

CONDUITS FOR CHANGE

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



INSIDE: New 332 Officers | Prime Electric | Spring Apprentices of the Month | SJ Giants Game



Apprentice of the Month Marcus Weagle & Son
Photo by Brooke Anderson

ANNOUNCEMENTS & MEMBER FEATURE



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.

◆ **Richard Maxwell**

D.O.D. 1/4/23

◆ **Larry Guida II**

D.O.D. 2/9/23

◆ **Ronald N. Myers**

D.O.D. 3/25/23

◆ **John Vandenbergardt**

D.O.D. 5/1/23

◆ **Eric Hull**

D.O.D. 5/13/23

◆ **David Strotman**

D.O.D. 5/18/23

◆ **Donald Slama**

D.O.D. 5/21/23

Connect with IBEW Local 332:

- **Sept 16th:** Earthquakes Soccer 332 Family Night
- **General membership meetings:** Join our in-person union meetings every first Tuesday of the month at 5:30 at the hall.
- **website:** ibew332.org
- **facebook.com/Local332**
- **instagram.com/ibewlocalunion332**
- **twitter.com/332ibew**

Member Feature: Deven Nunez | S&C 3rd-Year Apprentice

"Before I got into the union, I was stocking shelves at Costco and going to college. I was passing, but it wasn't working because I had to just sit and take notes. I prefer to move around and do things hands-on.

"When I got into the Sound & Communication (S&C) apprenticeship, I loved it,

because you learn by doing. I like that we are using tools to build what people need. We put up data racks, pull cable, and make it look nice. You get to stand back and say, 'We did that.'

"The people I work with are like my family. Journeymen teach me and genuinely want to see me excel. I'm a 3rd year, and I teach the 1st year. When I turn out this year, I'll support more people. As a journeyman, I want to teach others everything I know--just like people did for me."

"I'm in a few of the union groups: the Political Action Committee to work on electing labor-friendly leaders; RENEW to engage the next generation electrical workers; and the Electrical Workers Minority Caucus to help diversify the union and get more people involved.

"I believe in the beauty of the union. You're providing for your family in a great way. But it's more than a job; it's a brother- and sisterhood, and I love giving back to the community and the next generation of electrical workers coming up. You get what you put in--so I give it my all!"



NEW 332 OFFICERS & SJ GIANTS FAMILY NIGHT

Newly Elected Local 332 Officers Sworn in at the July 5 Union Meeting

- Business Manager/Financial Secretary: **Javier M. Casillas**
- President: **Pete Seaberg**
- Vice President: **Alex Caraballo**
- Recording Secretary: **Ryan Serene**
- Treasurer: **Craig Tomasello**
- Executive Board: **Will Smith, Basil L. Romero Jr., Dan Sullivan, Jon-Paul (J-P) Wolfe & Alyssa Brown Malloy**
- Examining Board: **Jose Pedraza (J.P.), Roger Hebert & Javier F. Preciado**

A Message from Pete Seaberg, Newly Elected 332 President

"Elections are a pivotal and emotional piece of any democratic organization, causing both heartache and celebration at the same time. Our union is only as strong as our members and your voices, opinions, and participation. Thank you to all the members who ran for office and took the time to cast your ballots in this year's election. I would also like to thank all the previous generations of 332 union officers and members who have paved the way to where we are today. We owe a debt of gratitude for their service on behalf of our local and the IBEW.



"Moving forward, members have collectively chosen a leadership team to guide Local 332 through uncertain times and into the future. While it is important to keep a close eye on current conditions in our markets, I feel it is imperative that we also plan for future growth opportunities. We will need to carry forward the traditions and structure that have served us so well over the past 110 years, while also adopting new technologies and strategies to thrive in our market.

"Working with the new business manager, I plan to bring a heavy emphasis on education, from the ETASV to our union hall. Everything from stewards' trainings to workshops on our agreements, by-laws, and constitution to classes on our pension plans and benefits. An educated union member is a strong union member, and strong union members are the foundation of a strong IBEW Local 332. I will continue to build upon our great history to help all of you live your best lives as 332 members."



JAVIER M. CASILLAS: 332 NEW BUSINESS MANAGER



Javier M. Casillas as an apprentice and then in 2023 with his family

My Personal Journey with the IBEW

I was born and raised in San Jose. On my father's side, my abuelo came here from Chihuahua, Mexico, in the 1950s to work in the fields. Like a lot of farmworkers of his generation, he organized with Cesar Chavez and was active in the labor movement. On my mother's side, my family came from Sicily. My Italian grandfather worked a union job with Ford for 25 years into his 80s until they closed the plant.

