

THE PLUG



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A Word from the Training Director

IBEW-NECA

Hello everyone,

This issue is a special one. This issue shows how extraordinary our apprentices truly are. Our 2nd annual ETASV Skills Tournament was held Saturday March 8th, and the turnout surpassed all expectations. There were 19 contestants, 8 vendors, 4 contractors, and 200+ members in attendance. It truly is amazing to see what can be accomplished when the members of local 332 and the contractors of Santa Clara County come together and work toward a common goal. That common goal is to provide the most professional and efficient workforce within the electrical construction industry.

That was certainly on display on March 8th. Every contestant, for weeks prior, was putting in extra time practicing and sharpening their skills in preparation for the competition. Every competitor I spoke with said they are 100% a better electrician for having participated in the competition and the practice sessions leading up to the event day. That was the goal. The goal was to give those individuals the skills and confidence to be the best electricians the industry has to offer. That's the goal of the ETASV each and every day.

I want to give a personal shoutout and thank you to all who made the competition a huge success this year. Thank you to all the apprentice contestants. Thank you to all the ETASV instructors who assisted with the practice sessions and judging the events. Thank you to all the ETASV Staff and instructors who helped with the logistics of the event. Thank you to all the apprentices who volunteered to help during the competition. Thank you to Redwood Electrical Group, Cupertino Electric, Arch/Key Sprig Electric, and Rosendin Electrical for being present and supportive of the apprentices. Thank you to PLATT, Milwaukee, DeWalt, Klein Tools, Wesco, Ripley and all other vendors who were in attendance. Thank you to all the Local 332 members and their families who were in attendance cheering on the competitors.

I look forward to another successful event next year, and hope to see you all there!

-Albert Lancaster

ETASV Mission Statement

"At the Electrical Training alliance of Silicon Valley, our mission is to provide first-class training and shape individuals to become competent, professional, and hardworking experts in the electrical construction industry. We are dedicated to serving the IBEW Local 332, and NECA Santa Clara Valley Chapter by instilling the knowledge, skills, and values necessary to excel in this field."

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A Word from the Apprentice Coordinator

I've often been asked from where our Apprentices come from. Over the last two years we've asked new Apprentices to fill out an Employment Survey which asks them 12 questions.

You might find the questions and answers enlightening, entertaining, and interesting. We currently have a sample size of 400 respondents.

1. **What age were you when were first accepted into the apprenticeship?** 26.5 years old
2. **Gender:** Male 372 Female 26 (6.5%) Non-binary 2
3. **Classification:** Inside 372 Residential 28 (7.0%)
4. **Type of High School:** Public 329 Continuation 20 GED 20 Private 18 Charter 7 Home Schooled 6
5. **Took Vocational/Technical Classes in High School:** Total 201 (50.3%) Wood 110 Auto 65 Metal 14
6. **Schools Attended:** Institute for Business and Technology (IBT) 34 Silicon Valley Career Technical Education (SVCTE) 32 San Jose City College 26 Eden Area ROP 19 WECA Apprenticeship 14 Center for Employment Training (CET) 9 Wyotech 7 ABC Apprenticeship 2
7. **College:** Some 226 (56.5%) None 62 (15.5%) Bachelor Degree 55 (13.75%) Associate Degree 52 (13.0%) Advanced Degree 5 (<1%)
8. **Military:** 36 (8.9%)
9. **Construction-related Work Experience:** Non-Union Electrician 78 Other Trades 55 IBEW Material Handler 34 IBEW Summer Helper 31 IBEW Sound and Communications 19 Assembly/Production 13 Non-Union Sound and Communication 8 Auto 5 Utility 5 Solar/Energy Storage 4 Carpenter 2 Machinist 1
10. **Previous Industries for at least 1 year:** Construction, Building and Maintenance 148 Food/Restaurant 89 Retail 33 Transportation/Warehouse 17 Education 14 Farming 11 Business and Financial 11 Community and Social Services 11 Auto 7 Computer and IT 7 Healthcare 7
11. **How many times did you apply to this apprenticeship?** Once 254 (63.5%) Twice 86 (21.5%) Three Times 42 (10.5%) More than 3 Times 18 (4.5%)
12. **How did you hear about the apprenticeship?** Family Member 125 Friend 70 IBEW Member 68 Other Word of Mouth 32 Internet/Research 28 School 18

