

IBEW-NECA
ETA

ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY



THE
PLUG 

THE PLUG

November 2024

ETASV'S NEWSLETTER

Vol 3 Issue 3

A Word from the Training Director

This is a great time of year. Slightly cooler weather (emphasize slightly), football, the world series, and the fast-approaching holiday season. Additionally, I have a lot of excitement stemming from the growth and advancement our students are showcasing every week. I have been walking the halls in the evening witnessing firsthand the engagement and practical exercises performed by our students.

Training is a complicated word for an electrician. It means acquiring the skills and knowledge required to meet the demand of an ever-growing and shifting industry. It means minimum related instruction hours in the classroom learning theory and code calculations, hands on practical application exercises, and relevant jobsite literacy skills such as safety applications and blueprint reading.



I have heard individuals and organizations refer to our training center as “world class.” That's a bold statement and heavy shoes to fill. I feel that we have made great progress together as an organization and a brotherhood to truly deserve that title of “world class.” I encourage all apprentices who are a part of this program to think of that statement as you walk our halls. Remember that we are the highest paid electricians in the country. That incurs a huge responsibility to represent IBEW 332 and NECA with professionalism and integrity on every project in Santa Clara County and here at the ETASV.

I am hopeful for a prosperous end to 2024 and a great 2025 year, as work is projected to take off post-election. Remember to get out to the polls and perform your civic duty as an American citizen. VOTE!!

-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 Byne, and Brian Moffat

A Word From The Apprentice Coordinator

Many are the subjects in life that are not pleasant, but that need to be discussed from time to time. Such is the case when talking about “Apprentice Attrition.” When I talk about Apprentice Attrition, I’m referring to what educators refer to as “dropout rate.” As it applies to the apprenticeship, in 2024 so far 9 Inside Apprentices have left the program. Some made the decision that the journey was not for them. For others that decision was made for them.



Motivating individuals to succeed and excel requires numerous methods, some of them regarded as positive, nurturing, and encouraging and some of them considered negative, fear-based, and coercive. Pro Football Hall of Famer Henry Jordan famously said of his legendary Head Coach Vince Lombardi, “Lombardi treats us all the same, like dogs.” There was truth in this infamous remark as Lombardi was a severely principled man who played no favorites. In addition, he held his players to high standards. However, books such as “When Pride Still Mattered” by David Maraniss and “Instant Replay” and later, “Distant Replay” by Lombardi’s former player (and fellow HOFer) Jerry Kramer show Lombardi was also a compassionate man, and a master psychologist who knew what motivated each individual. Lombardi admitted as much when he said “There are coaches that know more about X’s and O’s than I do but I’ve got an edge. I know more about football players than they do.”

In pro football not everyone has a successful career. On the Tuesday before the season begins, rosters are cut from 90 to 53 players. Dreams are shattered. Unlike pro football where only a limited number of individuals succeed, it’s possible that every Apprentice succeed. While most studies show that fear is the strongest motivator, we know that most of you place enough pressure on yourselves. Our goal is to lessen your burden.

If any of you have difficulties, doubts, or challenges that make your path more difficult, please let us know so we can help you and work with you. While we don’t have a psychologist on staff at the ETASV, we can direct you to many available resources. In the last 18 months, even while our standards have been raised, our attrition rate has gone down. When you were accepted into the apprenticeship, your lives and future outlook changed for the better. Now that you’re an Apprentice and an IBEW member we want to make sure that your success and our journey together travel hand-in-hand.



-Robert Chon

WESTERN STATES 2024

On September 20th, the Utah Electrical Training Alliance in Salt Lake City hosted the Western States Electrical Contest. This event has been held for nearly 60 years. It started out as a competition between IBEW locals in Oregon and over the years expanded to include all locals in the IBEW District 9 region.