I am the son of a disabled mom and was raised on welfare. I grew up all over San Jose from King and Story, to 7 Trees, to 13th Street downtown, to Camden Avenue. We moved a lot because when you're poor, you make do with what you have, and much like today, cheap housing was hard to come by in San Jose.

My family taught me that it's important to be generous and to look out for one another. We never had much, but what we had was each other. I learned to be resilient, resourceful, and fiercely loyal to family.

Like many of you, I came to the IBEW looking for a better quality of life. I was the first in my family to graduate from high school and college. I fully intended to teach high school and coach. I was offered a full-time position, but the pay was sub-standard with no benefits. I told my wife, "This won't work," so I went law school looking for better opportunities. I'm a planner and had it all laid out: I wanted to start a family going into second year (thinking it should take 6-12

months to get pregnant) and then have the baby born third year, finish school, take the bar, and live happily ever after. Well, my wife got pregnant in just two weeks, so my plans were turned upside-down.

I started some research about the trades. I spoke with a cousin's boyfriend, and he showed me the contract with the wages and all the rules for worker protections, and I thought, "This was the way to go." So I stood outside the JATC to sign up alongside 500 other applicants the way we used to do and started the process. I took the entrance test, interviewed, and started my apprenticeship working two jobs through the first four years, calculating every pay raise when I could quit that second job.

Upon graduation, I started teaching at the JATC and running work. I believed then - as I do now - that the environment I want to be part of is the one we help to create. There I remained learning from all the instructors on staff. Like today, we had a variety of instructors, including trustees, journeymen, foremen, general foremen, superintendents, former officers from president to recording secretary, executive board members, delegates, business agents, and committee members. Later, I ran for 332 president, came onto staff, and was recently honored to be voted in as business manager by our membership.

I am forever grateful to all the members who have helped me through the years to get to this level in our union. I believe we owe it to future generations to teach apprentices tangible skillsets, build the union's solidarity and power, and do good in the community. Together, we can grow our families and dreams together as one union.

JAVIER M. CASILLAS: 332 NEW BUSINESS MANAGER

My Goals for the First 100 Days

I have been on Local 332 staff for the past five years and president for the last six years. I have been told for a few years, "If you're ever in charge, you can do that." Thanks to the members who put your trust in me as business manager, we can work to improve our local. My goal in the first 100 days is to get started on the following issues which will affect our office flow, as well as how we manage the field.

- **Police Our Contracts:** I will be working closely with our team to create a plan to better cover our jurisdiction from county line to county line. Our business agents need to be in the field communicating with members, tracking our jobs flows, and policing our agreement. Our tech and staffing need to be beefed up to adequately cover our jurisdiction.
- **Strengthen Communication/Outreach/Cyber Security:** We need to improve our member outreach and increase our cyber security to protect your personal information. We will be implementing a member information update drive in the fall. You will be hearing from us via mail, text, email, and social media. This is to increase our member outreach for union events and important information like wage allocation meetings, health and welfare/pension workshops, and the dues refund date. Please be patient, as this will be a lengthy process.
- **Revitalize Our Stewards' Program:** We will be developing an updated stewards' training program. We must increase the education and information flow to 332 job sites. Our stewards should not be punitive but preventative, police our contracts, and help the jobs flow better on behalf of our membership.
- **Improve Dispatch Procedures:** One of my gravest concerns is our current dispatch procedures. We need to update and ensure our procedures protect the members. I will be working closely with our team to review how dispatch operates from top to bottom and ensure we are meeting the highest standards of a dispatch hall.
- **Updating the 332 Brand:** In recent years, you may have noticed upgrades to our newsletter and website so it reflects our state-of-the art craftsmanship. We need to continue modernizing our documents and communications to be on par with the standards we keep in the field.
- **Facilities Maintenance:** Our union hall is showing some age along with some wear and tear. I will be creating a plan to do some maintenance to upgrade the patio BBQ area, bathrooms, lobby entry, and AC for the building.

I commit to rolling up my sleeves on all of these issues in the first 100 days and to present plans to the membership. To learn more, I encourage you to attend union meetings, read our emails and text messages, and visit the 332 social media pages and website. You will be seeing and hearing from us more in the near future. Finally, please have your dues receipt handy, because we will be bumping tickets regularly. =)



Javier M. Casillas
Local 332 New Business Manager

Always Union,

A handwritten signature in black ink that reads "Javier M. Casillas".

