

CONDUITS FOR CHANGE

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



INSIDE: 332 Retirees | Apprentices of the Month | Safety | Benefits | Turkey Trot | Holiday Party



Local 332 5th-Year Apprentice
DAVID WHITE

Photo by Brooke Anderson

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.

♦ **George Dunajski Jr.**

D.O.D. 9/18/23

♦ **Billy Hutton**

D.O.D. 10/5/23

♦ **Vlastimil Kotyza**

D.O.D. 8/8/23

♦ **John J. Shean**

D.O.D. 9/1/23

♦ **Samuel Zuccaro**

D.O.D. 11/5/23

Connect with IBEW Local 332 brothers and sisters:

- **Second Harvest Food Bank Volunteering:** Jan. 20th | 10:45-2:45
- **Movie night:** Jan. 20th at the union hall | 5pm
- **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**

A Message from Pete Seaberg, Local 332 President

As we close out 2023 and look ahead to 2024, there is much to be grateful for and excited about in the coming year. Our work picture and job calls have been steadily increasing over the past few months, lifting us up out of what has been a relatively slow year for our local. 2024 is looking to be busier than 2023, with more large T.I. projects, residential developments, and data centers starting over the next several months.

Throughout 2023, we had numerous member events, many with record levels of participation and interest. We will continue hosting these events for our members. I feel it is important to gather with our brothers and sisters as much as possible outside of work and meetings. These activities only bring us all closer together, and in turn, make us a stronger union.

Our training center, the ETASV, is thriving with a strong apprenticeship and a growing number of classes for journeyman upgrade training. These three pillars of strength: robust work picture, engaged and energetic membership, and substantial training program, will continue to hold up our local as one of the best in the IBEW. With the membership's continued support and effort, we will advance our local's contracts and reap the pay and benefits we all deserve. I want to personally thank all of you who have contributed to our local's success and those who continue to make IBEW Local 332 so great. From my family to yours, happy holidays everyone!



A MESSAGE FROM OUR BUSINESS MANAGER

Greetings Brothers & Sisters

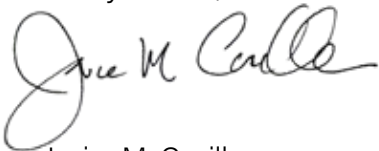
Happy holidays Local 332! My hope is for everyone to be healthy, and hopefully, you've all found those gifts the kids absolutely need. This is the time of year when everything becomes hectic, and chaos reigns on our schedules. These few months at the end of the year can be a roller coaster. Please appreciate every moment right after you buckle your seat belts, and enjoy your ride. Please take the time to reward yourself for the hard work you do for your families. They are the reason we get up in the morning, so please stay in the moment with them this holiday season.

Roughly six months into my tenure as business manager, two contracts are complete. The S&C negotiations were a record deal at \$16.50 over four years with solid language updates that were long overdue. I will wager that most of you didn't know our S&C members didn't have an established work week, and a lot of members weren't paid on Wednesdays. Now they have an established week, employers are penalized if they do not pay on time, and all 332 members are now on the same pay schedule.

I was asked to be on the CE/CW negotiations team, and my first response was "Go f#*k yourself! We don't do that here." Then after consideration, I joined the district negotiation team to prevent being told how the classification was going to be used in OUR jurisdiction. I will never allow terms to be dictated to our 332 membership! The CE/CW classification was awarded a record three-year deal totaling \$8.25 with NO new scope in Santa Clara County. While this is the largest increase for the CE/CW classification, my previous statement still stands.

What is ahead for 332 in '24? Negotiations, negotiations, and more negotiations! We will be working on the inside, residential, material handlers, City of San Jose electricians, and OPEIU contracts for our office staff. We are the largest inside local in Northern California, and I firmly believe our membership is the best in the Bay. I believe we get money and conditions every time we sit at the bargaining table. Be ready for a lot of communication from me this spring, because I want to know what's important to you. Be safe brothers and sisters, and enjoy your holidays!

Always Union,



Javier M. Casillas
Business Manager



Javier M. Casillas
Local 332 Business Manager

Highlights from the Biz. Mgr.

- \$16.50 over four years for Sound & Communications
- UAS benefits rep starts at the hall Jan. 2, 1:30-5pm daily to answer questions.
- New business agents starting in the hall in the spring.
- More grievances and record wage awards to members filed in years!
- I/O stewards class taught and more stewards have been appointed.
- National comet class TTT scheduled at the ETASV in the spring.
- Political action: It's a big election year, and we'll be activating our members for both the March primary and the November general elections to elect labor-friendly candidates.

