

THE PLUG



ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY



THE PLUG



A Word from the Training Director

Welcome back!

It's great to see our Training Center at full capacity once again. As always, the staff and I are constantly striving to make the apprentice experience better each and every day. New curriculum, new labs, new processes, and new events help to energize everyone to perform their best each time class begins.

One of the more exciting topics, in my opinion, is hands-on evaluations. These new evaluations, administered in all years, will ensure that every apprentice receives the fundamental training needed to be successful as a journeyman wireman. It's imperative that the ETASV instills the confidence an apprentice needs to do the job effectively and efficiently. I have had several one-on-one conversations with students who appreciate the effort being put into the investment of their training. That's what it's all about.

I ask that all of you be an active part of our training centers growth. Silicon Valley is an ever-advancing technology hub and the ETASV must keep up.

"Be a part of the solution, not the problem"

Student feedback is a key portion of what drives successful growth with our programs and our building. Be sincere and forthcoming when asked to write a review or evaluation on a course. All feedback is read and considered.

I hope everyone has a great spring semester. Don't forget about the 2025 ETASV Skills Tournament held Saturday, March 8th. Come and spectate, get some food and interact with industry vendors at the trade show!

-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."

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

One of the best things about working at the JATC is the inspiration provided by the Apprentices, of whom there is no shortage that exceed the mandatory JATC “Integrity Standard.”

“Indentured Apprentices who have qualified for the program have been selected for certain qualities. Among those are “a good moral character, integrity, and maturity, in essence, a good citizen.”



On the subjects of character and citizenship, in April of 2019 with impetus provided by IBEW 332 Business Agent Will Smith, this training center instituted the Community Service Requirement. Since that time we have had Apprentices volunteer thousands of hours of community service. The Apprentice who performs the greatest number of community service hours is awarded the Southwire Community Service award at their graduation ceremony. The inaugural winner of this award was 2023 graduate Lilliana Martinez who amassed 263 hours of volunteer work including innumerable hours spearheading creek cleanups as well as group shifts at the Second Harvest Food Bank.

Also compiling an exceptional number of volunteer hours is the 2024 winner, Zahira Elmansoumi who compiled 165 hours at the time of her graduation from the Residential program. Zahira is now an Inside Apprentice and has continued her substantial efforts at making the world a better place.

Lily and Zahira are just two of the hundreds of ETASV Apprentices that have made the commitment to step beyond the sphere of their personal lives and improve their communities.

When we preach, “to whom much is given, much is expected,” we do not confine that principle to the job site and the training center. Ideally all of our Apprentices are poster children for the values we hold high... all of our Apprentices have a positive influence on those around them and conduct, comport, and project themselves as strong, principled, moral, and compassionate people. Ideally all of our Apprentices have high standards for conduct and set a good example for those who will follow in their footsteps. One need not be a military veteran or a first responder to serve our country. Civilian volunteerism is a cornerstone of our Apprenticeship.

As we move into the administration of President Trump, never forget the words of former President Kennedy who admonished all of us in his 1961 inauguration, “Do not ask what your country can do for you... ask what you can do for your country.”

-Robert Chon



ETASV

Photography



COMPETITION

Photography, the art, science, and practice of creating images by recording light on a surface.

Be **PROUD** of your installs on the jobsite!

Be **CREATIVE** submitting your photos.

Rather than taking another selfie...

The ETASV is calling upon all apprentices to become more involved in your own apprenticeship program.

Submit photos of work installs, creative construction/jobsite, favorite hobbies, ETASV Labs, and industry related images.

Submit your images to be featured in The PLUG newsletters to
marissa@etasv.org



MEET AN INSTRUCTOR

PETE SEABERG

PRESIDENT, ASSISTANT BUSINESS MANAGER, AND
JOURNEYMAN UPGRADE CLASSES



Tell us a little about yourself, where do you work for outside of teaching?