NEW LOCAL 332 ELECTED OFFICERS

Vice President: Alex Caraballo

"COVID is having a lasting effect on construction. I believe it is our duty to the future of our industry to not race to the bottom of the heap. We have to be the standard-bearers of what it means to be electrical workers and continuously uphold our craft. As vice president, I hope to continue to help Local 332 move forward and pick up as much market share as possible. I believe with a concerted effort and an intentional approach, we can continue to grow in every area of benefit to the IBEW. As an instructor at our JATC, I will be working to ensure that we have opportunities for continuing education. Lastly, I promised our brothers and sisters that I would do everything in my power to protect our membership and Book 1 status. Your faith in our collective vision will not be misplaced."



Recording Secretary: Ryan Serene

"I believe the biggest issue facing the membership right now is maintaining the established standard of living that we built in Silicon Valley. We need to continue demonstrating our superior expertise in the electrical industry and secure wage increases that allow our members to live in the communities we build. During my second term as the recording secretary, I want to continue focusing on making information more accessible to the membership so you can better understand what is happening within the union. We can be respectful of the membership's time and also deliver quality relevant information at our monthly meetings. I am fully accessible to the membership and encourage you to send your opinions and ideas on how to improve the local to RecordingSecretary@ibew332.org."



Treasurer: Craig Tomasello

"We enjoyed a prosperous market for over a decade when the 'experts' said the economy would tank. Now we are seeing an overdue downturn and a rise in the out-of-work list. Now, more than ever, our local must remain strong and be there for the members. In the next few years, we must find ways to progress, while still honoring our traditions. When I sought out the role of treasurer three years ago, I saw the position as one of great responsibility to help move things forward and also one full of tradition. I believe in the saying, 'Leave it better than you found it.' It may seem small, but I'd like to improve the presentation of our financial reports at union meetings so that members can actually read and understand them. An informed membership makes us a powerful membership."



NEW LOCAL 332 EXECUTIVE BOARD

Will Smith

"I would like to thank the membership for your trust and for re-electing me to a second term on the executive board. It is an honor, and I do not take my responsibilities lightly. I will use my 24 years of experience to make decisions about the local's finances and expenditures and make recommendations on the budget. I will lean into our shared IBEW values of brother- and sisterhood, unity, integrity, and humility to represent not myself, but the entire Local 332 membership as a whole."



Basil Romero

"I will work with our members and 332 leadership to foster an atmosphere of unity and solidarity. Being in the union is a solid career path that enables growth potential and provides benefits in many areas for our many union members. My priority will be to make the best decisions on behalf of the membership and provide access, awareness, and education related to what IBEW 332 has to offer our members, including health and welfare, pensions, contracts, etc."



Dan Sullivan

"I want to thank the members for electing me. I started my inside apprenticeship in 1999, was a steward at Vantage Data Center, Moffet Towers, and Levi's stadium, and have served on the Local 332 examining board and contract negotiation team. My goal is to use my 24 years with Local 332 to serve the members the best I can, be a good union brother, get members' input, and help achieve our goals to improve working conditions and maintain our quality of life."



Jon-Paul (J-P) Wolfe

"I will be a conduit for members' concerns, and be responsive and transparent about union business. My goal in my first year is to work with our local's leadership to address the members' concerns around the work slowdown and the impact that it is having on their families. This will require creativity and partnering closely with our neighboring locals, labor councils, building trades councils, and local/state/national lawmakers to create more employment opportunities and economic security."



Alyssa Brown Malloy

"Thank you to the members for re-electing me to the executive board. My main goals are to build better relationships among members by encouraging participation in union-sponsored events and general membership meetings; spread awareness of IBEW 332 through charitable donations and event participation; and ensure the agreement is being followed by our members and contractors. I care about our local, and I want to do what I can to ensure a prosperous future."



JOB SITE FEATURE: PRIME ELECTRIC



**Kevin Schmoll, Prime Electric
Director of Field Operations**

"At Prime, we pride ourselves in being a 'field first' organization, and our success is driven by the field. The 164 members we employ are why we continue to grow in the marketplace.

"Our number one goal is, 'Home Safe Every Day.' With 332, we get a skilled labor force that has the same vision and can get the work done safely at a very high level. It's a huge selling point with our customers.