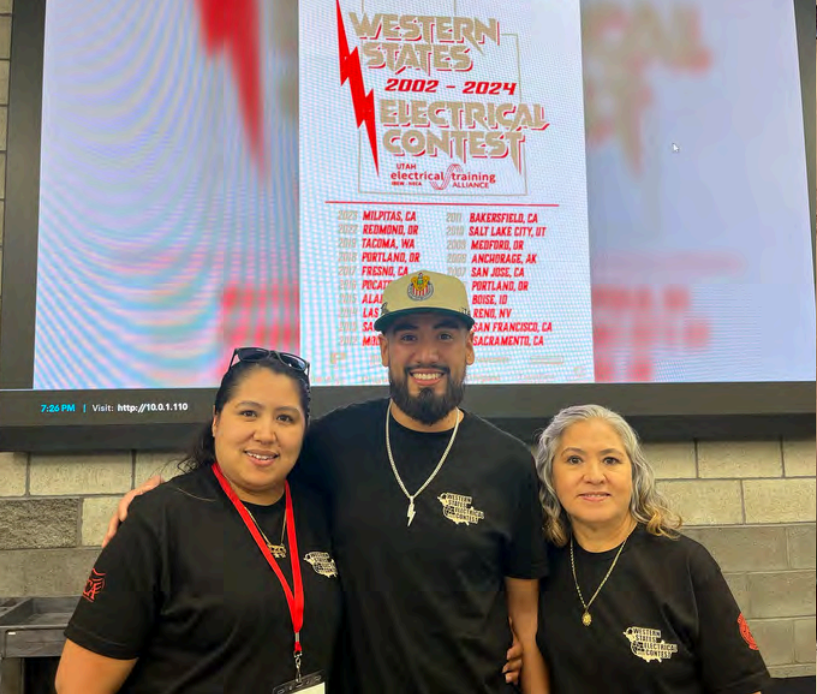
This year's contest was noteworthy for a few reasons. It was the first time Utah hosted since 2010. It also commemorated their brand-new training center. To add to the drama, the contest also featured a rule change that affected the final outcome.

The Local 332 contestant, Jesus Gomez Garcia had the honor of representing the ETASV due to winning the inaugural ETASV 5th Year Skills Tournament held here in March. So excellent was Jesus' performance in that contest that the ETASV was confident that he gave Local 332 our best chance of winning the Western States for the first time ever. In Salt Lake City, Jesus ended up winning 2 events, the ½" Conduit Bending and the Material Identification. He arguably should have won the Motor Controls Hands-on but for a twist of fate in that event. At the Rules Meeting the day before, it was announced that instead of terminating wires on the actual devices, that terminations would be made on din-rail mounted terminal blocks. Another twist was that because the event was being held on recently built labs, that some of the terminal blocks might be mislabeled and that the contestants should use their multimeters to verify the wiring. Long story short, Jesus was the first to finish the event... by about 15 minutes... and therefore the first to have his work judged. The ETASV team at the event had the opportunity to remind Jesus to double check his wiring but for reasons of judging and ethics, did not do so. In retrospect there is some soul searching and regret, wondering if something should have been said to Jesus. In the judging it was determined that due to improperly labeled terminal blocks, that Jesus inadvertently swapped a normally open and a normally closed contact. Therefore, his controls circuit did not function properly, and he was immediately docked 30 points. For that simple mistake his point total dropped him from clear winner to 4th place finisher. Yes, Jesus was forewarned and didn't follow the instructions exactly: he didn't double check his work. It's not clear whether all of the workstations had the same mislabeling or not. It was a bitter pill to swallow that finishing first actually worked against him in that the other contestants benefitted from the judges' commentary while they were still working. All in all, it was a tough loss for the ETASV team.

In spite of our disappointment, there was a silver lining. The proudest moments for our team were not in Jesus' excellence in competition but in his acceptance of the outcome. With his family and peers around him, in the moments following the heat of battle and the bitter aftermath, Jesus remained proud, humbled, and composed. He extended congratulations to the other competitors. He buoyed the disappointment of those around him with his ever-present smile. And he said, "I want to be involved in next year's preparations so that I can be on the 332 team which wins the event for the first time."

