



THE PLUG



ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY



THE PLUG

DECEMBER 2024

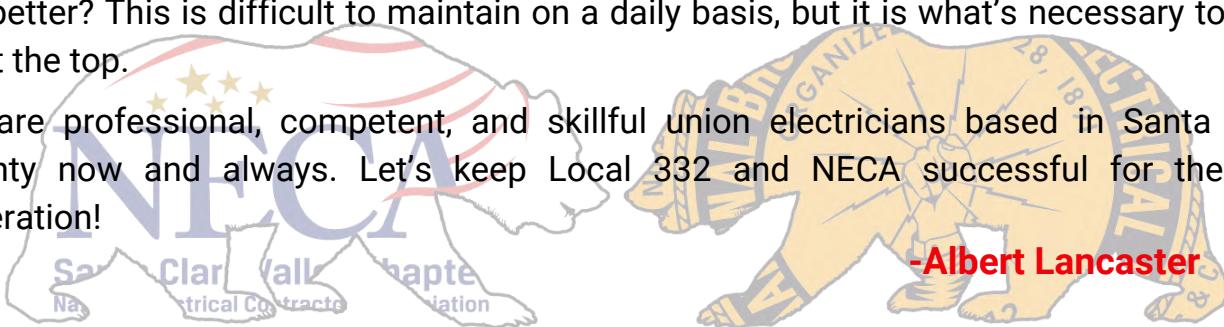
ETASV'S NEWSLETTER

A Word from the Training Director

Hello all! The holidays are here, and football is full steam ahead!! This is a great time of year to relax with family and friends and be proud of the hard work you have put in this past year. In the beginning of the semester, we discussed raising the bar here at the training center. Every one of us involved with the training center has heard the call of the industry in Santa Clara County. We have a unique opportunity to not only build ourselves up, but to be an example in California and the Nation of what a union electrical training center should represent.

Our training center should be the shining beacon of excellence. To achieve that we all need to be accountable for our role here at the training center. Students need to be accountable for their academic studies and work ethic in the field. Instructors need to be accountable for providing the instruction and training students need to be successful in their apprenticeship. The admin staff and I need to be accountable to provide the framework and pathways for all instructors and students to develop and grow to their full potential! Everyone in this building is accountable for something, it's important to reflect and ask yourself, what am I accountable for? Additionally, what can I do to improve and get better? This is difficult to maintain on a daily basis, but it is what's necessary to keep us at the top.

We are professional, competent, and skillful union electricians based in Santa Clara County now and always. Let's keep Local 332 and NECA successful for the next generation!



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."

Editor in Chief - Albert Lancaster | Managing Editor - Marissa Souza

Journalists/Columnists/Photographers - Michael Barrios, Miguel Lustre, Patrick Bynes, and Brian Moffat

A Word From The Apprentice Coordinator

Thanksgiving started as a day of expressing thanks for the blessings of the harvest and the preceding year. It is a time of revelry and reflection, a time to celebrate, but also to take stock in all our blessings, and to recognize and embrace the abundance of good fortune that has graced our lives. As IBEW members it's easy to identify and appreciate those things that we share, that so many others do not.

Our wages and benefits are the most obvious of our blessings. They say that money can't buy happiness, but money sure is helpful in avoiding misery! Our basic needs of food, shelter, and clothing require money, so we have a good start at keeping misery at arm's length. In a region of significant homelessness, it's not hard to appreciate the fulfillment of our basic needs.

Our benefits are also a blessing. Our healthcare is in the 90th percentile in the world in terms of coverage, copays, and deductibles... we have the ability to access care and healing for ourselves and our families. We enjoy dental and vision benefits. Our HRA further reduces out-of-pocket costs for our health. Our pensions increase the chances that we'll have a high standard of living and a good quality of life after our work is done. Our affiliation with Foothill College provides us with access to other services as well as college credit for each class we complete. We have an Employee Assistance Program and a Membership Assistance Committee to help us through hard times. What an abundance of riches!

There is also the blessing of our honest and healthy work... the sense of satisfaction that we few enjoy, after a hard day's work... exercising our minds and our bodies.

Perhaps our greatest blessing is community. Through our community many of us have become lifelong friends, roommates, and even family members to each other. Being sisters and brothers in this large, extended family enriches us far beyond whatever we could feel alone. To see each other at the training center, at the union hall, on job sites, and in "the outside world" proudly flying the colors of our community is a shared fortune that is too great to be measured.

I am personally thankful to all of you for allowing me the opportunity to contribute to your success, and the opportunity and responsibility to hold myself to a standard befitting one of your elders. All of you give great meaning to my life and I am eternally indebted.