"We are just breaking ground at the Santa Clara County behavioral health facility. It's going to be 180,000 sq. ft. and completes in 2025. It will be a state-of-the-art mental health facility that will serve the community for decades to come. A project like this reflects how Prime and 332 members give back to the community. It's one of the many reasons that when you work in a union shop, it's more than a job, it's a career. We are proud of our foremen, journeymen, and apprentices who contribute to our success."



PRIME ELECTRIC 332 MEMBERS

Jeff Turner | Prime Electric | General Foreman

"I was born and raised in San Jose, and now I own a home with my wife and two daughters in Morgan Hill. I started my apprenticeship in 2003, turned out in 2008, and now I'm a general foreman. Before the IBEW, I was working dead-end jobs. My dad was a carpenter, so I was around the union trades my whole life. Some friends were IBEW electricians and told me about all the perks.

"The trades have turned out to be everything I'd hoped for and more. There's financial stability for our families, for the present and the future with retirement. And as far as the work goes, the industry is constantly changing, so you learn new skills. I also love working with different types of people. You make new friends, and it makes the job interesting.

"I liked being an installer working with the tools, but as a general foreman, I like the planning process even more. It's more than just the end result, but seeing what you've put together with the build from start to finish. I also enjoy bringing up the next generation of apprentices, teaching them new skills, and seeing their success. I keep in touch with them to see how their apprenticeships and careers go. And that's what the union is all about."



Julia Ceja-Alvarado | Prime Electric | 4th-Year Apprentice

"Before the apprenticeship, I was stocking shelves at Costco on the night shift. I didn't want to do that for the rest of my life. I wanted a regular schedule and something more challenging. The apprenticeship has been just that, and I love it. When I started, I didn't know there were different types of screwdrivers, and I didn't know if I could do it. But because of the support of the journeymen, foremen, and instructors, I feel confident working with the tools and hauling 110lb pipes around.

"I feel blessed and learn something new every day. The people are the best part. They really want to teach you and give you that hands-on experience. It feels really good to get your hands dirty and get better. There's a stereotype that construction workers are grumpy, but nothing could be further from the truth. Everyone is so helpful and patient.

"I'm proud to be IBEW Local 332 and love being in a union. The members come together and speak their minds at the union meetings. People make it the way want it because we can share our ideas openly. Everyone looks out for each other. I want to say thank you to all the journeymen and other apprentices for that. I can't wait to turn out and pay it forward. I look forward to teaching others the way I've been taught. I also want to give a shout-out to my mom and grandma whom I live with. I'm working super hard so they can be proud of me."



SPRING APPRENTICES OF THE MONTH



SPRING APPRENTICES OF THE MONTH

January | William Revetria | completed 4th Year

"It's very cool to win the Apprentice of the Month award and to be recognized for something you love to do. With the apprenticeship, I like the education we're getting and the hands-on training. I was never one to sit down in a classroom, which is why the trades work for me.

"Before the apprenticeship, I was a sheet metal worker. But electrical work was something I really wanted to learn. I was interested to know how things work electrically.

"It's great being in the union, and I wouldn't have it any other way. I actually feel bad for the nonunion workers. We get paid well and treated well, and it feels like we're all working toward something. I honestly can say that I really like my coworkers, which goes back to the brother- and sisterhood of electrical workers. They are all great and work really well together. And that's what the union is all about.

"I grew up in the Peninsula, and I live in Hayward. I go to school and work and usually don't have very much free time. But if I do have a few hours, I usually work around the house on repairs and am even doing some rewiring. I'm really looking forward to turning out and having more free time."



February | Alvin Tilton | turned out this semester

"I just turned out, and I love it. This is everything I've wanted for a long time. Before I entered the apprenticeship, I was a carpenter for 12 years, and I felt like I wasn't making enough to sustain my family. But because of my wages as an electrician, I just closed on my first house.

"Now that I'm a journeyman, it's new to be on this side, bringing up the apprentices who are just starting out. I have a first-year apprentice working with me, and he just turned in his bluebook hours. I'm going to evaluate him, and I feel that because of all my training, I know exactly how he's doing and will be able to give him a fair review.

"I love being in the union because I never have to interview for another job again. I keep up on my dues, and if and when the time comes to get another job, I sign the book, and see where I can take a call.

"Being awarded Apprentice of the Month came as a surprise, but I know I was doing really well in class and on tests. You don't get too many awards like this, so it's an honor, and I'm grateful for being recognized."