We're in the process of revising this questionnaire to better harvest data but there are some very interesting results:

1. While it was no surprise that most of you attended public high school, it was surprising that more of you attained your high school diploma via continuation school or GED than private school or charter school.
2. More than half of you took some sort of vocational/trade class in high school.
3. The majority of you have taken at least one college class however more of you have 4 year degrees than 2 year degrees.
4. Most of you had construction-related work experience before you got into this Apprenticeship and almost 20% of you worked as non-union electricians.
5. While 63.5% of you were accepted into the Apprenticeship on your first application, 37.5% of you had to apply at least once more before being accepted.

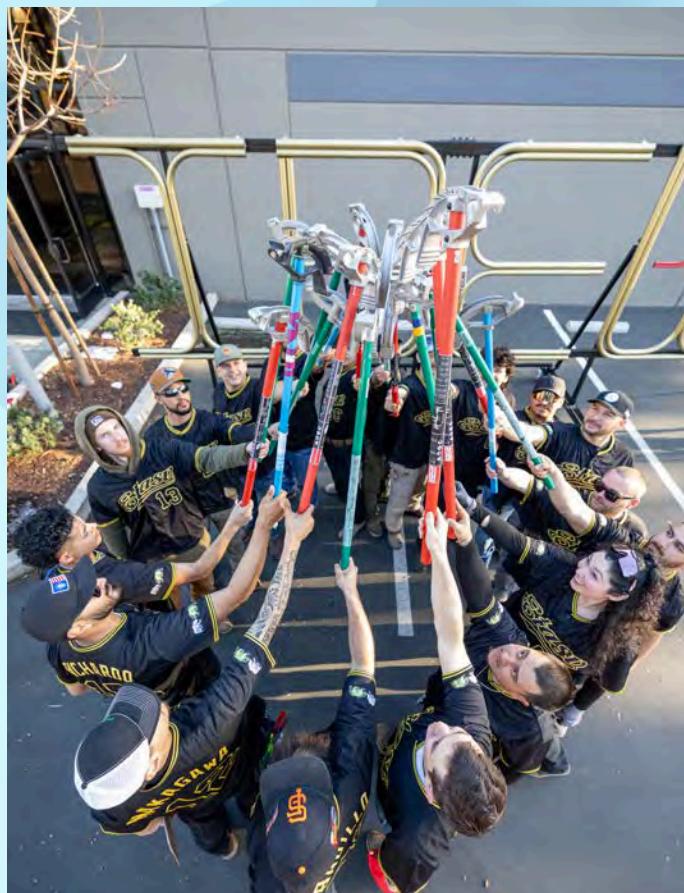
You can imagine how valuable this information is for us going forward in terms of recruitment and outreach. This data also gives you lots of good info if you're trying to get friends or family members into the trade. The three best bits of advice I give to those aspiring to become IBEW Apprentices: 1) Take trade-related classes 2) Get trade-related work experience 3) If you don't get in on your first application, don't give up... that's one of the biggest mistakes that applicants make. Remember if at first you don't succeed... try, try again.

-Robert Chon

On Saturday March 8th, the ETASV hosted its second annual ETASV Electrical Skills Tournament. Modeled after the prestigious Western States Contest which the ETASV hosted in August 2023, The Electrical Skills Tournament consists of 7 events: Written Exam, Residential Wiring, Motor Controls Written, Motor Controls Hands-on, Material Identification, $\frac{1}{2}$ " and $\frac{3}{4}$ " Conduit Bending. The tournament had 19 participants and 250 attendees including guests, ETASV Instructors and staff, and Apprentice Volunteers.