-Robert Chon

ETASV 2' X 2' LIGHTING / SWITCHING TABLE TOP LAB BOARD

WHAT ARE 2'X2' TABLE TOP BOARDS?

Under direct supervision of ETASV *TRAINING DIRECTOR ALBERT LANCASTER*, ETASV has developed the concept of 2' X 2' Table Top Lab Boards. The concept of these boards is to minimize the size of the board, but maximize the hands on development and learning of each ETASV Apprentice.

WHAT MAKES THE BOARDS EFFECTIVE?

Being 2' X 2' ETASV Table Top Lab Boards are very versatile and an efficient training tool, they are utilized in many strategic ways.

- **Readily Accessible** for all ETASV Instructors.
- **Transportable** to any classroom within ETASV's Facility.
- **Configurable** to meet the requirements of specific hands on training labs.

ETASV SAFETY PROTOCOLS:

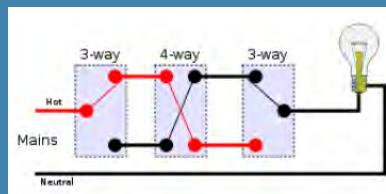
ETASV 2' X 2' boards have multiple safety precautions to ensure the safety of all our Apprentices. Powered by 120V, the first line of protection is a GFCI Receptacle, followed by a Single Pole Toggle Switch, the final protection is a RIB TR100VA001 stepping down from 120V to 24V **SAFETY 1ST!!!**



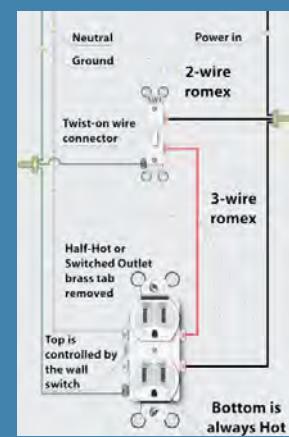
DIAGRAMS UTILIZED FOR THIS SPECIFIC LAB:

Below are diagrams utilized by the ETASV Instructors to assist in the development and learning of the ETASV Apprentices during their Hands on Training.