These are the moments that all of us at the ETASV live for... to be uplifted and inspired by the young people upon whom we are supposed to be inspire. Great job, Jesus. All of us are proud to call you Brother.







MEET AN INSTRUCTOR TOD DEVLIN

5TH YEAR INSIDE



What made you decide to get into teaching?

Becoming a teacher gave me a great sense of pride and accomplishment. Being able to help and assist our electricians.

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

The sense of family and that we are all in this together; we have the ability to help one another.

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

I had trouble staying awake during class.

What is your favorite part about teaching?

The interactions with all the different characters (personalities).

What is your philosophy when it comes to teaching?

My philosophy is to provide an environment where every apprentice is heard.

If you weren't an electrician, what would you be doing?

I would be fishing if I wasn't an electrician.

What hobbies do you have outside of work and teaching?

Some of my hobbies include fishing, family activities, and attending sports events.

What is your favorite union event? (picnic, clay shooting, baseball game, etc)

My favorite union event would definitely be the clay shooting.

What did you do before getting into the union?

I finished my education while also playing football at San Jose State.

What do you do to ensure you meet apprentices' expectations?

I keep an open forum and listen to their opinions, questions, and suggestions.



Did YOU KNOW?

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

- Instructor Rodney Turco is conducting Computer Based State Certification Exam prep classes. Check the website for dates or come up to the front.
- We have a group in the union called RENEW, which are younger members focused on reaching out to future generations of members and impacting our community. Check with the hall for their next meeting and see how you can help get kids interested in electrical.
- You are expected to do 32 hours of community service a year? Every union or ETASV event needs volunteers, and all these events would count towards your community service. Check with the hall or school for upcoming events like trunk or treat, bets for vets, or Christmas tree lighting.



STUDY HALL IS EVERY WEDNESDAY AND THURSDAY FROM 3PM-6PM IN THE INDUSTRY ROOMS.

APPRENTICES, BE SURE TO SUBMIT YOUR HOURS BY THE 7TH OF EACH MONTH

Eligible 4 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 - ADVANCEMENTREQUESTS@ETASV.ORG

SPARKY Spotlight



Michael Gallegos
3rd YR Residential

What made you interested in joining an IBEW Apprenticeship?

When I first started looking into becoming an electrician, I asked my uncle who has 15+ years of experience in the trade for some insight on getting into the electrical field. He strongly encouraged me to join a union, even though he was not part of one. He explained that joining a union could provide many more opportunities like an education, the ability to earn while learning, higher wages, great benefits, and so much more. After looking into Local 332, I knew there was no other brotherhood I wanted to be part of. So far, the apprenticeship has been everything I hoped for and more.

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

I think the most challenging part is learning to be patient. Becoming a good electrician takes time. I know it's hard to see your favorite journeymen bend conduit so quick and effortlessly, and when it is your turn to make a bend, you get frustrated because it did not come out as good. I have learned that it is okay to not perfect a task the first time around, but it is important to give it your best effort every time.

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

The most exciting thing that I've learned in the apprenticeship is branch circuit wiring. Being able to distribute power around and splicing wires correctly so all the devices function properly is satisfying to me. If something is not working properly, you would have to troubleshoot it, which is another reason why I enjoy it. Troubleshooting to me is like a fun puzzle.

What do you like to do outside of work and school?

I like to lift weights and trying different types of food. I can never say no to a good seafood boil. In the near future, I plan to compete in a bodybuilding show.

If you could live anywhere in the world, where would you want to live?

Honestly, I think the Bay Area is the best place to live in the world. The Bay Area has beautiful weather, is culturally diverse, and has opportunities that other places cannot provide.

A fun fact about yourself.

I have a fragrance collection. I own over 30 fragrances, and my favorite one would have to be YSL Y EDP.

Meet An ETASV Staff Member

HOW LONG HAVE YOU WORKED AT THE ETASV?

Since November of 2021.

WHAT IS YOUR ROLE HERE?