The overall winner of the event was **Tyler Lerma** who also won the Motor Controls Written Exam and $\frac{3}{4}$ " Conduit Bending events. Second overall went to **Aaron Badillo**. **Quinn Neto** finished in 3rd place and was victorious in the $\frac{1}{2}$ " Conduit Bending event. Other event winners were **Francisco Gomez**, Francisco took first place in both the Written Exam as well as the Material Identification event. **Mack Lewis** took first in the Motors Control Hands On event and to wrap the events up **Raymundo Vallejo Serrano** took first in the Residential Wiring event. Others distinguishing themselves were **Stephen Stickells**, **Brandon Lopez**, **Carlos Cervantes**, **Juan Alfaro**, **Ricardo Maldonado**, **Owen Nakagawa**, **Alejandro Venegas**, **Jose Pichardo**, **Julian Rios**, **Dustin Broussard**, **Omar Martinez**, **Emmanuel Ornelas**, and **Julia Ceja-Alvarado**.

Our congratulations to all the contestants!





ETASV ELECTRICAL SKILLS TOURNAMENT

ETASV Apprentice Coordinator Robert Chon beaming with pride congratulating contestants at the ETASV Skills Tournament. Robert has been an instrumental part of the training center for more than 8 years. Robert has redefined the position of Apprentice Coordinator and has gone above and beyond to ensure all students receive fair and equitable treatment regarding field training and classroom exposure.



TYLER LERMA

SKILLS TOURNAMENT OVERALL WINNER

What did you do prior to joining the apprenticeship?

Prior to joining the apprenticeship program I worked with some small non-union shops as an apprentice trying to find my way. But it was tough due to the fact that I was trying to figure out how to obtain my license & work at the same time. While working for a non-union shop I was encouraged by the journeyman that I was working with at the time to join the union. After completing work on a new build private residence & feeling that sense of pride I knew I wanted to pursue a career as a professional electrician.

Did you participate in the training sessions prior to the tournament? If so, What helped you most to prepare for the tournament?

I sure did! In fact, I was at the ETASV the whole month of February preparing for the tournament. The first couple of weeks of the training sessions I was trying to figure out the best strategy for success in the tournament but soon realized that having a team approach with my classmates in the sessions was the route to success in the tournament for me. My classmates and I collectively decided to utilize a team approach for preparation instead of being competitors to capitalize on our strengths & weaknesses. I really feel that this approach contributed to my success in the tournament. Shout out to my classmates (Aaron Badillo, Brandon Lopez, Owen Nakagawa, Mack Lewis & Omar Martinez)!!

Did you face any challenges while participating in the tournament training sessions leading up to the event?

A challenge for me was trying to get enough rest in between work, preparing for the tournament & navigating my schoolwork. I recall my foreman at work recognizing that I had been going non-stop for a few days. He offered that I take the day off before the tournament which was great because I really needed it. His kind gesture was such a tremendous help in getting my rest prior to the tournament.

Were you nervous prior to the tournament? If so, What did you do to ease that nervousness prior to the tournament?

I was nervous prior to the tournament due to external pressure & expectations of winning the tournament coming from my friends, classmates, instructors & my family. To relieve that nervousness feeling I turned it into a strength in remembering that I have a genuine interest in learning all I can about the electrical trade to where i was able to focus on the goals/assignments of the tournament.

ALSO PLACED AS MOTOR CONTROL WRITTEN

WINNER AND 3/4" CONDUIT WINNER

With the prep and experience of participating in the ETASV skills tournament, do you feel you could compete at the regional Western States competition?

I do feel that I could represent and compete in the regional Western States competition with the understanding to not settle for the, "That's good enough mentality!" for success in the ETASV skills tournament. There are aspects of the tournament that I feel I could improve on. I'm into detail so I would like to learn as much as possible from other experienced wiremen to where it comes as second nature.

Did anything unexpected occur that was cause for concern to you during the tournament?