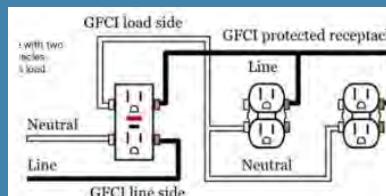
3WAY - 4WAY SWITCHING

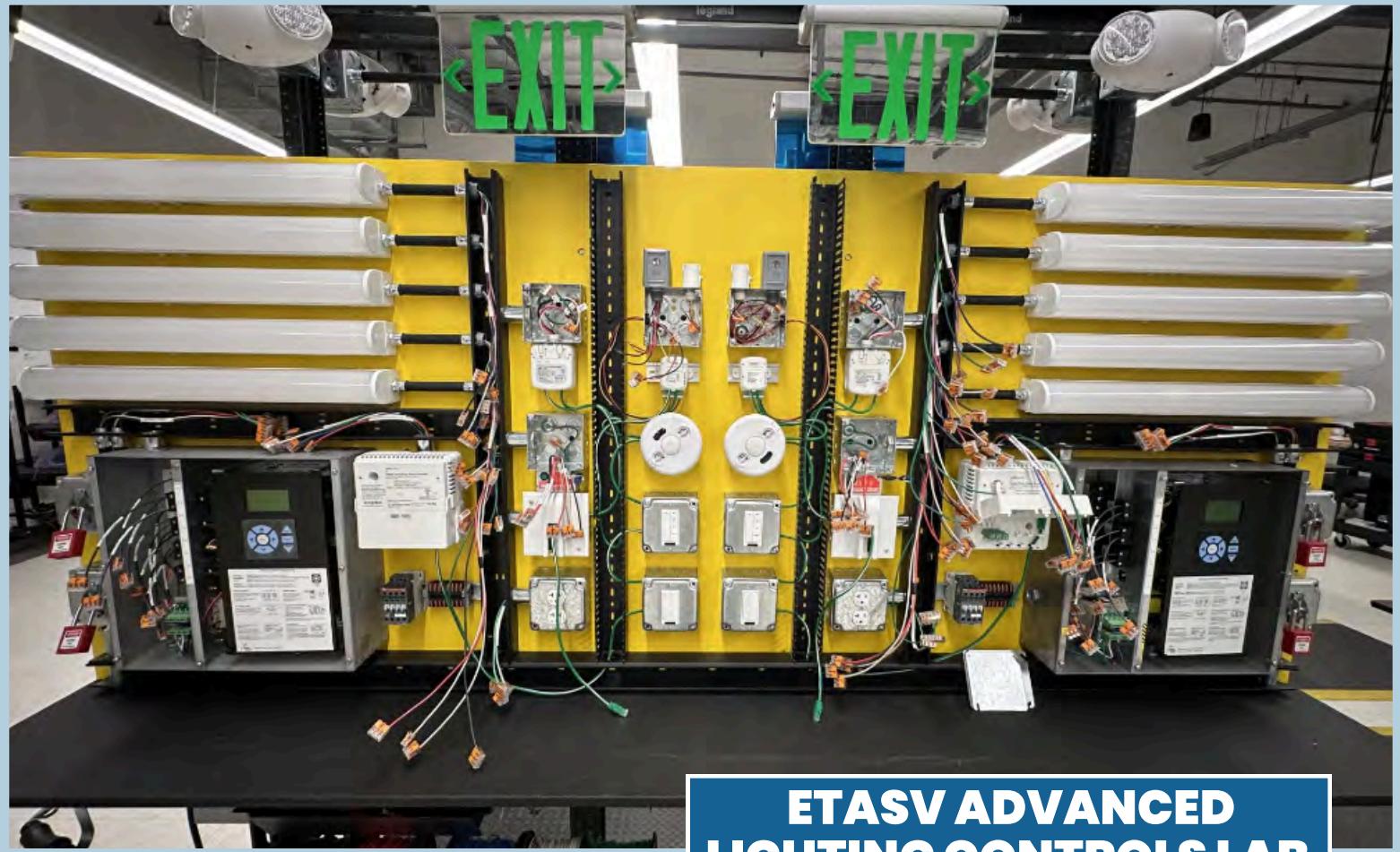


SWITCH CONTROLLED RECEPTACLES

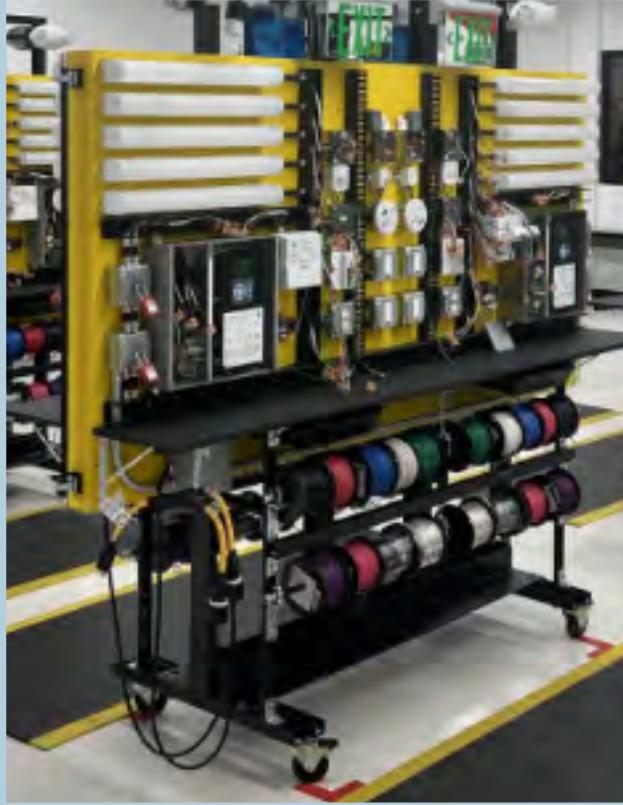


GFCI LOAD SIDE WIRING





ETASV ADVANCED LIGHTING CONTROLS LAB



WHAT ARE LIGHTING CONTROLS?

In modern buildings, we ask a lot of our lighting system. It needs to turn on without switches, turn off when nobody is around, adjust to natural light coming in through windows, and be able to be manually overridden if someone wants it brighter, or if the state needs to conserve power (title 24). This is where a lighting controller system comes into play.

SO WHY DO WE NEED TO KNOW ABOUT IT?