Currently I am Asst. Business Manager at the hall for IBEW 332 and the President of the local. I absolutely love helping our members and working to grow our local. Before working as an organizer and business rep I was at Cupertino Electric for about 7 years. I turned out in 2009 from our Inside Apprenticeship.

What made you decide to get into teaching?

I had always enjoyed teaching and training our apprentices in the field, so when the opportunity came up to help at the JATC I jumped in. It's extremely important to have well qualified and experienced members teaching our apprentices. I've been an instructor since 2019, teaching Inside 3rd year & 5th year, Inside / Residential boot camps, financial education and JW code upgrade classes.

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

I always want students to understand that to be successful in our career requires lifelong continuing education. That education can come from a variety of sources, in a classroom or on the job, but you must have an open mind to continue learning new skills and new ways to build projects.

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

Balancing home life, school, work, and the hardships of living in the Bay Area. Just like many of our apprentices today, my life was very busy and it was tough to juggle all of the responsibilities. I got married in my 4th year of the apprenticeship and I already had a young daughter. To make ends meet at the time, I was also working a second job as a bouncer in downtown San Jose three nights a week for most of my 4th and 5th year in the apprenticeship. So I was working my 40+ in the field, school two nights a week, and bouncing three nights a week. I completely understand and sympathize with our members working hard to make it here, I've been there myself.

What is your philosophy when it comes to teaching?

That everyone deserves an opportunity to learn, and that many of our students learn in different ways. As instructors we need to deliver information in various forms and be open to feedback from our students. As I said earlier, everyone needs to continue to learn, and that includes myself as an instructor and a leader in our local.

What's your favorite union event? (picnic, clay shooting, baseball games, etc.)

Has to be the annual picnic. It's the biggest event of the year. It's a huge honor to be able to run such a great event for our members and their families.

SAVE THE DATE

ETASV Graduation

FRIDAY JUNE 13TH, 2025

5001 Great America Pkwy
Santa Clara, CA 95051

If you would like to book a room for the night, the Hyatt Regency Santa Clara is connected to the Convention Center.

If you would like to volunteer please email rachele@etasv.org ASAP

More information coming soon!



ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY

Skills Tournament and Open House

WATCH THE UPCOMING GRADUATES
GO HEAD TO HEAD IN THE FIELD

Pipe Bending

Material Identification

Residential Wiring Motor Controls

Saturday March 8th, 2025

1873 Barber Lane | Milpitas | 9:30am

Food Trucks & D.J.



Register by
February 21st for
food ticket and
special gifts



SAFETY CORNER

Control/Storage of Hazardous Substances

With everyone returning from the holiday break, we here at the ETASV wanted to bring some awareness on how to deal with hazardous substances while participating in labs at the ETASV or working at your jobsites. With a focus on control & storage of the hazardous substances.

What is a Hazardous Substance?

A hazardous substance is any product or chemical that has the following properties:

- **Explosive**— explodes or causes explosions
- **Flammable**— ignites easily and burns rapidly
- **Oxidising**— could be gaseous, solid, or liquid and can cause or intensify fire and explosion
- **Toxic**— can harm people if it enters the body through contact, ingestion, inhalation. The effects can be mild to life threatening and can be immediate or long term.
- **Corrosive**— can cause skin burns and eye damage
- **Ecotoxic**— toxic to the environment



The Globally Harmonized System (GHS) of classification & labeling of chemicals is a framework that standardizes the classification & labeling of chemicals worldwide. It was established by the United Nations in 1992. The goal of the GHS is to establish criteria for the classification of health, physical, & environmental hazards, and specifically what information should be included on hazard labels as well as safety data sheets. The GHS of pictograms **below** can help you identify substances that may harm you or others.