Yes, During the residential wiring portion of the tournament my drill bit fell off & I was looking all over the place for it to include my box of scraps. Luckily, I'm good at finding small things that drop quite frequently in the trade. I found it stuck in a fastener.

What did you learn about yourself as it relates to your work ethic in preparation leading up to the tournament & while participating in it?

I learned that I work great in a team type of environment to where we share our knowledge with a continuous drive for improvement. I feel that this approach definitely improved my performance during the tournament.

What advice would you give to your fellow apprentices in consideration to participating in the skills tournament next year?

My advice for my fellow apprentices is to always seek knowledge from your instructors at the ETASV who have a wealth of knowledge and experience. I also dedicated time to self-study beyond school & work which has been very beneficial.

What are some of your short/long term goals moving forward? Are you optimistic about the future & the industry?

Some short-term goals I have are to excel in my classes, graduating the apprenticeship program at the top of my class and be successful at the regional Western States competition. As far as my long-term goals I would like to transition from journeyman into the foreman development program. I would also like to share my knowledge in the future and become an instructor. I am optimistic with the state of the industry moving forward due to the great quality of instruction from the ETASV & the new generation of management in the industry.



AARON BADILLO

2ND PLACE OVERALL WINNER



What did you do prior to joining the apprenticeship?

I spent most of my working life in the kitchen from being a dish washer, up the ranks. I earned the privilege to cook the food and wash my own dishes when the dishwasher quit haha!

Some of the contestants participated in training sessions prior to the competition, did you? If so, what did you feel helped the most to prepare?

I did, I was at the school almost every day prior to the competition, even Saturdays, I felt like Micheal Rodriguez's pipe bending class was not only the most informative and helpful to my career but I think it is something that every apprentice should get a chance to attend. He truly is a wizard at his craft, and unmatched when it comes to pipe bending.

What advice would you give to your fellow apprentices who would be interested in participating next year?

Don't be afraid to go against the grain and push yourself past your comfort zone. Believe in yourself even when you feel others don't. Take this competition and your own career seriously. When you feel you have learned a task do it again without notes, change the parameters and test your knowledge. You can't learn too much, you can only learn too little.

Were you nervous prior to the competition? What did you do to help ease concerns or hesitations prior to the competition?

I certainly got the nerves the morning of the competition, I'm sure everyone did. I feel that is part of competing and trying to push yourself higher than you feel like you can achieve. Honestly I went into this competition telling myself I just wanted to try my best and have fun and when the nerves hit the day of the competition i reminded myself what I was there for, to see what I could do and have a good time doing it. I walked out to my song thinking exactly that.

With the prep and experience of participating in the ETASV skills tournament, do you feel you could compete at the regional Western States competition?

I believe I can. In the month leading up to the competition I feel as though I became a better wireman and walked into the competition with my head held high. Not only did I intend to have fun I truly felt as though I could represent 332 proudly. The instructors at the ETASV are truly experienced, passionate and share every bit of knowledge they have any time they can.

During the competition, did anything unexpected arise that caused you to have to pivot during the competition?

I'll be honest. I was confident I could complete the residential wiring wall within the time allotted and was a few switches short of completing. Being the first hands on event I had to really refocus myself, zone everything around me out and tell myself I had the skills necessary to do well in the competition. It most certainly made me approach the following events differently than I feel I would have otherwise.

What did you learn about yourself and your work ethic in the preparation leading up to the competition and the competition itself?

I learned a lesson I believe we all need to learn at some point in our careers. That the only person standing in the way of greatness is yourself. Do not be afraid to step out of your comfort zone and learn something new, especially if you think it is beyond your capabilities. There is no task one cannot accomplish given the courage to challenge oneself. I learned that I am my own biggest critic but I also learned to be my own biggest fan. There were a few days I didn't feel like going in to train and in pushing myself to get out to the school to keep going I grew more in a month than I feel I had at work in the year leading up to the competition.

Were there any challenges associated with participating in the competition training sessions leading up to the event?