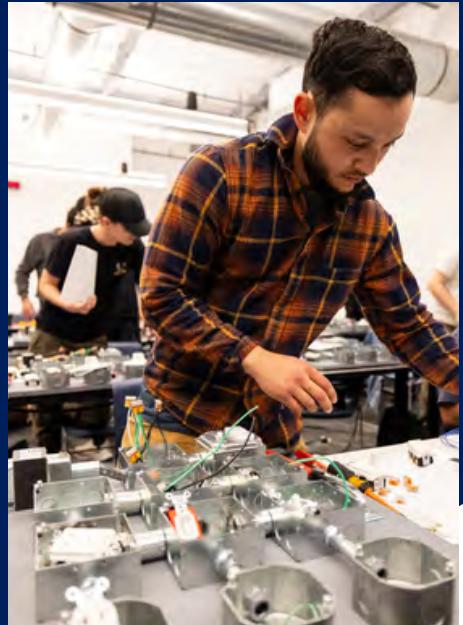
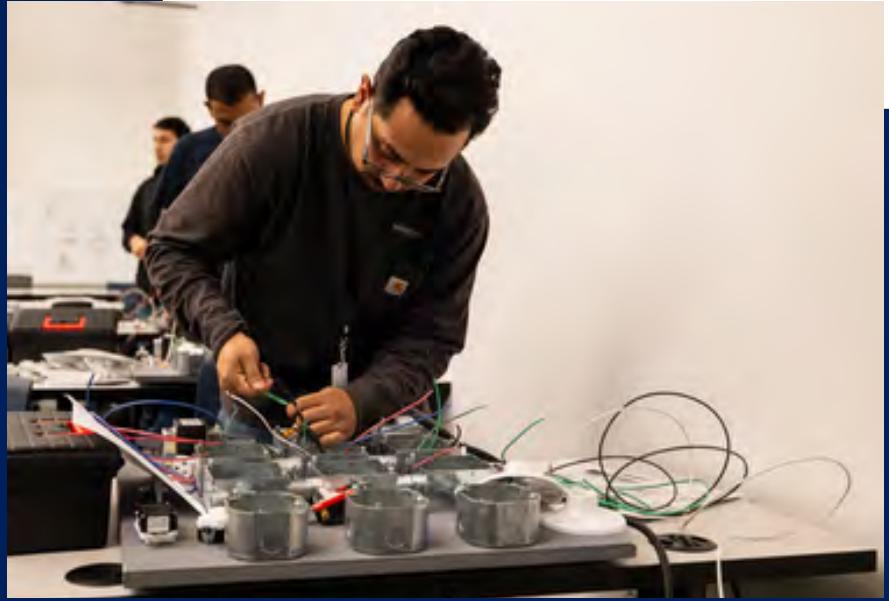
To protect our work, we need apprentices and journeymen well versed in lighting control systems. Being knowledgeable on different lighting control systems helps us efficiently install the lighting system for the building, and opens new jobs for our members, such as programming lighting control systems, and troubleshooting.

SO HOW DO WE LEARN ABOUT IT?

The ETASV has developed a lighting control course to be used by members to learn how to wire and troubleshoot lighting systems. Going over different components, like photocells, day lighting sensors, low voltage and wireless switches, to emergency circuit tie in with inverter circuits, BMS tie ins. Where are optimal places to install day lighting sensors or occupancy sensors. As well as California building codes related to the work.

With over 6 hours of hands-on experience on our lighting control boards you are sure to learn more than you ever thought you would about lighting!





MEET AN INSTRUCTOR

ANDREW ROGERS

JOURNEYMAN UPGRADE COURSES - FOREMAN DEVELOPMENT, OSHPD, AND HCAI



What made you decide to get into teaching?

I was taught that Unionism is more than simply belonging to a Local. It is about contributing to its foundation and its future. For many, this means participating in Local Governance. For others, participating in Community Action. For others, like myself, it was the recognition that I could contribute to the legacy of Local 332 by sharing what I had learned as an instructor.

What did you struggle with during your time in the apprenticeship?

My main struggle was being away from my wife and children (who were quite little at the time) for a significant part of my week. Like many apprentices, I commuted long distances and having to attend night classes two days a week, I often got home when my kids had already gone to bed. That was rough, but I had to keep reminding myself that what I was doing was for them, for us, and that's what responsibility is all about.

What do you hope apprentices take out of your class, for their career or for the next year?

The most important take-away from any class I teach is the reality that as a Local and as a Union workforce, we are facing significant challenges. The impact of the Non-Union effort and its advancement cannot be understated. That being the case, I strive to highlight the importance of production and streamlining processes. When teaching apprentices, I particularly highlight the value of Code knowledge and using the Code to our advantage. Yes, the Code might be prescriptive, but those Exceptions that are found throughout are there for a reason. When teaching JW classes, like Foreman Development, OSHPD, or NFPA Codes & Standards, I emphasize that knowledge is the key to our continued success, both individually and collectively.

What is your favorite part about teaching?

When you look out a class and realize that some complex element of electrical theory or some installation requirement is making sense. And, of course, when a former student approaches me years later and reminds me of something I had taught or that they appreciated the class.

What is your philosophy when it comes to teaching?

Be prepared. With apprentices, those folks are required to be there. Make it matter. If it matters to you, it will matter to them.

What contractor shop do you work for outside of teaching?

I work as the Director of Corporate Training for Sprig Electric, part of the Archkey Solutions group.

SPARKIN' SPOTLIGHT



What motivated you to pursue the IBEW apprenticeship?