GHS PICTOGRAMS & HAZARDS

As of June 1, 2015, the Hazard Communication Standard (HCS) will require pictograms on labels to alert users of the chemical hazards to which they may be exposed. Below are the modified Hazard Communication Standard (HCS) labels to conform with the United Nations' (UN) Globally Harmonized System of Classification and Labelling of Chemicals (GHS). Each pictogram consists of a symbol on a white background framed within a red border and represents a distinct hazard(s). The pictogram on the label is determined by the chemical hazard present.



SAFETY CORNER

Control/Storage of Hazardous Substances



Risk Assessment of Hazardous Substances

- Consider worker exposure to hazardous substances & check exposure by monitoring if there is doubt.
- Where possible, eliminate or substitute the hazardous substances.
- Minimize exposure by applying isolation or engineering controls.
- If risk remains, make sure fitted personal protective equipment (PPE) is provided and used.



Control Measures of Hazardous Substances

- Create an inventory of hazardous substances such as the conduit glues, aerosol spray paints & gasoline that are utilized in the electrical trade.
- Have the Safety Data Sheets (SDS) for all hazardous substances & make them accessible to workers.
- Inform & train workers before using any hazardous substances.
- Store in suitable containers & label them correctly.
- Store hazardous substances safely in double containment trays or secured marked storage lockers as it is an OSHA regulation & EPA requirement.



Plan For an Emergency

If using hazardous substances, an emergency plan should be developed & include:

- Inventory of hazardous substances.
- Site plan with all hazardous substance's locations.
- Training of staff on how to correctly wear PPE.
- First aid- Know where wash stations are & how to treat people who become exposed/harmed by the substance.





ETASV HANDS ON EVALUATIONS:

- ETASV Training Director, **Albert Lancaster**, directly supervised the implementation of the newly rolled out Hands on Evaluations. During the Hands-on Evaluations, students will work to complete a small installation project based on documentation provided by their instructor. Students will be evaluated based on the following:

- Each semester attended by an apprentice will encompass a Hands-on Evaluation, as stipulated below.

- Aesthetics
- Cleanliness
- Project Completion
- Operation (If applicable)
- Code Compliance (If applicable)
- Professional and Skillful manner

Residential Wireman:

- 1st Year 1st Semester – Basic Circuitry Lev.1 (In wall NM cable rough in, device trim, operation)
- 1st Year 2nd Semester – Basic Circuitry Lev. 2 (In wall NM cable rough in, device trim, operation)
- 2nd Year 1st Semester – Intermediate Circuitry (In wall NM cable rough in, device trim, operation)
- 2nd Year 2nd Semester – Conduit Fabrication and Installation (In wall rough in)
- 3rd Year 1st Semester – Advanced Circuitry Lev.1 (In wall NM cable rough in, device trim, operation)
- 3rd year 2nd Semester – Advanced Circuitry Lev.2 (In wall NM cable rough in, device trim, operation)

Inside Wireman:

- 1st Year 1st Semester – Basic Circuitry (In wall MC Rough in and device trim)
- 1st Year 2nd Semester – Conduit Fabrication and Installation (In wall Rough in)
- 2nd Year 1st Semester – Advanced Circuitry (In wall MC Rough in and device trim)
- 2nd Year 2nd Semester – Conduit Fabrication and Installation (Exposed Install)
- 3rd Year 1st Semester – Fire Alarm Life Safety Systems (Cable pull and device trim)
- 3rd Year 2nd Semester – Panel and Transformer Make up (Feeders, Branch, Grounding/Bonding)
- 4th Year 1st Semester – Motor Controls Basics (Start/Stop, Contactor, Red/Green Aux indicator lights)
- 4th Year 2nd Semester – Advanced Fire Alarm (Emergency Control Functions, Relay Logic) ***Advanced Lighting Controls currently in development. Slotted to potentially replace Advanced Fire Alarm***

- The Hands-on Evaluations were developed and implemented to be a formalized tool in accurately gauging student progress and retention of relevant trade knowledge. The PLUG will be highlighting the 5th Year Hands on Evaluation.