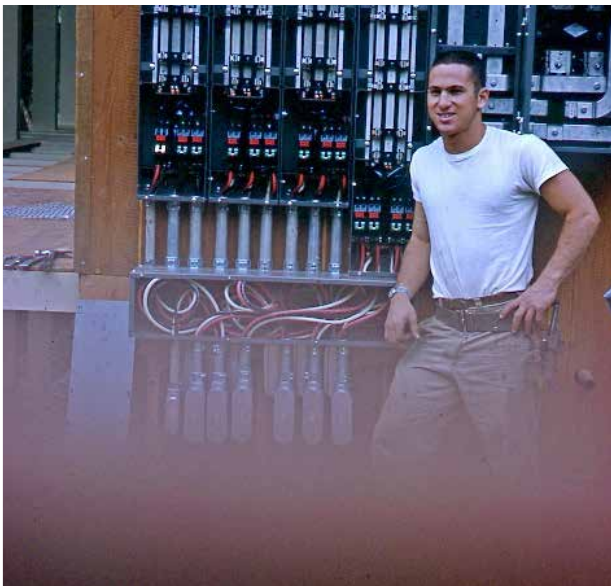
332 RETIREE "OLD TIMERS" EVENT



332 RETIREE "OLD TIMERS" EVENT



332 RETIREE SEMYON SOLOMON



Any IBEW Local 332 member who has been around a while has met – or at least heard of – Semyon Solomon – or Sem as most of us know him. Even though he's been retired from the trade since October 2004, he didn't disappear to a faraway island in the sun. Instead, he started teaching CAD at the JATC (now ETASV) – and stayed for 15 years, until the pandemic hit. And even since then, you'll find him with tools in hand.

"To this day, if I have to fix something in the house, I get a little buzz in my head. I enjoy working with the tools. I enjoy the trade. It's what I was cut out to be."

Sem started his apprenticeship in 1962, became a journeyman in 1967, and got more involved with the local in 1968 – a decision that led him to two terms as recording secretary (starting in 1975), one term as vice president (1981-84) and three terms as president (1984-1993). He's seen a lot of change over the past 61 years.

"When I started the trade, we had no retirement at all. None," he recalled. "On my first commercial job in 1963, there was a charter member of our union, Jack Davis – he was part of Local 332 when it was formed in 1912 and he was still working at 87. He had no retirement benefits, no health and welfare. Medicare hadn't started yet. In 1966 Medicare kicked in, we started health and welfare plans. The local started a couple of pension plans along with NECA that had a pension benefits fund. It makes for a very nice retirement."

Sem advises current members to think ahead to when they too will want to take their retirement. "Some guys will let jobs go by, waiting for an overtime job. If there's a job, take it. For every hour you work, you get one hour's benefits. You don't get double time benefits. Somewhere down the line you'll retire, and the more hours you work, the more benefits you'll have. Think of how long you might live; look at your family. You might want a nice pension to last a long time."

Today you'll see Sem at many of 332's union events. Say hello if you get a chance and catch up!

332 RETIREE GARY MCDOWELL

Even though he retired in 2010, Gary McDowell has stayed deeply connected to the union that was a major part of his life from the time he transferred his IBEW card from Local 134 in Chicago to Local 332 in 1974. He has been serving as president of the Local 332 retirees' club since 2011.

"It's a fun group," Gary said. "We try to do as much as we can. We meet once a month on the second Wednesday at the union hall. I try to get different speakers to make it a little more interesting. We have a Christmas party every year, which happened on December 13, with a turkey dinner catered for us by a local restaurateur and a raffle. Everyone enjoys it."