What motivated me to join the apprenticeship was, honestly, that I was lost. I was going to community college, but didn't know what to study and I was working at Costco. Even though it was a great experience, I have nothing bad to say, I was only making 17 dollars an hour (still had a few years to go before topping out at \$25 an hour) and working 2-11pm. My days off were spread out all over the place and I really wanted the weekends off. I had no idea what I was getting myself into when I got accepted into the program. Yes, I got weekends off. Yes, I stopped having to work evenings and nights, but I ended up getting so much more than that. I'm at a place in life that I never thought I would be in and I literally owe it to this program and I know most, if not all, of my classmates feel the same way I do. We're blessed.

What is the most challenging thing about being an Apprentice at the ETASV?

The most challenging thing about being an apprentice at the ETASV is definitely being away from home all day. I commute, so I leave home at 5:30am and get back at 9 pm Mondays and Wednesdays. I miss my couch and most of all, my family those two days a week and I don't even have kids! I can't imagine what it's like for my classmates who are parents or those who commute even farther than me!

Julia Ceja-Alvarado
5th Yr Inside

What is something exciting you have learned so far in your Apprenticeship?

Something exciting I have learned so far, during my apprenticeship, is pretty much everything that has to do with tools! Before I got in, I didn't know a thing about construction. I didn't know how to use any kind of hand tool, let alone power tools! I couldn't even read a tape measure. To this day, I STILL struggle with my 16th's, haha I've been blessed with some amazing people who have had the patience to teach me and some even adapting to my learning style! To me, everything about what we do is exciting! It hasn't worn off after 5 years of doing this. Laying something out and it comes out exactly the way you wanted it, bending pipe and not having to make any tweaks, learning something new and finding your own way to make it work. I grew up in a family of strong amazing women who are all in the medical field. I'm far from where I want to be in my mechanical skills, but whenever I do something handy around the house that I think is simple, they get really impressed. My family thinks I'm cool 😂

What are your career goals after the apprenticeship?

My career goals after the apprenticeship are to keep working on improving my mechanical skills and learning as much as I can. I want to be the best journey'mam (TM) I can be to future apprentices. I'm hoping I can be as good as the people who taught me. If that ever leads to a leadership position, then, why not? Right?

2024/2025

FIRST SEMESTER STATE CERTIFIED INSIDE & RESIDENTIAL WIREMAN



The ETASV would like to recognize the Inside and Residential Wireman who have passed the CA State Certification Electrical Exam in the first semester of the 2024/2025 school year. Obtaining the CA State Certification is an integral part of a Wireman's career. Being State Certified allows for further career opportunities and career development within our industry. Possessing the State Certification provides work stability, as 99% of calls out of L.U. 332 require a state certification.

Here at the ETASV, instructors emphasize practice tests into their curriculum. Apprentices receive valuable resources and support in order to maximize their rate of success. Under ETASV Training Director Albert Lancaster's leadership, the percentage of Apprentices who have successfully passed the CA State Certification Exam skyrocketed during the 2023/2024 school year. The current Apprenticeship class is on target to do the same this year. The ETASV is proud of these efforts as this exam is very difficult and historically has low passing rates for first time takers.

The success of the Apprentices passing the exam is an accumulative and collaborative effort between the instructors and students. Here at the ETASV, we are continuously striving to set and hold standards to produce the best Electricians in the industry.



5th Year Inside Wireman CA State Certified

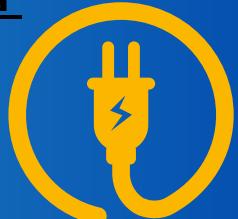
- Sean Altman
- Giovanni Barajas Valencia
- Julia Ceja-Alvarado
- Carlos Cervantes
- Randall Cone
- Joseph Cruz
- Brian Dalla
- Edward Figueroa
- Esteban Fuentes
- Julian Garcia
- Francisco Gomez
- Michael Gomez
- Marcus Gonzales
- Justin Graham
- Johnny Hernandez
- Quang Minh Ho
- Brandon Jimenez Machuca
- Jacob Kaplan
- Andrew Lane
- Alvin Llaneza
- Alejandro Lopez
- Patrick Mackenzie
- Ricardo Maldonado
- Victor Martinez
- Carlos Matthew Morales
- Quinn Neto
- Nicholas Nguyen
- Ashley Noriega
- Anthony Ortiz
- Christian Perez
- Jose Pichardo Figueroa
- Aniceto Reyes
- Sergio Rico
- Julian Rios
- Joey Sandoval
- Evan Smith
- Eric Souza
- Nicholas Squatritto
- Mark Townsend
- Raymundo Vallejo Serrano
- Erik Vazquez
- Alejandro Venegas
- Nicholas Zamudio