I wouldn't say complications as far as participating in the training itself. It was well organized and there was an instructor there every night to make sure we had ample opportunity to train.

What are some of your short/long term goals moving forward? Are you optimistic about the future and our industry?

I'm very optimistic about my future in this industry, my long term goals are honestly the same as my short term goals. Push myself every day to be the best wireman I can be and to educate everyone who wants to listen. My knowledge, like it was given to me, is free for everyone. I want to make sure that my peers are as confident in their knowledge as I've become with mine.



QUIN NETO

3RD PLACE OVERALL WINNER



What did you do prior to joining the apprenticeship?

I did the residential program and then went inside. I got into the residential program straight out of high school. My wood shop teacher guided me, and knew I didn't want to go to college, so I applied.

Some of the contestants participated in training sessions prior to the competition, did you? If so, what did you feel helped the most to prepare?

Went to a few of them to scope out competition, the refresh on motor controls was helpful.

What advice would you give to your fellow apprentices who would be interested in participating next year?

If they want to win, train seriously, the competition is stiff.

Were you nervous prior to the competition? What did you do to help ease concerns or hesitations prior to the competition?

No concerns, I was ready for the event.

With the prep and experience of participating in the ETASV skills tournament, do you feel you could compete at the regional Western States competition?

Yea, I don't think there is an event I would lose, if I worked hard at the prep. I look forward to it.

During the competition, did anything unexpected arise that caused you to have to pivot during the competition?

Everything went faster than expected. The general knowledge test I thought was going to be a code test, which threw me for a loop, but I recovered quickly.

What did you learn about yourself and your work ethic in the preparation leading up to the competition and the competition itself?

Outcomes are directly related to the amount of work you put into something.

Were there any challenges associated with participating in the competition training sessions leading up to the event?

Tough to do both but worth it. I don't have kids so its easier for me to make my own schedule.

What are some of your short/long term goals moving forward? Are you optimistic about the future and our industry?

Short term goal would be to run work, long term, open my own shop doing residential work.



FRANCISCO GOMEZ

WRITTEN EXAM AND MATERIAL IDENTIFICATION WINNER



What did you do prior to joining the apprenticeship?

I went to college for a while and ended up working as a bartender and restaurant manager. I joined the IBEW and haven't looked back since.

Some of the contestants participated in training sessions prior to the competition, did you? If so, what did you feel helped the most to prepare?

The training sessions were a great way to get hands-on practice on many of the skills we have learned throughout the apprenticeship; and every training session was guided by an expert instructor in said skill. It amounted to a very rewarding experience as I built more confidence in my abilities as an electrician. Thank you to all the instructors.

Were there any challenges associated with participating in the competition training sessions leading up to the event?

The greatest challenges were time management and remembering self-care as it can be a grind of many hours of training on top of school on top of work on top of personal life. I commend those students and teachers that were at the ETASV up to five days a week for training.

Were you nervous prior to the competition? What did you do to help ease concerns or hesitations prior to the competition?

I was nervous because I wanted to do well but I was confident in my abilities to complete the challenges because of the amount of practice we had put in. Feeling well prepared on the day of the event, I mainly focused on having fun and enjoying the experience.

With the prep and experience of participating in the ETASV skills tournament, do you feel you could compete at the regional Western States competition?

Yes, our local has more than enough to compete with the best. With the great availability of our facility, and access to knowledgeable instructors, participants are able to train in a variety of labs every week. Our school has the best labs, instructors, and staff in the IBEW!

During the competition, did anything unexpected arise that caused you to have to pivot during the competition?

I think everyone did a great job of adjusting in real time to the flow of the tournament. We were all well prepared for the event.

What did you learn about yourself and your work ethic in the preparation leading up to the competition and the competition itself?

I learned another speed of working. I would time myself during practice and then bring that same fast up speed into work the next day. I learned that one can master any skill in our trade with enough practice and dedication. Hard work pays off, and many of us at 332 share this high level of dedication and work ethic. That's why we're successful.

What advice would you give to your fellow apprentices who would be interested in participating next year?