My main role in the office is Application Review and Admissions and The Plug Newsletter. I try to be a helping hand to whoever may need it in the office. Everyone has a lot on their plates so being able to help support one another is nice and really makes a difference.

WHAT DO YOU LIKE BEST ABOUT WORKING AT THE ETASV?

What I like best about working here at the ETASV is definitely the office ladies but our staff in general is just amazing. I truly enjoy coming to work every day.

WHAT IS YOUR FAVORITE THING ABOUT YOUR JOB?

My favorite thing about my job is getting to meet new people, gaining new knowledge, and being able to interact with our apprentices. I also enjoy being able to attend and help facilitate some of our events we have here at the school, for example our Trunk or Treat event we just had at the end of October.



Marissa Souza

WHAT'S YOUR FAVORITE TIME OF THE YEAR AND WHY?

My favorite time of the year would probably be fall/winter. I wish it could be hoodieSZN all the time. I HATE the heat unless I'm on vacation somewhere next to the water.

WHAT ARE YOUR HOBBIES OUTSIDE OF WORK?

Hobbies I enjoy outside of work would be spending time with family and friends, going to concerts, binge watching tv shows, and eating. I'm a foodie. I love good eats so if you guys have recommendations send them my way or I can provide you with some.

TOP 3 FAVORITE MOVIES OF ALL TIME?

Ooo this is a hard one. I have so many movies that I enjoy and certain ones I can rewatch a thousand times. I think my top movies would be A Bronx Tale, The Notebook, and the entire Harry Potter series.



OCT. ETASV 2024 TRUNK OR TREAT



Ghouls and Goblins of Local 332 were welcomed at the ETASV on Saturday, October 26th for the annual Trunk or Treat.



It was a great success this year as there were a few hundred in attendance. All the trick or treaters had a creepy-good-ol-time amongst the pick and paint pumpkin patch, eerie walk through of our purple archway with smokey fog, all the fun colorful Halloween lights around the activities, cookie decorating fun, spooky face painting, and the cake walk game for the little ones.

We were haunted by the variety of trunk themes this year: Ninja Turtles were cowabunga, Star Wars friends were here, even an 8-foot ATAT Walker, space cadets were present, Jurassic Park dinosaurs were a foot, the Grimm Reaper was larger than life and hunting souls till the end of night. We got a Hawaiian aloha from stitch and his crew, Beetlejuice and his sand worms glowed throughout the parking lot, haunted tree and skeleton corpse corner was a thrill, we had ghosts that were cowboys in a past life, and of course a funny skeleton family reunion picnic.





ETASY TRUNK OR TREAT CONTEST WINNERS

1ST

BEST DECORATED TRUNKS...

- 1ST PLACE : MICHAEL BARRIOS "BEETLEJUICE"
- 2ND PLACE : BRIAN COX "JURASSIC PARK"
- 3RD PLACE : ROBERT BLEDSOE "STAR WARS"



2ND

3RD



PUMPKIN CARVING CONTEST WINNERS

1ST

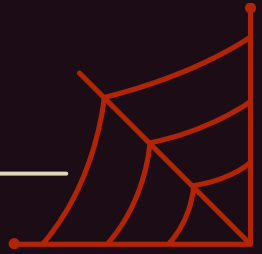
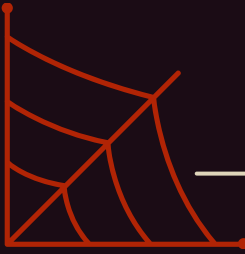
2ND

3RD



The carved pumpkin contest was too gourd to be true! Food was to die for! DJ had great hocus-pocus tunes! Candy was bountiful! All in all, this all hallows eve celebration was a great one! Thank you to all the trunks that participated and thank you to all those who showed up and showed support to make the event a sweet masquerade!

We hope that next year you all are spellbound to come and enjoy the family fun! As they say.. double, double toil and trouble; fire burn, and caldron bubble...happy Halloween to all and hope everyone had a bootiful time.