3rd Year Residential Wireman CA State Certified

- Aaron Badillo
- Armando Cardenas-Lopez
- Jacob Castrejon
- Edwyn Escobar
- Michael Gallegos
- Zhan Huang
- Tyler Lerma
- Alexis Lonbera
- Brandon Lopez
- Adrian Martinez
- Omar Martinez
- Justin Nelson
- Jesse Seronio Jr
- Justin Sizemore

4th Year Inside Wireman CA State Certified

- Anthony Devencenzi
- Dominique Greco



SAFETY CORNER

COMPLACENCY

Complacency

With the holidays approaching we wanted to bring awareness to complacency in the Workplace. It is understood that safety can be redundant at times, but it needs to be understood by students/employees that we all need to be reminded to stay focused on working safely.

WHAT IS COMPLACENCY?

In workplace safety, complacency is a mindset where you become comfortable with an existing situation and stop looking for potential hazards.

Complacency can be a major issue in industries such as the electrical trade where it's important to remain vigilant & be very aware of workplace hazards.

Causes

Complacency to hazards can result from a personal sense of safety.

- Routine and repetitive tasks that require little to no problem-solving skills.
- A long period with no incidents or where nothing went wrong at the jobsite.

Examples

Examples of complacency:

- Lack of concern for the hazardous work.
- Increase in taking risks when completing tasks & near misses.
- Taking shortcuts with safety protocols and rushing tasks.



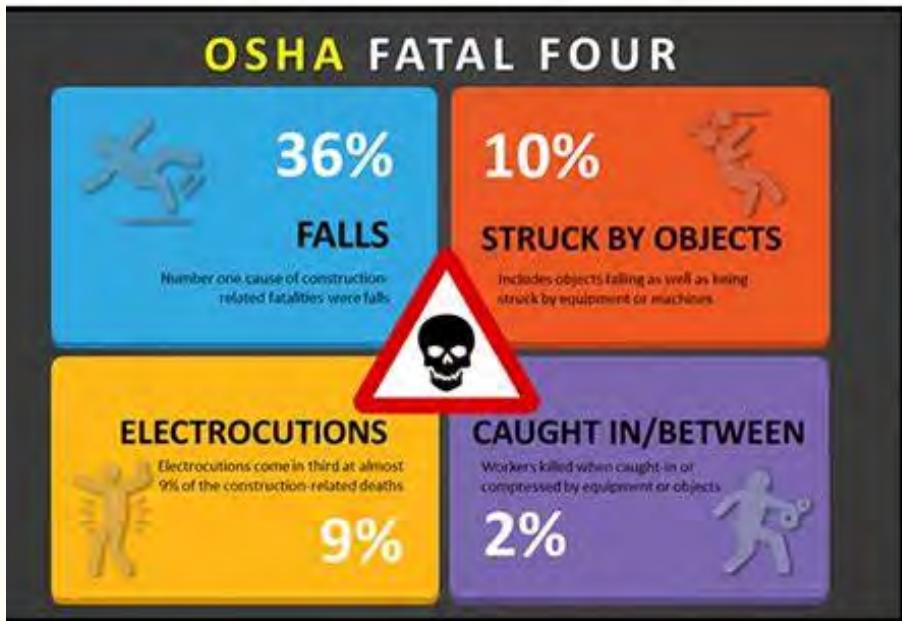
SAFETY CORNER COMPLACENCY

Avoidance of Complacency

Addressing complacency requires an ongoing effort with continual reminders. The goal is to change habits, and that will take time, but a successful safety culture should result in higher awareness and fewer accidents.

Increasing awareness is a good start, but complacency may return if students/employees fall into old habits. Changing habits isn't easy, as noted, so there's no simple solution. Constant vigilance is needed, with continual reminders. Options include daily safety meetings on complacency and job hazards, discussion of OSHA Fatal Four stats, posting signs, and support from coworkers and supervisors.

With a commitment to safety training and awareness, the job site's culture can replace complacency with an emphasis on alertness, planning, hazard identification, problem-solving, and prevention and care.



**CAUTION
BE ALERT**

Ment2Help

HOLIDAY ANXIETY



As the Thanksgiving and Christmas holidays are approaching, we here at the ETASV wanted to bring awareness to Holiday Anxiety.

WHAT IS HOLIDAY ANXIETY?

Holiday anxiety is a specific type of stress that occurs during holiday seasons. It's different from everyday stress, because it's linked to the unique pressures and expectations that come with holiday events and traditions. Understanding holiday anxiety and recognizing its effects on our mental health can help us manage it effectively.

HOW DOES HOLIDAY ANXIETY AFFECT MENTAL HEALTH?

