

# CONDUITS FOR CHANGE

IBEW Local 332 News | Fall 2023 | [WWW.IBEW332.ORG](http://WWW.IBEW332.ORG)



**INSIDE:** Western States Electrical Contest | New ETASV Training Director | Walk a Mile | HRA Cards



**Local 332 Member Matt Baptista,  
Electrical Contest Competitor  
Photo by Jennie Smith-Camejo**

# ANNOUNCEMENTS & PRESIDENT'S MESSAGE



## 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.

- ◆ **Robert Isola**  
D.O.D. 1/2/21
- ◆ **Robert Salta**  
D.O.D. 6/2/23
- ◆ **John A. Honus**  
D.O.D. 6/17/23
- ◆ **Ronald J. Ksiazek**  
D.O.D. 7/2/23
- ◆ **Donald M. David, Sr.**  
D.O.D. 7/28/23
- ◆ **Todd Goebel**  
D.O.D. 9/10/23

## Connect with IBEW Local 332 at EVENTS or ONLINE

- **Nov 3:** Old Timers Night, 5:30pm. **\*\*Moved to Hayes Mansion\*\***
- **General membership meetings:** Join our in-person union meetings every first Tuesday of the month at 5:30 at the hall.
- **website:** [ibew332.org](http://ibew332.org)
- **facebook.com/Local332**
- **instagram.com/ibewlocalunion332**
- **twitter.com/332Ibew**

## A Message from Pete Seaberg, Local 332 President

The IBEW is coming up on 132 years of existence this November. That's more than 13 decades of fighting for the rights and benefits that we all enjoy today. My family--just like yours--is provided for by the IBEW. Our wages and benefits have been fought for by all the previous generations of labor: men and women who sacrificed so much to protect our future by standing on picket lines, going to labor rallies, and fighting the good fight. All of us are enjoying the fruits of their labor, their sacrifices, and their hardships.



I bring all of this up because I feel it is important to remember where we came from as a labor organization. We are a union that fights to protect not only our wages and benefits, but our values and dignity as working-class Americans. We must shoulder the responsibility of carrying forward the character and ideals that have been fought for and are so deeply entrenched in our union.

Remembering our roots and history is very important to me and will help lead our local forward into our next 100+ years. I will work to preserve our foundational values while also adapting to overcome new challenges to ensure our great union continues to provide for all our families and future generations of IBEW members. The weight of this responsibility is what guides my decisions as your president. Thank you to all the members for putting your trust in me.

# A MESSAGE FROM OUR BUSINESS MANAGER

## Business Manager Fall Punch List

Since being elected as your business manager, I've been hard at work in my first 100 days. Along with my fellow 332 officers and staff, we've been advocating in the field and making some immediate improvements to our operations. **Here's a punch list of some of the union's activities:**

- ✓ **S&C negotiations** have begun for District 9. All the union business managers for D9 have met multiple times with NECA, and we are pushing for the best contract for our 332 members.
- ✓ **Our contractors** are reporting multiple data centers and large projects to begin man loads starting in 4th quarter.
- ✓ **San Jose utilities:** I have met three times with the City of San Jose regarding their efforts to create their own utility. We have begun the informational update. This is an ongoing process.
- ✓ **UAS:** I have asked UAS to add a satellite office at our union hall beginning in 2024. This will improve customer service for members on your benefits.
- ✓ **Our informational update drive** has yielded over 1,400 forms with current member info. Thank you for helping us keep you in the loop for contracts, retirement information, events, and negotiations.
- ✓ **Drug test:** We have implemented a new drug testing policy for members. There is now a cheek swab option with results within 48 hours. We are still using the national federal standard. Please understand the additional testing required for jobsites is not part of our process.
- ✓ **Communications:** We have begun the update on our branding and future communications from the hall. Starting in October, our forms can be filled out electronically. Also look for new stationery.
- ✓ **332 apparel:** We have new apparel for the fall so you can rep 332 proudly out there. Please stop by and take a look!
- ✓ **Building updates:** I am researching and getting bids for the hall HVAC, bathroom refresh, landscaping, and exterior lighting.
- ✓ **332 in the field:** You have seen our agents in the field, and we will continue to visit jobsites to keep the membership informed.
- ✓ **Get involved:** We have a stewards class scheduled. Committees have begun meeting, so consider joining one. And be on the lookout for fall events to gather with union brothers and sisters. See you soon!