ETASV 5TH YEAR HANDS ON EVALUATION MINIATURE SERVICE JOB INSTALL PROJECT

Pre-Install :

- Review Project drawings and documents indicated above
- Develop a plan of execution (task detailing) for all aspects of project
- Generate a material list for each stage of installation.
- Perform a “job walk” of prospective jobsite.
- Create list of “RFI’s” if needed for install clarification. Submit to proctor during “Pre-Install” course day.

Power (LV) :

- Rough in all new (N) devices indicated on the provided floor plan and elevations. Adhere to all notes stipulated.
- Pull conductors for all required devices to correct sub panel
- Trim all devices according to documentation provided.

Fire Alarm :

- Rough in boxes and conduit for FA life safety devices to designated HR can above ceiling.
- Pull FPLP cabling from HR can to Speaker Strobe and Smoke detector boxes.
- Trim speaker strobe device and smoke detector device.
- Make up In/Out circuits at terminal strip in existing HR can.



Power (HV) :

- Rough in all new (N) devices indicated on the provided floor plan and elevations.
- Pull conductors for all required devices to correct sub panel
- Trim all devices according to documentation provided
- Students are responsible for terminating to line side of new (N) installed 3P disconnect. No load is to be installed.

Lighting :

- Place 2 x 4 light fixtures in the indicated positions on the Reflected Ceiling Plan.
- Rough in for exit sign and LV lighting controls.
- Rough in Luminaire and MC cable for light fixtures and exit sign. No exposed Luminaire cable or MC below ceiling.
- Install and trim all lighting controls components per Reflected Ceiling Plan (RCP) above ceiling at (E) 4/11 – 4sq box assembly.
- Trim exit sign
- LV CAT-5 lighting controls communication cabling shall be free air above T-Bar

Motor Controls :

- L1, L2, L3 from existing (E) 3P disconnect labeled (1) to be pulled and terminated to motor contactor labeled (2).
- Pull T1, T2, T3 from motor contactor labeled (2) to existing motor labeled (4). Terminate motor leads.
- Pull 120V control circuit wiring to terminals and devices indicated on motor controls wiring diagram.

Panel/XFMR Makeup :

- Dress branch circuits and terminate to correct OCPD devices utilizing provided panel schedules for “LV” panel and “HV” panel.
- Dress and terminate primary and secondary conductors within the XFMR.
**Conductors for primary and secondary are pre-installed. **

Grounding :

- Pull and terminate all “grounding/bonding” conductors indicated by one line diagram labeled (5.6)
- Raceway is existing.

**ETASV 5TH YEAR
HANDS ON EVALUATION
MINIATURE SERVICE JOB
INSTALL PROJECT**





THE PLUG

ETASV FIRE ALARM SYSTEM LAB BOARDS

WHAT ARE FIRE ALARM SYSTEMS?

A commercial fire alarm system is a collection of devices designed to detect and alert building occupants of a potential fire. Fire alarms comprise several components, including initiating devices, notification appliances, and control panels. The four most common detectors are ionisation, photoelectric, combination ionisation/photoelectric, and heat.

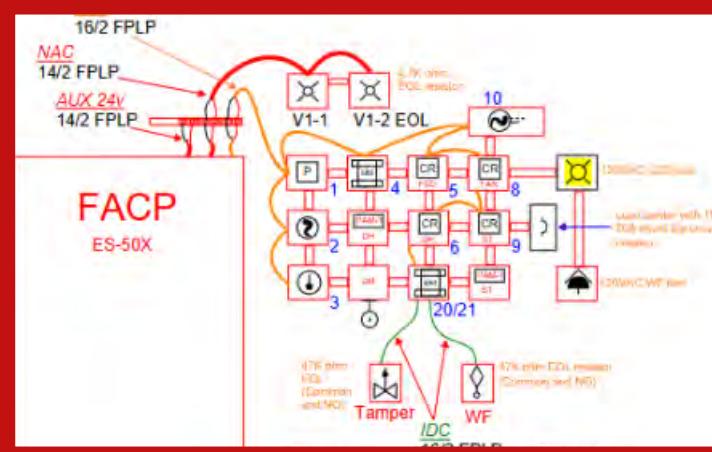


WHY ARE FIRE ALARM SYSTEMS IMPORTANT?