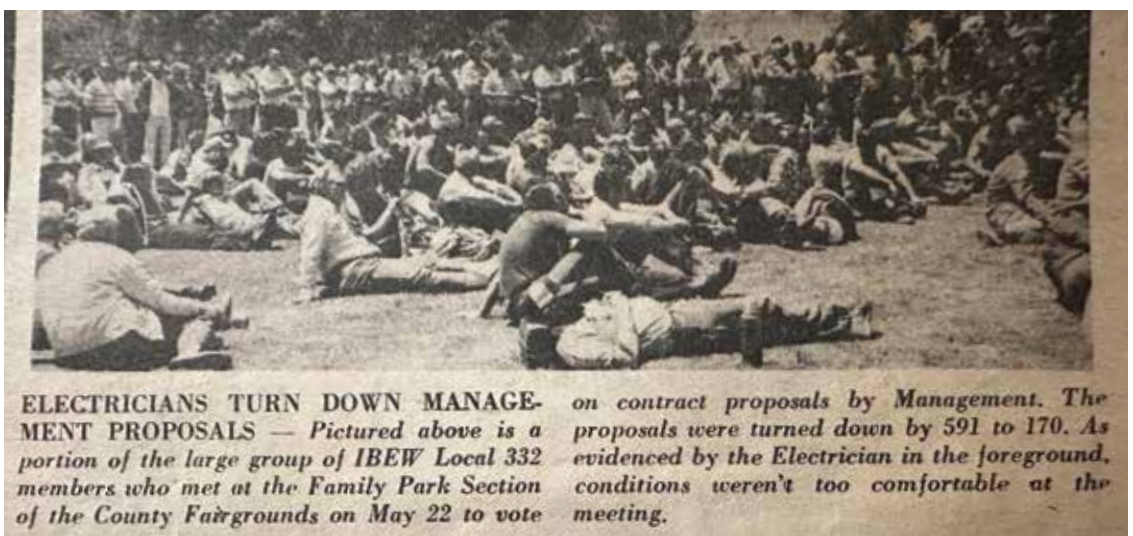
Gary's long career began as a Navy electrician and took him through newspapers (the Chicago Tribune and the San Jose Mercury News) to the City of San Jose, where he was a maintenance electrician for 15 years, to several different contractors. Eventually he started teaching at the JATC (now ETASV).

And he's been making the most of his retirement, too. He, his wife, her son, and their children moved to Boulder Creek together, and he spends a lot of time getting around to see his many grandchildren and three great-grandkids, traveling around the state and country, and working on projects around the house.

"The thing that helped out was the nice little retirement check each month," he said. "The healthcare was a nice little perk too."

Gary's advice for active members: "You can't always count on working every day. Put something aside for tomorrow. Create longevity. Get to work on time. Give it your best shot. Don't count on the other guy to do it for you."

If you'd like to like to learn more about the 332 Retiree Club or attend the next meeting, reach out to Gary directly at gary.mcdowell@ejatc332.org. The group is a lot of fun and keeps the brother- and sisterhood alive!



ELECTRICIANS TURN DOWN MANAGEMENT PROPOSALS — Pictured above is a portion of the large group of IBEW Local 332 members who met at the Family Park Section of the County Fairgrounds on May 22 to vote on contract proposals by Management. The proposals were turned down by 591 to 170. As evidenced by the Electrician in the foreground, conditions weren't too comfortable at the meeting.

THE SHOCKING REALITY: SAFETY COMPLACENCY



Dakota Mattert
Safety Committee Member

"Safety is not an intellectual exercise to keep us in work. It is a matter of life and death. It is the sum of our contributions to safety management that determines whether the people we work with live or die."

-Sir Brian Appleton

As a member of the 332 safety committee, I believe that complacency is a menace that our members cannot afford to ignore. By recognizing the threat and taking proactive measures to combat it, the IBEW can continue to provide safe and reliable electrical solutions that power our modern world while also increasing our market share. Safety must always be at the forefront of every IBEW member's mind, for the consequences of complacency are simply too shocking to contemplate.

Stay vigilant! Stay safe!

The Lurking Threat of Safety Complacency: In the electrical industry, where precision and safety are paramount, complacency can creep into our job sites and lead to catastrophic consequences. It often goes unnoticed until a mishap occurs. Complacency can manifest as neglecting to perform routine safety checks, failing to update safety protocols to reflect changing industry standards, or ignoring warning signs.

The danger lies in the belief that accidents only happen to others, leading to lax safety practices. Over time, this erodes the culture of safety and fine craftsmanship within the IBEW and leads to:

- **Increased Risk of Accidents:** Complacent workers are more likely to make mistakes, leading to accidents, injuries, and even fatalities.
- **Degraded Workmanship:** Neglecting safety standards can result in shoddy workmanship, compromising the integrity and reliability of electrical systems.
- **Reputation Damage:** Accidents caused by complacency can tarnish a company's reputation, or the IBEW as a whole, and lead to costly legal and financial repercussions.