KIDS CORNER



- COOKIE DECORATING
- COLORING ACTIVITIES
- SNACKS
- PUMPKIN STICKERS AND PAINT MARKERS



THE SAFETY CORNER

Scissor Lift Awareness

Awareness and guidance to making “temporary” modifications to aerial/scissor lifts along with some tips for safe operation of them.

There has been much confusion and misinterpretation on what types of modifications can be made to an aerial/scissor lift by an operator. Simply stated, modifications and additions that may affect the capacity or safe operation of an aerial/scissor lift are strictly prohibited without manufacturer’s written approval.



Although some of the examples shown are very elaborate, they are strictly prohibited by the manufacturer and poses liability exposure to the subcontractor if an incident occurs with the modified aerial/scissor lift.



Some of the modifications that are prohibited are:

- Placing items on the platform to elevate your height such as ladders and/or stepping stools.
- Constructing “temporary” workstations that are clamped and/or zip tied to the railings.





THE SAFETY CORNER

Scissor Lift Awareness

In 2023 OSHA reported 100 deaths related to aerial/scissor lifts. Falls accounted for half of these incidents, and being struck by an object making up another quarter. Others involving slips, trips, and falls due to poor housekeeping in the platform. We discussed that no modifications to a lift could be made without manufacturer's approval to include elevating your height. There are some scissor lift manufacturers' that produce a lift with a flip out platform as noted in the example to elevate your height if needed.



We've provided some useful safety tips to follow when operating an aerial/scissor lift.

- Ensure all operators are trained & certified with certification cards in possession when operating.
- Inspect lifts daily & complete checklist "daily".
- Utilize 3 points of contact at all times when getting in/out of lift.
- No standing on the guardrail system.
- Ensure the platform is kept clean from debris to prevent slips, trips & fall accidents.
- Utilize all required PPE to include hardhats, safety gloves & safety glasses.
- Always ensure the lift is on a level flat surface.
- All doors/chains should be properly secured when operating lift. (Do not prop doors/bars in open position)
- If required to wear fall protection inside a lift by general contractor, ensure you are tied off to the anchorage points inside the lift not the guardrails.
- Ensure lift is in an open ventilated area (no energized rooms) when charging batteries.
- In case of hydraulic failure at height, alert co-worker to activate emergency lowering system to lower lift. (Do not attempt to climb down with scissor lift at height)







« JOURNEYMAN UPGRADE »

INSTRUMENTATION CERTIFICATION COURSE

» NOVEMBER 2024

» INTRODUCTION TO INSTRUMENTATION

Class begins with an introduction to the basics of instrumentation, including definition of commonly used instrumentation terms and symbols, also an overview of the physical parameters of industrial measurement and control; pressure, flow, level, and temperature. Covers complex material such as; configuration and calibration, including proper documentation. Both bench calibration of analog instruments and communicating with and configuring digital or “smart” instruments are covered in great detail.



- » The class finishes with fundamentals of automated process control, control valves and control valve maintenance, analytical instrumentation, and instrument installation and tubing.
- » The class concludes with the testing and evaluation process, monitored by the Electric Power Research Institute (EPRI). Wireman are provided with a formal and independent assessment of the knowledge and skills required for instrumentation.
- » These certification exams are locally hosted at the ETASV. Successful candidates have been posted to the NJATC's website and are listed with EPRI for use by prospective employers and utilities requiring pre-employment knowledge assessment in the field of instrumentation.



INSTRUMENTATION TECHNICIAN

COMMONLY USED TOOLS

- » As an Instrumentation Technician, there are a variety of tools needed in order to effectively perform your job. These tools are essential for troubleshooting, maintaining, and installing various types of instruments.
- » A combination of electronic and hand tools, along with safety equipment, is necessary for any job in this field.



- » Each tool plays a critical role in maintaining and troubleshooting instruments, ensuring their accuracy and reliability.

- » As technology advances, new tools and equipment will be introduced, and Instrumentation Technicians will need to adapt and stay up-to-date with the latest tools to perform their job effectively.