Fire Alarm systems are an important aspect of an Inside Wireman's scope of work. They are an essential portion of any new construction whether Industrial, commercial, or residential. It is imperative that installers have a working knowledge of drawings, wiring, detectors, notification appliances, and emergency control functions.

HOW DO WE LEARN ABOUT FIRE ALARM SYSTEMS?

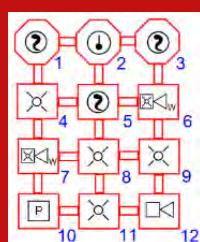
ETASV offers a variety of educational hands on courses within the facility. ETASV 2 x 2 F.A. Boards utilized by instructors to give apprentices hands on training. Additionally ETASV offers J.W. Upgrade F.A. System Course.



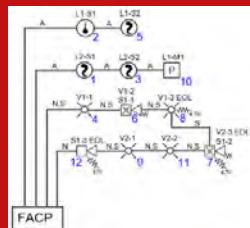
DIAGRAMS UTILIZED FOR THESE SPECIFIC LAB:

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

DEVICE LAYOUT



RISER DIAGRAM



DEVICE LEGEND

- (?) Smoke Detector
- (○) Heat Detector
- (P) Pull Station
- (X) Strobe
- (XW) Speaker Strobe
- (~W~) Resistor
- (□K) Speaker



ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY



ETASV FIRE ALARM SYSTEM LAB BOARDS

COURSE OVERVIEW:

Fire Alarm Systems J.W. Course aims to provide a better understanding of fire alarm systems and how they operate. Installation requirements relating to NFPA 70 (NEC), NFPA 72 (National fire alarm and signaling code), and the IBC (International Building Code) will also be reviewed to ensure the highest quality of installations.

Introduction to Fire Alarm Systems

Fundamentals and System Requirements

- Overview and History of Fire Alarm Systems

- Basic Types of Fire Alarm Systems

- Circuit Types

- Codes and Standards

Initiating Devices

- Types of Initiating Devices

- Installation and Spacing Requirements for Initiating Devices

Types of Notification Appliances

- Installation and Spacing Requirements for Notification Appliances

Wiring and Wiring Methods

- Wiring Requirements for Fire Alarm Systems.