Definitely participate. It's a rewarding experience from the moment you sign up all the way through event day. It's rewarding even if you don't win. It's access to training on a variety of skills we've learned throughout our apprenticeship right before you turn out. Plus, you get a ton of cool gifts just for participating like tools, shirts, and custom jerseys.

What are some of your short/long term goals moving forward? Are you optimistic about the future and our industry?

I have ambitions of running work when the opportunity arises. In the meantime, I want to continue to work on our craft and develop my trade skills. I would also like to become a teacher at the ETASV when the time is right. With AI trending and data centers in high demand, the work outlook is great. I look forward to building Silicon Valley for the next quarter century and into retirement.



RAYMUNDO VALLEJO

RESIDENTIAL WIRING WINNER



What did you do prior to joining the apprenticeship?

I did two years non union before joining the apprenticeship.

Some of the contestants participated in training sessions prior to the competition, did you? If so, what did you feel helped the most to prepare?

Yes I did. Going to as many as I could helped me to prepare.

Were there any challenges associated with participating in the competition training sessions leading up to the event?

I wasn't able to attend as many as I would've liked to due to other things I had to do on days I didn't have class and on the weekends.

Were you nervous prior to the competition? What did you do to help ease concerns or hesitations prior to the competition?

Yes I was kind of nervous. Going to the training sessions, saying a prayer, and having fun the day of the tournament helped ease my nerves.

With the prep and experience of participating in the ETASV skills tournament, do you feel you could compete at the regional Western States competition?

With more preparation maybe but I feel that where I'm at in life right now I wouldn't have enough time to train like I would need to

During the competition, did anything unexpected arise that caused you to have to pivot during the competition?

Yes. I had read the prints for the residential wiring wrong the first time and caused me to have to rework it and that took up time. Also, when we had to bend the 3/4" EMT. When it got to the part of having to bend a 4 point saddle, I had mark C about a 1/4" off and when I adjusted my mark I didn't erase the initial mark I had made and I accidentally bent on the wrong mark causing my saddle to be off.

What did you learn about yourself and your work ethic in the preparation leading up to the competition and the competition itself?

I learned that there's always room for improvement even in areas you're good at and feel confident in.

What advice would you give to your fellow apprentices who would be interested in participating next year?

Go for it. The training sessions benefit you and help you become a better wireman. You don't get to do it as a JW so if you're hesitant, don't be and just do it.

What are some of your short/long term goals moving forward? Are you optimistic about the future and our industry?

A goal I have is to be a foreman some day. I'm optimistic about the future and our industry. I hope the tournament and the ETASV can help show people the skill and professionalism the IBEW has to offer.



MACK LEWIS

MOTOR CONTROLS HANDS ON WINNER



What did you do prior to joining the apprenticeship?

I worked at a tire shop and prior to that I dropped out of college where I was studying cinema and media production.

Some of the contestants participated in training sessions prior to the competition, did you? If so, what did you feel helped the most to prepare?

Yes, I took all the opportunities available to train. I focused on pipe bending and motor controls. One on one time with instructors was where I grew the most.

Were there any challenges associated with participating in the competition training sessions leading up to the event?

I had to put my personal life on hold for a month, but everyone understood I was doing something important.

Were you nervous prior to the competition? What did you do to help ease concerns or hesitations prior to the competition?

Of course, but I had nothing to lose and everything to prove. I took every opportunity to train.

With the prep and experience of participating in the ETASV skills tournament, do you feel you could compete at the regional Western States competition?

With a little more training, sure. If I get the opportunity to join the inside program I look forward to throwing my hat in the ring again and aiming higher.

During the competition, did anything unexpected arise that caused you to have to pivot during the competition?

I had nerves in the first event for sure. I didn't join the training for residential wiring because I assumed I'd be fine. But I didn't prepare myself to work with metal clad cable the way I should have. I never used the box connectors we were provided but I figured it out and finished the challenge.

What did you learn about yourself and your work ethic in the preparation leading up to the competition and the competition itself?