Acknowledge your feelings around holiday anxiety and remember that it's okay to feel stressed or overwhelmed during the holiday season. Taking proactive steps to manage your mental health can help make the holidays a more enjoyable and less stressful time.

Increased stress levels: Additional demands in the holiday season can lead to heightened stress levels, impacting mental health.

Mood fluctuations: The highs and lows can cause mood swings, bouts of sadness, irritability, and even depression.

Sleep disruption: Anxiety can disturb sleep patterns, leading to insomnia or poor-quality sleep, which, in turn, affects overall wellbeing.

Unhealthy coping mechanisms: Some people might resort to habits like overeating, excessive drinking, or withdrawing from social interactions, which can further impact their mental health.

Christmas Bucket List

Be

1. ~~BUY PRESENTS~~

2. ~~WRAP GIFTS~~ someone in a hug

3. ~~SEND GIFTS~~ love

Donate

4. ~~SHOP FOR FOOD~~

5. ~~MAKE COOKIES~~ memories

Be

6. ~~SEE THE LIGHTS~~

Ment2Help

HOLIDAY ANXIETY



HOLIDAY ANXIETY TIPS

1. Plan ahead - Between co-workers, friends and family, it's inevitable that some commitments will end up on the same day. Make sure to plan on what you can attend in person or virtually.

2. Plan spending - The holidays mean spending money. Make a budget and stick to it. Spending on your loved ones may be important, but it's also important to stay within your "capable" means & budget. Don't buy gifts that you'll be paying off for the rest of the year.

3. Say no - With holiday commitments, it is ok to say no. It also will help relieve some stress. Try sharing your to-do list with other family members.

4. Maintain healthy habits - The holidays are notorious for ruining healthy habits. A short workout each morning will help your decision-making throughout the day.

5. Share feelings - Spending a holiday alone or after a life event change can be difficult. Accept those feelings and open up about them to others. It may make you feel better to share.

SELF-CARE STRATEGIES

for THE HOLIDAYS

- GIVE YOURSELF PERMISSION TO GO SLOW.
- DON'T FORGET TO BREATHE!
- TAKE YOURSELF OUT OF THE SITUATION IF YOU NEED TO. COME BACK WHEN READY.
- GET ENOUGH REST
- MAKE BETTER FOOD CHOICES + DRINK WATER
- TAKE A WALK/GO OUTSIDE
- LOWER EXPECTATIONS / HAVE NONE!
- UNPLUG. SPEND TIME WITH FAMILY + FRIENDS WITHOUT SCREENS.
- ENGAGE ALL OF YOUR SENSES
- FOCUS ON MAKING GOOD MEMORIES
- STEAL TIME FOR YOURSELF!
and REFLECT on the past year.

ASKING FOR HELP IS OK



FIND HELP

FOR MENTAL HEALTH
AND SUBSTANCE USE

988 SUICIDE & CRISIS LINE

SAMHSA'S NATIONAL HELPLINE

CALL or TEXT 988 or 988LIFELIN.org

1-800-662-HELP (4357)