Combating Complacency: A Collective Responsibility. Remember: every task, no matter how routine, no matter how big or small, deserves your full attention and respect for safety. Preventing complacency in our industry requires a concerted effort from all stakeholders, including employers (NECA), employees (IBEW), and regulatory bodies (OSHA):

- **Continuous Training:** Regular safety training and education can keep workers vigilant and informed about the latest safety protocols and best practices. The ETASV is a great resource—find classes at: www.etasv.org/journeyman-courses.
- **Promoting Accountability:** Encourage a culture of accountability where employees are empowered to speak up about safety concerns and incidents without fear of retribution.
- **Safety Audits and Inspections:** Conduct regular safety audits and inspections to identify and rectify potential hazards.
- **Emphasizing a Safety-First Culture:** Leaders in the industry should set an example by prioritizing safety and making it an integral part of their business operations.
- **Innovation:** Encourage the development and adoption of new technologies and practices that enhance safety in the workplace.

IBEW LOCAL 332 BENEFITS CORNER

Welcome Back to Local 332 Jo-Ann Rashid!

Starting January 2, Jo-Ann Rashid from 332's benefits administrator, UAS, will be setting up shop at the union hall. She'll be available to answer members' questions about your benefits and help you fill out paperwork. Jo-Ann is no stranger to 332. She worked on our members' benefits administration from 2000-2013, left UAS for a few years to work around the industry, and has now returned to what she thinks of as her home.

"I love making a difference for the members," said Jo-Ann. "When you can help someone and make a positive impact, it's a good feeling. That's why I've stayed in the industry for so long. I'm especially proud to work with unions. The men and women in the trades really impress me. It's no joke: You always go above and beyond on the job. I have the utmost respect for what you do and want to go above and beyond for you."

Jo-Ann can help members with a range of services:

- **Health & Welfare:** Figure out eligibility for medical, dental, and vision and fill out necessary paperwork
- **HRA Cards:** Understand what expenses are eligible and learn how to properly submit receipts for reimbursement
- **Retirement Healthcare:** Learn about all of your benefits that you carry into retirement
- **Pensions and 401K:** Understand the basics and get connected to the UAS team for more involved questions

"People in the trades do so much squatting, bending, carrying things, and risking your safety on ladders," said Jo-Ann. "It's critical to have those 332 health benefits, which are the best I've ever seen. What's more, most people in the trades can try to retire early if qualified because the work is so hard on the body. This is where having those 332 union retirement benefits - whether it's your pension, 401K, or retirement health benefits - really provides a secure retirement."

A South San Jose native, Jo-Anne lives with her husband and their sweet Doberman/Lab named Tyson. Their daughter has left the nest and is working part-time at a senior living facility and waiting tables before she starts college in 2024.

Jo-Ann got her start in the benefits business by accident in 1999 when she was placed as a temp with UAS. After a few months, she was hooked, and the rest is history. We look forward to welcoming Jo-Ann back to the union hall and to the Local 332 family. Please stop by to say hello and get help.



Jo-Ann Rashid
332's UAS Representative

Starting January 2, 2024, Jo-Ann Rashid from UAS, 332's benefits administrator, will be setting up shop at the union hall to answer questions and help you fill out paperwork.

HOURS:
Monday-Friday
1:30pm-5pm daily

You can also contact Jo-Ann via email at:
jrashid@uastpa.com

Let's roll out the welcome mat for Jo-Ann!



FALL APPRENTICES OF THE MONTH



FALL APPRENTICES OF THE MONTH

August | Joseph Dunnam | 5th Year

"I'm the first generation in the electrical trades in my family, though I have some family members who were in the local operators union.

"Before I started the 332 apprenticeship, I worked in retail for about 15 years. I wanted to get into the trades and leaned toward electrical. I went through Working Partnerships USA's Trades Orientation Program. As I was going through that program, it sparked my interest in a couple of other trades, but electrical was always #1 choice. I worked as a material handler for a little while, then as a sheet metal worker at Local 104, before I got into the apprenticeship here.



"I like that every day is different and that I get to work with my hands; that I'm building something. I enjoyed working on the Nvidia project in Redwood City. It was fun doing the lighting there – both the actual process for the lighting controls but also all the special lighting they had in that building.

"I like the camaraderie of Local 332. I like the fact that we're able to take care of each other, and that allows us to take care of our families."