Stay Informed, Stay Educated

- » MULTIMETERS:
 - Analog
 - Digital
- » RTD Calibrators
- » Signal Calibrators
- » mA Loop Calibrators
- » HART Communicator
- » Thermocouple Calibrators
- » Multifunction Process Calibrators
- » Vacuum and Pressure Calibrator
- » Decade Resistance Box
- » Hydraulic Hand Pump
- » Pressure Calibrators
- » Hand Pumps:
 - Pressure Pumps
 - Hand Operated Vacuum



- » CONTEMPORARY MULTIMETERS:
 - Current, Alternating and Direct, in Amps.
 - Voltage, Alternating and Direct, in Volts.
 - Temperature, Celsius and Fahrenheit.
 - Resistance, in Ohms.
 - Capacitor, in Farads.
 - Frequency, in Hz.

ETASV INSTRUCTOR COURSE OVERVIEW :



ETASV INSTRUCTOR : FRANCIS WHISTON

COURSE DESCRIPTION:

» First becoming an instructor at ETASV in 2017, I was an assistant to Joe Alaniz and Mike Gorin. Instructor Gorin was the founder of ETASV Instrumentation Program and PLC's. Taking the course as an apprentice, I felt this was the future of L.U. 332 and that it would help members to understand process controls. I have used the knowledge gained from the JW Instrumentation Course at the Rinconada Water Treatment Plant, retrofitting HVAC systems in S.F. and also while commissioning controls at data centers such as Vantage Data Center. I am currently looking through drawings for Rinconada WTP, which includes phases expected to take work through 2030. There are WTP's being built in all Bay Area Locals currently as well as other massive infrastructure projects, such as "The Tunnel" in San Jose, CA. Projected cost \$12.5 Billion.

» Instrumentation and Calibration Journeyman Course is a 2-part course starting with a written exam and concluding with a hands-on exam.

» Level A certification exam is 200-questions, which is administered by ETASV Instructor Francis Whiston.

» Level A certification exam is a 4 hour exam.

» Testing and evaluation process are monitored by the Electric Power Research Institute (EPRI), which provides a formal, independent assessment testing knowledge and skills of Journeyman Wiremen. Once students have successfully passed their exams they will be placed on a National Database.

» LEVEL B - THE PRACTICAL EXAM:

Once an individual has successfully completed the Written Exam, he or she is eligible to take the Level B Practical Exam, which is a hands-on proficiency exam. Participants will be required to perform various calibrations on an assortment of different instruments using the test and calibration equipment provided. ETASV, in participation with Fluke, have many different types of meters for calibration students use for practice before taking the Level B Exam. The devices that they would calibrate consist of pressure transmitters, temperature, and current to pressure for valves that are typically used in water treatment plants.

ETASV INSTRUCTOR COURSE OVERVIEW :

« ETASV INSTRUCTOR WHISTON »

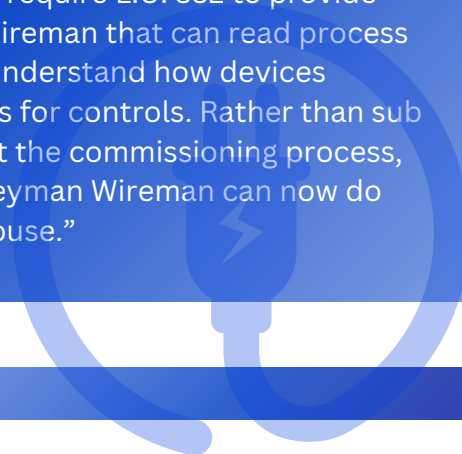
LEVEL B - THE PRACTICAL EXAM:

- » This portion of the certification process is performed via a one-on-one basis by an IBEW-UA Certified Test Administrator, ETASV Instructor Whiston is currently IBEW-UA Certified. After Instructor Gorin retired, Instructor Whiston had to demonstrate that he could calibrate all devices within ETASV's Facility. The ETASV had all level B equipment vetted and approved by Jason Lunardini, ETA (National) Director of Operations.
- » Currently there are only two facilities Level B exams are being administered, San Jose, CA ETASV/L.U. 332 and Los Angeles, CA L.U. 11.



