come and go quickly. And C) Make sure you are taking advantage of every learning opportunity in front of you."



LOCAL 332 GOLF CLUB TEES OFF IN 2023

The IBEW Local 332 Golf Club will once again be stripping the turf off several local golf courses in 2023!

Our club has a long tradition of camaraderie and competition. We're a bunch of electrical workers (and guests) who get together the third Saturday of each month to enjoy a day on the course and each other's company. We are also an associate club with the Northern California Golf Association and take qualified members to one or two NCGA competitive events each year. We are always looking for new members to join us. You can come as a guest and get an idea of what our monthly tournaments are like.



2022 WINNERS' CIRCLE

Congratulations to Ray Gilcrest, the 2022 IBEW Local 332 Club Champion! (pictured left) 2nd place went to Kevin Kavanaugh, and third place to Mike Vuckson. A special shout out to Mike, our IBEW 332 Part B Pension Plan investment consultant, who had a hole in one in October! The glory of that one shot also came with a cash prize. Well done, Mike! (right)



2023 TEE TIME SCHEDULE

Aprl 15	Pacific Grove Golf Links	10am
May 20	Seascape GC (Aptos)	10am
June 17	Dublin Ranch GC (Dublin)	10am
July 15	not yet secured	10am
Aug 19	Los Lagos GC (San Jose)	10am
Sept 16	Monterey Pines GC (Monterey)	10:28am
Oct 2	Callippe Preserve GC (Pleasanton)	10am
Nov 18	Seascape GC (Aptos)	10:30am

JOIN US! For more info contact:

Bill Ries: 408-265-5473, sportsjunkie1951@gmail.com

Ray Gilcrest: 408-205-4106, raygilcrest@comcast.net

BACK IT UP TO SEPT. 2022 CARS & COFFEE



Aaron Badillo
1st Year Apprentice

"I volunteered at Cars & Coffee because I love cars. I got a glimpse of the sister and brotherhood in action. 332 doesn't just talk about the brotherhood, they make it a fact, and bring us together as family.

"The apprenticeship is the same, and the instructors do everything they can to make sure you succeed. It's demanding, but if you put in 100%, you get 100% back.

"Before the apprenticeship, I went to culinary school and was a line cook for 10 years. When Covid hit, a lot of my favorite restaurants shut down, my friends struggled, and I was pulling 12-hour shifts six days a week. My fiancé wasn't seeing much of me. We wanted a change of pace, and I was always interested in the science of electrical work.

"I really enjoy being an electrician, working with my hands, and making something out of nothing. You can come to a dirt lot, and a year later you can put your name on it because you helped build it."



**2023 Cars & Coffee
will be on May 6 at the
union hall. Join us!**





IBEW LOCAL 332
2125 Canoas Garden Avenue
San Jose, CA 95125

April 7, 2023

NOTICE OF ELECTION OF

*******LOCAL UNION OFFICERS*******

Dear Local 332 Member,

Nominations for Local Union 332 Officers as provided in the International Constitution and the Local Union Bylaws will take place orally during the General Membership Meeting, which convenes at 5:30 p.m. on Tuesday, May 2, 2023, at 2125 Canoas Garden Ave. Ste. 100 San Jose, CA 95125.

Nominations for the following Local Union Officers will be in order:

- * President
- * Vice President
- * Recording Secretary
- * Business Manager/Financial Secretary
- * Treasurer
- * Five (5) Executive Board Members
- * Five (5) Examining Board Members

In accordance with Article 16, Section 10, of the IBEW Constitution, "No member shall be nominated for office unless he is present or signifies his willingness in writing, nor shall he be eligible for any office unless he has been a member in continuous good standing at least two (2) years in the L.U. immediately prior to nomination, providing the L.U. has been in existence for this length of time. When it is impractical or impossible for a L.U. to elect officers with the required standing, the I.P. grants special dispensation."

Elections will be held Friday, June 2, 2023, by mail ballot voting.

No apprentices shall be eligible to hold office in the Local Union.

To be counted, your ballot must be received at the Post Office Box 611780, San Jose, CA 95161, **no later than 9:00 am, June 2, 2023.**

A run-off election, if required, will be held **June 9, 2023**, by mail ballot voting. To be counted, your ballot must be received at the Post Office Box 611780, San Jose, CA 95161, **no later than 9:00 am, June 30, 2023.**

Voting instructions will be included with your ballot

Any questions may be directed to the Election Judge at (408) 912-0184.



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

IMPORTANT: 332 Union Officers Election Notice!

INSIDE: WOMEN IN THE TRADES