Circuits

- Circuit Integrity Cable

- Class A, Class B, and Class X Circuit Installation

System Interfaces and Safety Control Functions

- Interconnected (Networked) Fire Alarm Systems

- Connection Methods

- Emergency Control Function Interfaces

Plans and Specifications

- Plans and Drawings

- Standardized Fire Protection Plans and Symbols

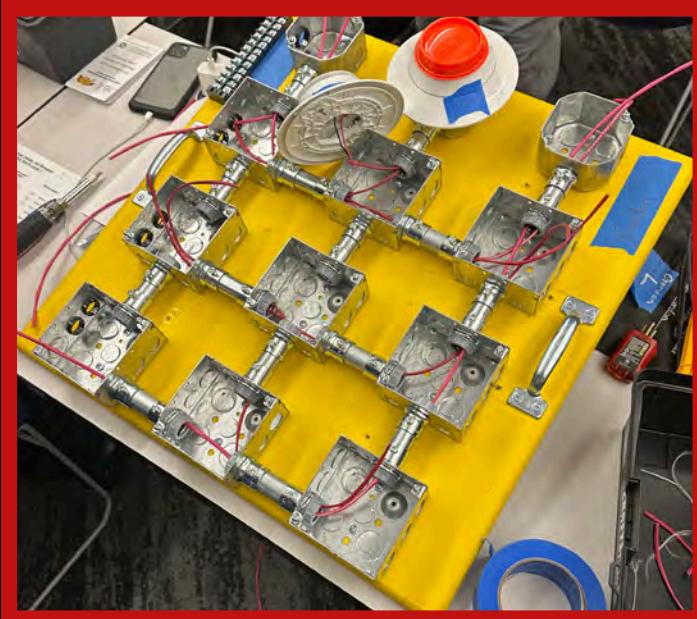
Testing and Commissioning

- Testing Methods

- Initial/Acceptance Tests

- Troubleshooting







ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY

GRADUATING CLASS OF
2024/2025



**STATE CERTIFIED
INSIDE & RESIDENTIAL WIREMAN**

ETASV GOLD STANDARD OF EXCELLENCE

- THE PLUG WILL BE HIGHLIGHTING EACH MONTH THE UPDATED CA STATE CERTIFIED CURRENT APPRENTICESHIP CLASS BOTH INSIDE AND RESIDENTIAL PROGRAMS.
- TUNE INTO THE PLUG EACH MONTH TO SEE WHICH OF YOUR FELLOW APPRENTICES HAVE SUCCESSFULLY PASSED THE CA STATE CERTIFICATION EXAM.
- NEWLY STATE CERTIFIED APPRENTICE NAMES WILL BE HIGHLIGHTED IN GOLD SHOWCASING THEIR ACHIEVEMENT OF PASSING THE CA STATE CERTIFICATION.
- INSIDE WIREMAN ARE CURRENTLY AT 82% CERTIFIED
- RESIDENTIAL WIREMAN ARE CURRENTLY AT 86% CERTIFIED



5th Year Inside Wireman CA State Certified

- Elias Aleman
- Sean Altman
- Keven Alvarenga
- Giovanni Barajas Valencia
- Matthew Burks
- Julia Ceja-Alvarado
- Carlos Cervantes
- Sonia Cervantes Ordaz
- Randall Cone
- Joseph Cruz
- Brian Dalla
- Marcus Duran
- Daniel Duran
- Jackson Felker
- Jonathan Ferreira
- Edward Figueroa
- Esteban Fuentes
- Michelle Galang
- Julian Garcia
- Michael Gomez
- Francisco Gomez
- Michael Gonzales
- Marcus Gonzales
- Justin Graham
- Anthony Green
- Armando Guevara
- Agustin Gutierrez
- Johnny Hernandez
- QuangMinh Ho
- Cody Hutton
- Brandon Jimenez Machuca
- Colby Jones
- Jacob Kaplan
- Henry Kim
- Andrew Lane
- Alvin Llaneza
- Edward Lopez
- Alejandro Lopez
- Patrick Mackenzie
- Ricardo Maldonado
- Victor Martinez
- Carlos Matthew Morales
- Quinn Neto
- Nicholas Nguyen
- Ashley Noriega
- Thaddeus Nunez
- Anthony Ortiz
- Jake Pauer
- Christian Perez
- Jose Pichardo Figueroa
- Fernando Pino
- Roberto Ramos
- David Recio
- Aniceto Reyes
- Sergio Rico
- Julian Rios
- Hector Ron
- Joey Sandoval
- Evan Smith
- Eric Souza
- Nicholas Squatritto
- Stephen Stickells
- Mark Townsend
- Raymundo Vallejo Serrano
- Erik Vazquez
- Alejandro Venegas
- Ramonito Vitug
- Glenn White
- Nicholas Zamudio