I proved a lot to myself. If I want to do something I will. That can be a good or bad thing depending on me. All I wanted to do was win an event and show the school they made a good investment.

What advice would you give to your fellow apprentices who would be interested in participating next year?

Do it. Worst case scenario you lose, best case you win either way you grow.

What are some of your short/long term goals moving forward? Are you optimistic about the future and our industry?

I would like to move to the inside program and continue my education. I am optimistic and very interested in motor controls.



1/2" AND 3/4" CONDUIT BENDING EVENTS

Accurate EMT pipe bending is crucial for safe and efficient electrical installations, compliance with building codes, and easier wire pulling, while also contributing to project aesthetics and future maintenance. The ETASV places a high emphasis' that all ETASV apprentices are given proper classroom/lab development to learn the necessary skills needed to perform EMT conduit bending in the field. The 1/2" and 3/4" EMT Conduit Bending events are the highlight of the ETASV Skills Tournament. Apprentices put their skills to the test in a friendly competition with family and friends cheering them on.



MOTOR CONTROL HANDS ON EVENT

Motor controls are crucial for efficient and safe operation of electric motors, enabling automation, energy efficiency, and protection against faults, while also allowing for precise control of speed, torque, and direction. In this event The ETASV tested apprentices Hands on Motor Controls skills. ETASV apprentices were challenged to correctly wire a motor control system given the diagrams provided by ETASV Instructors.



MATERIAL IDENTIFICATION EVENT

The ETASV Material Identification Event is designed to test apprentices ability to properly identify electrical material. Accurate electrical material identification is crucial for safety, performance, and compliance, ensuring that the right materials are used for the correct applications, preventing failures, and meeting regulatory standards.



RESIDENTIAL WIRING EVENT

Proper residential wiring is crucial for safety, ensuring a home's electrical system functions reliably and efficiently, preventing hazards like fires and shocks, and complying with safety regulations. The ETASV Residential Wiring Event tested ETASV apprentices with challenges faced on residential wiring installs on daily basis. Apprentices were given specific instructions and were expected to properly install according to diagrams supplied by ETASV Instructors. This event was also timed to meet job schedule. Apprentices were given the proper amount of time to correctly install.



MOTOR CONTROLS WRITTEN EXAM EVENT

Electrical motor control schematics are crucial because they visually represent the connections and operation of motor control circuits, enabling engineers, technicians, and electricians to understand, design, troubleshoot, and maintain these systems effectively, ensuring safe and efficient operation. The Motor Controls Written Event tested ETASV apprentices knowledge of motor controls schematics. Apprentices were given a motor controls scenario and were required to accurately design a detailed and operational motor controls schematics.



WRITTEN EXAM EVENT

An electrical written exam is crucial for demonstrating competency and ensuring safety in the field, serving as a key step towards becoming a licensed electrician or advancing in the industry. It assesses theoretical knowledge, understanding of codes, and the ability to apply electrical principles, ultimately contributing to a safer and more reliable electrical infrastructure.



The ETASV would like to send a tremendous thank you to all NECA Contractors that showed up to event, your love and support shows the collaborative effort to ensuring NECA, Local 332 and the ETASV are graduating remarkable apprentices. The ETASV would also like to thank all the tool vendors for love, support and generosity shown at the event. All prizes awarded were generously donated by all of the NECA contractors and Tool Vendor companies, so thank you all again! The ETASV would also like to thank the food vendors who showed up to the event and provided delicious food for the contestants, family, friends and all in attendance. The ETASV would also like to send a very special thank you to our office staff, the wonderful ETASV office ladies Ana, Marilyn, Kim, Marissa, Rachele, and Judy are truly the backbone of the ETASV facility. Thank you ETASV Facility Manager Sergio Rosa for all the extended hours ensuring all the labs, boards, material and facility were all prepared for the event.



FAMILY, FRIENDS, BROTHERHOOD, SISTERHOOD, LOCAL 332, ETASV













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