VETERANS CRISIS LINE

FindTreatment.gov

DIAL 988 (PRESS 1) TEXT 838255

FindSupport.gov

DISASTER DISTRESS HELPLINE

samhsa.gov/find-help

CALL or TEXT 1-800-985-5990



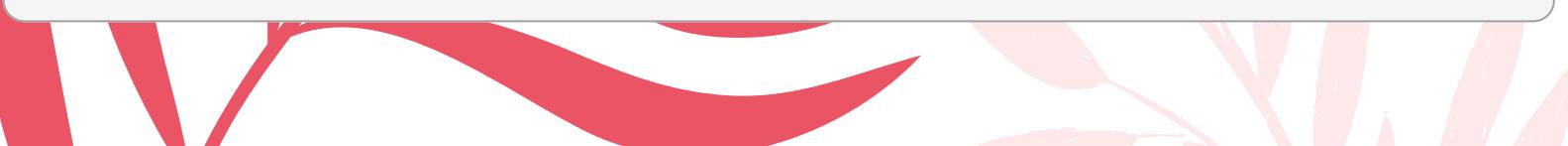
RESOURCES



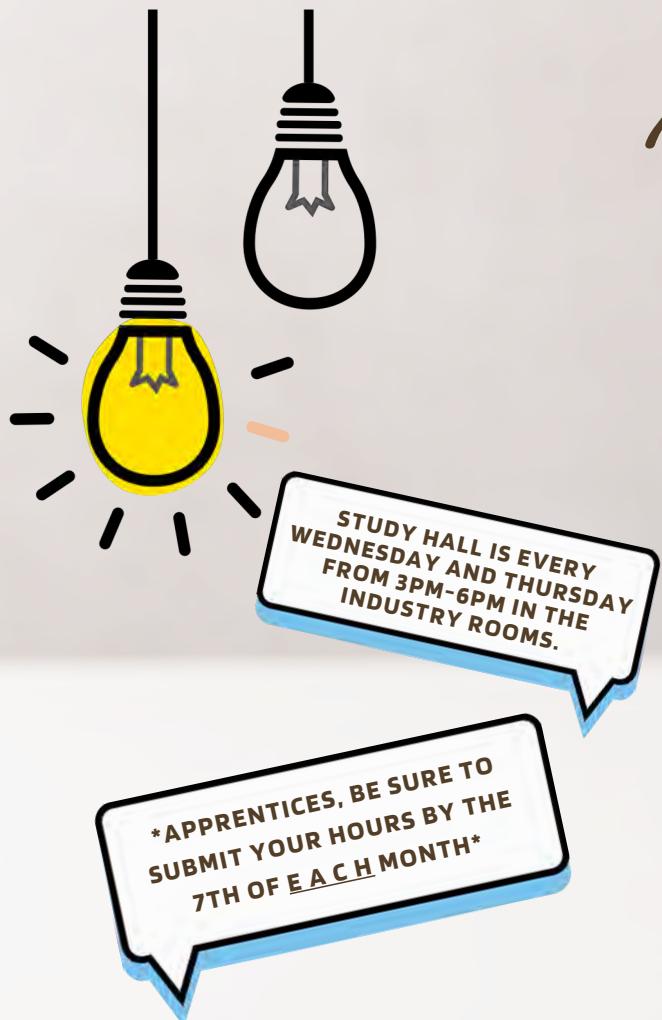
- Your medical insurance provides mental health benefits.
- All Apprentices are students at Foothill College. Here is a link to their Mental Health Resources: <https://foothill.edu/mentalhealthwellness/mentalhealth.html>
- For Inside Wiremen, we have an “Employee Assistance Program (EAP) that provides free services to those with substance and alcohol abuse, addiction and dependency problems: <https://www.beatiteap.com/>



• Better Help is not directly covered under our health plans, but it can be paid with using our UAS HRA Card. The site matches you with a licensed therapist based on your criteria (gender, faith, LGBTQ, age, race). Your therapy sessions can be via phone or video. You will qualify for a discount code to reduce the cost of your sessions and your licensed therapist who will review your case and contact you. Weekly sessions are 30-45 minutes long. If you find that you are not compatible with the therapist, you are assigned you can request a different therapist. Sessions are \$90/week you will qualify for a discount and the payments are covered by our HSA card. <https://www.betterhelp.com/>



Disclaimer: The information contained in this newsletter is provided for general educational purposes only and is not intended to diagnose, treat, cure, or prevent any health condition. Please consult a qualified health care professional to diagnose your health condition and prevent self-diagnosis. We do not dispense medical advice or prescribe or diagnose illness.



Did YOU KNOW?

FOOD TRUCK IS HERE M-TH FROM
3:30PM-7PM

- One of the best ways to give back is going to the union meetings. It is a great place to find out current issues that other brothers and sisters might be facing, vote on where your money goes, and catch up with friends that you haven't worked with in a while.
- CPR and First Aid training expires every 2 years. Make sure you are up to date so that you are eligible for your raise. If you are using an online course, make sure you do CPR AND First Aid.
- It's easy to skip safety steps this time of year. Make sure to check and recheck that you are locked out on the proper circuit before working, that includes coming back from lunch (recheck) or even coming back from the bathroom. Finish the year strong, don't make a costly mistake.

ELIGIBLE FOR A **RAISE?**



- 1. YOU MUST HAVE COMPLETED THE SEMESTER**
- 2. REQUIRED HOURS NEED TO BE SUBMITTED AND APPROVED**
- 3. CPR/FIRST AID AND SEXUAL HARASSMENT PREVENTION NEED TO BE UP TO DATE**
- 4. EMAIL - ADVANCEMENTREQUEST@ETASV.ORG**

Have questions
about your eligibility,
hours, or HRA
questions? Please
find the following
contact info.

Inside Health & Welfare
Marlene Hernandez
408-288-4433
mhernandez@uastpa.com

Residential Health & Welfare
Shandy Grace
408-288-4452
sgrace@uastpa.com

ibew332benefits.com



United
Administrative
Services

All inquiries
Sandy Stephenson
408-288-4440
sstephenson@uastpa.com

Inside/Resi Pension Questions?
Rachelle Manalo
408-288-4559
rmanalo@uastpa.com

All Inquires
Jo-Ann Rashid
408-288-4493
jrashid@uastpa.com