3rd Year Residential Wireman CA State Certified

- Aaron Badillo
- Armando Cardenas-Lopez
- Jacob Castrejon
- Ulisses Curiel
- Malik Earhart
- Edwyn Escobar
- Elva Espino
- Michael Gallegos
- Lauro Gomez
- Zhan Huang
- Tyler Lerma
- Alexis Lonbera
- Brandon Lopez
- Adrian Martinez
- Omar Martinez
- Mark Michaud
- Owen Nakagawa
- Justin Nelson
- Bryan Nguyen
- Kristina Noland
- Garrett Phelps
- Luis Pinon
- Andrew Rocha
- Jesse Seronio Jr
- Justin Sizemore

4th Year Inside Wireman CA State Certified

- Anthony Devencenzi
- Dominique Greco



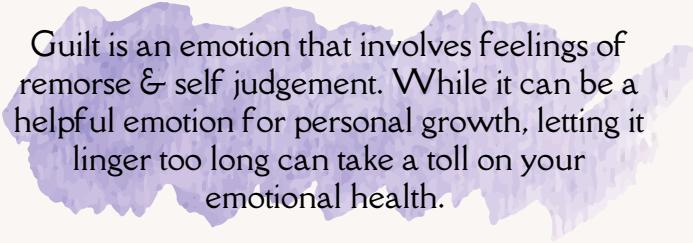


MENT 2 HELP

COPING WITH FEELINGS OF GUILT IN A HEALTHY WAY



As we kick off the 2nd semester we understand that your daily lives are filled with commitments including unexpected life events that might become challenging at times. But we all need to understand that things happen & everyone makes mistakes; It's part of being human. Perhaps a life challenging event occurred which involved you doing your best and even after doing so you had feelings of guilt. The ETASV is committed to ensuring that we provide a stress-free environment for everyone & wanted to provide some awareness tips on how to cope & let go of guilt.



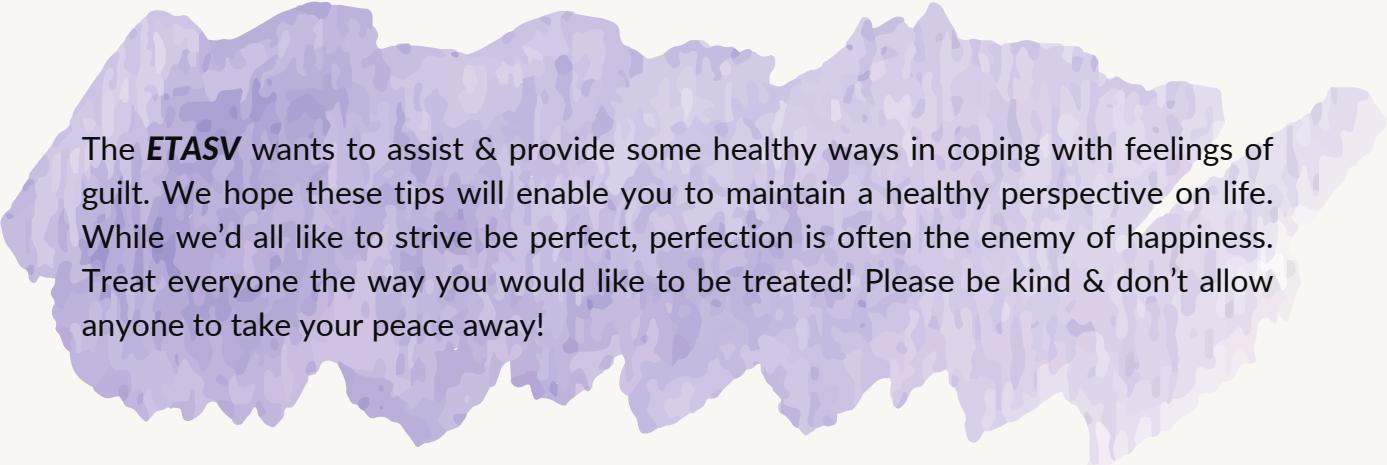
Guilt is an emotion that involves feelings of remorse & self judgement. While it can be a helpful emotion for personal growth, letting it linger too long can take a toll on your emotional health.