**Javier M. Casillas**  
**Local 332 Business Manager**

## Food for Thought

I have one question for you: "Are you a fan of change?" When I ask this question, the answers vary. For me, any change has to do with improvement. If we spend too much time looking backwards, we will miss opportunities for the future. Our past success serves as a benchmark, and it's up to us to create a successful tomorrow. Get involved with 332 so that you can be a part of our future!

Always Union,

Javier M. Casillas  
Business Manager

# WESTERN STATES ELECTRICAL CONTEST



18 men and women from across the western states competed in the contest.



# 332 CONTEST COMPETITOR MATT BAPTISTA

From age 17 to 26, I was a carpenter, framing homes from the ground up. Electricians would come in, they'd be quick, and I'd clean their mess up when they'd leave. I thought, "I want to do that." It was the right choice for me.

I've been with 332 for five and a half years now. I turned out about five months ago and am working for Blocka Construction. We're doing a fire alarm retrofit on a water treatment plant. There are 13 buildings ranging anywhere from EMT to rigid pipe to PVC jacketed rigid conduit, in hazardous locations and office spaces. We're under budget and ahead of schedule, so I can't complain about that. The best thing about being a 332 member is the camaraderie. If you excel, you're set in your career, and you never have to worry about a paycheck.

In the apprentice contest, everyone comes in not knowing what to expect. You don't know what you're going to do until you get here, so you can't practice a whole lot. You don't know the specific ways the bends are going, how the logic works in the motor control circuit or what devices will be associated with it, or what materials will be in the material identification. I feel like I could have made improvements. I wanted to be the quickest, and I got that, but I made mistakes. I probably could have slowed down and done a little better. You've just got to be the best you can and learn as much as possible.

I brought the whole family to the contest. It's totally accepted, and we all live around here, so why not bring them in to enjoy the festivities as well? My kids are two and four. We go camping often; we've got a camper on the back of the truck. I also go mountain biking in the hills of Santa Cruz where I live.



# WESTERN STATES ELECTRICAL CONTEST



Local 332 volunteers came out to lend a hand with the contest.



# ETASV TRAINING DIRECTOR ALBERT LANCASTER

I stepped into my new role as training director at the ETASV on May 8 of this year, but I'm not new to Local 332. I started the 332 inside wireman apprenticeship in 2011. Once I graduated in 2017, I ran work for Smith & Sons Electric as a foreman for several years.

Early on in my apprenticeship and going into journeyman and then foreman status, I recognized that to learn, to retain information, you have to teach it. So when I got a call six months after I turned out asking if I wanted a position at the training center, I took it. I started assisting other instructors and teaching different courses. I nestled into teaching third year, where I stayed until I got this position. I'm excited to lead our training center to new heights and generate new excitement both for our apprentices and for our membership.

Hosting the Western States Electrical Contest at the new ETASV was a highlight of this year. I've been getting emails daily from training directors about how much fun they had, how put-together it was, how attentive the staff was. I'm extremely proud of everybody: our staff, apprentice volunteers, instructor volunteers, the Western States Committee – it was a huge success and all of our hard work paid off. It was also the first time in its history that a woman won the competition. Her work was impeccable.

Recently I spoke with our apprentices about the state of our union. For the past 15 years, we've been riding a really high wave in terms of work. It's unusually slow at the moment, but I'm optimistic things will turn around. Covid put the construction industry in a difficult spot, but we're in Silicon Valley. Innovation and development require electrical power. Local 332 and NECA will be ready.

My vision for the training center is quite simple: to produce competent, professional electricians for the industry. We have to focus on hands-on training and evaluations. We want to invest in this building, in our apprentices, and in our membership to offer journeyman upgrade courses that reflect what's being installed in the field to bring our membership to the forefront of where the industry is going.



# 332 BENEFITS CORNER: HRA CARDS

## HRA QUESTIONS?

If you have any questions about your HRA or other benefits, please contact:

- ♦ **Marlene Hernandez**  
408 288-4433  
mhernandez@uastpa.com
- ♦ **Teresa Farias**  
408 288-4460  
tfarias@uastpa.com
- ♦ **ibew332benefits.com**

**COMING  
SOON**

To better serve IBEW LOCAL 332 members, your business manager, Javier M. Casillas, has asked UAS - our benefits administrator - to establish a satellite office at the union hall.