SPRING APPRENTICES OF THE MONTH

March | Marcus Weagle | completed 4th year (on the cover)

"The Apprentice of the Month award blew me away and brought me to tears, because of the recognition of how I've turned my life around from where I was.

"I wasn't handed anything. I really struggled to provide a life for my family, my son, and my stepsons. But because of the support of the IBEW, my instructors, Robert Chon, the apprentice coordinator, the journeymen, and the foremen, I was able to make something of myself.

"The IBEW is like a family. In fact, it's more like a family than most families. I've worked nonunion, and I know both sides. Having the backing of the union on the job site is amazing. However, having the backing of my brothers and sisters has proven to be more important: It's amazing to have peers who really care about you and go out of their way for you.

"Being an electrician is what I was meant to do. The IBEW has given me the opportunity to go to school and enhance my life more than I could ever explain. I am so grateful. I love how challenging the work is and how it's a team effort where you solve problems together. There's a sense of accomplishment when you turn that switch on and know you've built something for people who will use it for years and years. You drive by and say, 'I built that!'



**Robert Chon (left), Apprentice Coordinator
Albert Lancaster (right), the new ETASV Training Center Director**

SPRING APPRENTICES OF THE MONTH

April | Daniel Colmer | completed 4th year

"I'm super grateful for the Apprentice of the Month award. It's nice to know that the hard work and dedication have paid off. Thinking back as a first-year apprentice, I never thought I'd be here today. I'm so grateful for the people who have helped: the instructors, journeymen, and foremen.

"Everyone has taken me under their wing to make me better as an electrician and a person. On the electrical skills side, people have asked me if I've done something. If I haven't, they'll show me, I'll do the work, and then they'll make me keep doing it until I've really gotten it down.

"On the personal side, I've had foremen talk to me about how to communicate with people, how to come to work with a positive attitude, and how you can make the most out of your career. I will take those lessons with me everywhere I go.

"My favorite part is working with my hands, running pipe, and standing back to appreciate the work you've done. I also love that it's a brother- and sisterhood and that it's more than work, but a community. When I wear the IBEW t-shirt, people love to say hello to me. I'm grateful to be part of it and proud to be a member."



May | Austin Franklin | turned out this semester

"I feel like everything I've been working for for five years has paid off, and I passed my state exam. Now that I've turned out, the weight of the world has fallen off my shoulders. It feels amazing to win the Apprentice of the Month award on my way out. I feel honored to be recognized for the effort I put in, both in school and at work.

"I got into the apprenticeship when I was 19. I only did a year of nonunion and before that, I was in high school. I got my feet wet doing nonunion, but my goal was always to be in the union. Here, we have great benefits, and everybody works together as part of a team. In nonunion, people work against each other. In the union, we are just brothers and sisters trying to make a living and make the union stronger.

"I like being an electrician because I like working with my hands. It's what my dad did, and what my brother does. You pass down your knowledge and make the apprentices better and teach them everything you know. That's what it means to be union. It's all a team at the end of the day, and we are making each other stronger. Being a union electrician fits well with me—I guess that's the way I'm wired – LOL– that's an electrician's joke!



SAN JOSE GIANTS: 332 FAMILY NIGHT



SAN JOSE GIANTS: 332 FAMILY NIGHT





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

Business Manager
Javier M. Casillas

Assistant Business Manager
James Williams

President
Pete Seaberg

Vice President
Alex Caraballo

Recording Secretary
Ryan Serene

Treasurer
Craig Tomasello

Union Electricians Get the Job Done Right!

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NEW IBEW LOCAL 332 UNION OFFICERS

The 843 votes cast in the union internal election were counted on June 2, and we have new leadership that will take our local to the next level. The new officers were sworn in at the July 5 union meeting:

- ◆ **Business Manager/Financial Secretary: JAVIER M. CASILLAS**
- ◆ **President: PETE SEABERG**
- ◆ **Vice President: ALEX CARABALLO**
- ◆ **Recording Secretary: RYAN SERENE**
- ◆ **Treasurer: CRAIG TOMASELLO**
- ◆ **Executive Board Members: WILL SMITH, BASIL L. ROMERO JR., DAN SULLIVAN, JON-PAUL (J-P) WOLFE, AND ALYSSA BROWN MALLOY**
- ◆ **Examining Board Members: JOSE PEDRAZA (J.P.), ROGER HEBERT, AND JAVIER F. PRECIADO**



**Prime Electric | 4th-Year Apprentice
Julia Ceja-Alvarado**