Ignoring your guilt might seem like a helpful strategy but like other emotions, unaddressed guilt can stick around, making you feel worse over time. Refusing to acknowledge your guilt might temporarily keep it from spilling into your everyday life, but masking your emotions generally doesn't work as a permanent strategy. Truly addressing guilt & moving on requires you to first accept those feelings.

What are the four types of Guilt?

Guilt can happen on an individual or collective level. Some people shift in and out of each type throughout their lifetime.

- **Natural Guilt-** Natural guilt is what you feel after you think you did something wrong. For example, If you break a promise to a friend which leads you to belief that you are a bad friend.
- **Chronic Guilt-** This type of guilt happens from prolonged exposure to stress. For example, you might feel overwhelmed with commitments at work or school which can affect your relationships with family or friends.
- **Collective Guilt-** This type involves a sense of group or shared responsibility. For example, a group of policeman or firefighters that did all they could in life or property preservation & share a personal responsibility & guilt over the event.
- **Survivor Guilt-** Tragic events, such as witnessing a large-scale tragedy, may cause feelings of remorse & sadness. This could look like someone surviving an accident & feeling guilty for the people who did not.



The **ETASV** wants to assist & provide some healthy ways in coping with feelings of guilt. We hope these tips will enable you to maintain a healthy perspective on life. While we'd all like to strive to be perfect, perfection is often the enemy of happiness. Treat everyone the way you would like to be treated! Please be kind & don't allow anyone to take your peace away!

- **Apologize/Make Amends-** A sincere apology can help you begin repairing damage after a wrongdoing & begin the healing process between the parties involved.
- **Learn From the Past-** Before you can leave the past behind, you need to accept it. You can't rewrite events by replaying scenarios with different outcomes. But you can take what you've learned from it and self-reflect moving on from the mistake.
- **Practice Gratitude-** There's nothing wrong with needing help. Life isn't meant to be faced alone. Instead of feeling guilty when you need support, foster & cultivate an environment of gratitude by: 1. thanking your loved ones for their support & kindness 2. committing to paying support forward once someone else needs it.
- **Replace Negative Self-Talk with Self-Compassion-** Guilt can provoke some pretty harsh self-criticism, but beating yourself up over a mistake won't improve things. A mistake doesn't make you a bad person-everyone messes up from time to time. Reminding yourself of your worth can build confidence making it easier to deal with the situation more objectively.
- **Remember Guilt Can Work for You-** When used as a tool, guilt can cast light on areas of yourself you feel dissatisfied with. Guilt can serve as an alarm that lets you know when you've made a choice that conflicts with your core values. Instead of fighting it, let it work for you in positive ways.
- **Forgive Yourself-** Self-forgiveness is a key component of self-compassion. When you forgive yourself, you acknowledge that you made a mistake, like all other humans do. Then, you can look to the future without letting that mistake define you.
- **Talk to People You Trust-** People often have difficulty discussing guilt which is a normal human behavior. The guilt can cause isolation which can complicate the healing process. Allow loved ones and close friends to be compassionate & empathetic in your healing process. Nearly everyone has done something they regret, so most people know the feeling of that guilt.
- **Remember:** An outside perspective can make a difference in the healing process especially if you're dealing with survivor's guilt or something you had no control over!!!



MENT 2 HELP

ASKING HELP FOR IS OK



FIND HELP

988 SUICIDE & CRISIS LINE

CALL or TEXT 988 or 988LIFELIN.org

VETERANS CRISIS LINE

DIAL 988 (PRESS 1) TEXT 838255

DISASTER DISTRESS HELPLINE

CALL or TEXT 1-800-985-5990

FOR MENTAL HEALTH
AND SUBSTANCE USE

SAMHSA'S NATIONAL HELPLINE

1-800-662-HELP (4357)

FindTreatment.gov

FindSupport.gov

samhsa.gov/find-help



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.

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

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