Stay tuned for hours when UAS staff will be available to help members in person with anything related to our benefits.

**HRA** (Health Reimbursement Arrangement) cards are a great union benefit to pay for eligible medical and dental expenses tax free.

UAS administers the HRA plan per IRS regulations, and the IRS establishes the rules for what expenses can and cannot be reimbursed. This can be frustrating, and the process of activating your card and uploading receipts can be daunting. However, once you get the hang of it, it's an easy way to save money.

To learn more, take a few minutes to register on the Wex portal at [ibew332benefits.com](http://ibew332benefits.com). When you first activate your card, you must do it from a computer/laptop and not a mobile device. The portal also allows you to see your HRA balance and transactions, learn about eligible expenses, upload itemized receipts, and provide UAS with your contact info.

The most important part of the process is that you must send UAS receipts per IRS guidelines to maintain the tax-free benefit of your HRA card. When you use your HRA card, please take a picture of the detailed receipt, upload to your portal ASAP, and keep all the original copies in a safe place.

If you receive an email or letter requesting receipts, it is essential that you send them to UAS to avoid your card from being suspended. Failure to send this information will result in a 1099 tax form, and you will have to pay taxes for any receipts not accounted for in this process.



We recently had a virtual HRA educational class going over the rules of the HRA plan and eligible expenses. The Powerpoint presentation is available at [ibew332benefits.com](http://ibew332benefits.com) for you to view.



# WALK A MILE IN THEIR SHOES FUNDRAISER

Local 332 members Lilliana Martinez and Zahira Elmansoumi led 332's participation in this year's Walk a Mile in Their Shoes, an annual YWCA event raising awareness and funding for domestic violence and sexual assault support services. Participants walk a mile, many in high heels, as a symbol of solidarity with survivors.

The YWCA is dedicated to empowering women; eliminating racism; and promoting justice, freedom, and dignity for all. The Walk a Mile event raises money for support services for domestic violence and sexual assault survivors and family, including crisis intervention, emergency housing, outreach, advocacy education, as well as legislative support to change systems and laws for justice and equity.

"Our local has participated in the Walk a Mile for over 15 years, and it's grown to over 100 members, family, and friends participating," said Lilliana. "Because of members' and Javier Casillas' genuine support, our local was awarded 2023 Top Fundraiser. That's solidarity!"

Zahira concurred that Local 332's participation demonstrates members' solidarity with the greater community. "When you're volunteering, you're able to connect with the union and other members and strengthen the brotherhood as a whole," she said.

"There's a sense of community, like being with family. Since the trades are male-dominated, the fact that we're here supporting women and everyone who's a survivor of domestic violence shows we care about our community."

Though the cause is quite serious, members coming together for the event was a joyous occasion. "The most fun part was seeing men in crazy heels walking the mile," said Zahira. "The members who were there had a blast, and I'd love to see a bigger 332 presence in the future."

Lilliana encouraged more members to get involved in community events. "Volunteering is a decision to give valued time to enhance lives in our community. For a moment, people are united for a cause, and it's an opportunity to inspire and support. There's a ripple effect, and your effort matters."



**Lilliana Martinez & Zahira Elmansoumi**  
The top Walk a Mile fundraisers



# LOCAL 332 FAMILY PICNIC



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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

## Powering Santa Clara County since 1912!

### The ETASV Proudly Hosts the Western States Electrical Contest

The ETASV was proud to host this year's Western States Electrical Contest at our state-of-the-art training center. We welcomed 18 contestants from across California, Nevada, Oregon, Utah, and Washington, to compete in six events: the written exam, residential wiring, motor control written, motor control hands-on, material identification, and conduit bending.

The hands-on events were judged on accuracy and detail, with speed factoring in to break a tie. Local 332's contestant, Matt Baptista, took home the first-place prize for the material identification event. The overall first-place winner, Molly Muller of Local 280 in Oregon, was the first woman ever to win the contest since it began in 1963.

Prizes were generously donated by our sponsor, Platt Electric. The first-place winner of each individual event won \$100; prizes for the overall winners were \$800 for first place, \$650 for second, and \$450 for third.



**Molly Muller  
of Oregon  
Local 280  
was the first  
woman ever to  
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contest since  
it began in  
1963.**