September | Serafin Lopez | 5th Year

"Before I started the inside apprenticeship, I graduated from the residential program as the top apprentice.

"But even before that, I was a manager for a storage facility. Becoming an electrician was something I've always wanted to do. We were in a recession when I graduated from high school in 2008, and the local wasn't hiring. I did my own thing and forgot about it. Then I decided to apply and got in.

"My favorite things about the job are the education and the pride in your work. You've got foremen out there going out of their way to teach you on the job, as well as the instructors themselves. They help you out when you ask questions. You've always got someone there to help. You're never left alone.

"What I like best about 332 is the family and the respect. Everyone looks out for each other. Not having to ask for a raise is another thing. You go to work, put your time in, and it's a give-give relationship. They're not just asking you for stuff; you're rewarded for it too. It's a great work environment; I enjoy it.

"I eventually want to run work and become a foreman. That's my goal. Maybe even a superintendent; we'll see where it goes."



FALL APPRENTICES OF THE MONTH

October | Johnah Mondragon | 4th Year

"Before coming to Local 332, I was a carpenter apprentice at Local 405 right across from our hall. My whole family, my husband, my brother, my sister, and my mom are all carpenters, so I wanted to do my own thing. What I like most about Local 332 is the camaraderie. People just want everyone around them to be successful. Everybody is supportive.

"The best thing about the work for me is just being able to do something new every day. You're never not learning. I've had a really good experience. Working with women is new to some. I was the first woman this one guy had worked with in 20 years. But after working together, he said I was a hard worker.

"I'm grateful for the opportunity I got with the apprenticeship. Looking back to when I had my first son, I was only 20. It was difficult. I'm grateful to be able to support my family. I have an eight-year-old son, a four-year-old son about to turn five, and a daughter who's almost a year and a half. I was worried when I got pregnant that I'd be required to take leave. But they were super accommodating to me at work and school.

"I'd like to tell women: We're resilient. I'm a mom of three, and I commute 100 miles each way. We can do anything we put our minds to."



The Milwaukee Tool Representative, 3 apprentices, and Albert Lancaster, the ETASV Training Center Director

FALL APPRENTICES OF THE MONTH

November | David White | 5th Year

"I was always fascinated by how things operated, and how things all come together. My dad was a sprinkler fitter and said it was taxing on the body. He said electricians do well, and it's a lot easier physically. When I was living with my parents, we had a neighbor who was a general foreman with Local 332, which got me interested in 332.

"I got my associate's degree from Chabot College; that's when I applied for the Local 332 apprenticeship. I got in on my first time, passed my test, scored well on my interview, and joined the apprenticeship in April 2019.

"The great thing with electrical is it's always something different. It keeps me mentally stimulated. Learning how to install systems, how they all come together and work. Underground, the end of the job, trim, putting on covers, running conduit – it's all interesting to me. Single line interests me the most.

"Family is really important in my life. My parents, my siblings, my grandmothers, my uncles – they're near and dear to me. My girlfriend is a huge part of my life too. I have a little brother who's an athlete. I asked him one day, 'If there was something else you might want to do, what would it be?' He said he'd want to be an electrician like me. I'm his hero. I'm trying to make him proud."



December | Marissa Smith | 5th Year

"Before the apprenticeship, I was doing agricultural stuff. My family raises show goats; we're a small family-run operation. I lived in Illinois for a couple of years doing an internship with one of the top goat breeders. It was totally different!

"But my dad is an electrician, and he kept trying to talk my brothers and me into the trades. I did a couple of summer helps with him and saw that I could do it too.

"I didn't realize how much I actually enjoy building things and coming up with solutions. Being an apprentice and working in the field, you're constantly learning. Everything's constantly changing, so you're never going to stop learning.

"The coolest thing about being in this local is that you can be on one job site for a few months, then not see someone for a couple of years. Then all of a sudden, you see them again and remember them from another job. It's just so cool to see people reminisce on old jobs.

"As a woman in the trades, I was warned in the beginning: People might be hard on you, they might be mean to you. I've had nothing but good people. I've had quality journeymen who've been nothing but willing to teach me. They treat me equally."



LOCAL 332 HOLIDAY PARTY



LOCAL 332 HOLIDAY PARTY





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

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!

Happy Holidays to the IBEW Local 332 Family!



At the 332 holiday party, members put together over 70 bikes for kids from low-income families. IBEW members are always ready to lend a hand on the job and in the community!