- » ETASV Instructor Whiston also offers additional Journeyman Wireman courses on Motor Control and currently is working on a Meter and Troubleshooting Course.
- » These courses will supplement each other so that a Journeyman Wireman can get a very well-rounded education in the world of controls.

- » Students that have successfully passed both Level A and Level B Exams, have gone onto work on refinery shutdowns. One is currently working at the water treatment plant in Milpitas as an Instrumentation Technician.
- » Many of the same principals covered in these courses also coincide into HVAC controls, many students are proficient in understanding the systems even though the course does not cover HVAC controls directly.
- » There is a strong demand for Water and Power that will require L.U. 332 to provide Journeyman Wireman that can read process drawings and understand how devices transmit signals for controls. Rather than sub contracting out the commissioning process, L.U. 332 Journeyman Wireman can now do this "work in house."







Ment 2 Help

- STRESS
- ANXIETY
- AWARENESS



- Everyone experiences stress and anxiety at one time or another. The difference between them is that stress is a response to a threat in a situation. Anxiety is a reaction to the stress.
- Whether in good times or bad, most people say that stress interferes at least moderately with their lives. Chronic stress can affect your health causing symptoms from headaches, high blood pressure, chest pain, and loss of sleep.
- You can learn how to reduce the impact of stress and manage your symptoms.

HERE AT THE ETASV:

- We care about your physical/mental well-being & recognize that sometimes there are many things in your lives which can contribute to Anxiety & Stress.
- Young people are more likely to experience symptoms of anxiety than older adults, with nearly 50% of those between the ages of 18 and 24 reporting anxiety symptoms.
- Always know that we care, and you matter! Do not allow anyone or anything to take your peace away. Be kind to each other!

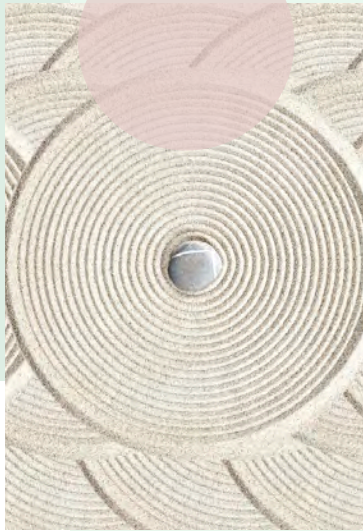
SOME COMMON ANXIETY TRIGGERS ARE:

- Coping with financial ups/downs.
- Trying to perform well at work or school.
- Excessive social media. ("Trying to keep up with the Jones!")



Ment 2 Help

STRESS ANXIETY AWARENESS TIPS



The ETASV wants to provide some healthy ways to assist with coping with Anxiety/Stress. We hope these tips will enable you to maintain a healthy perspective on life. While we'd all like to be perfect, perfection is often the enemy of happiness. Sometimes we have to fall short of perfection and settle for "a job well done." Falling short of perfection is not the end! Dust yourself off and try again!

- Take care of yourself -Eat healthy, exercise, get plenty of rest.
- Talk to others -Talk to people you trust about how you are feeling
- Take time to unwind
- Take breaks from social media
- Take up hobbies-Listening to music, reading a book, photography, travel, cooking or hiking

Believe in your BEST, think your BEST, study your BEST, have a goal for your BEST - and in the long run, things will work out for the BEST.

-Henry Ford



ASKING FOR HELP IS OK



FIND HELP

FOR MENTAL HEALTH
AND SUBSTANCE USE

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

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.

▶▶▶ GOOD of the SCHOOL ▶▶▶

▶▶▶ ETASV SHIRT DESIGN CONTEST ▶▶▶

CALLING ALL APPRENTICES!

The ETASV needs your help! Help create the next shirt design for school apparel. Submit your designs by the end of the semester, with the QR code below. All designs will be voted upon by the student body. The winner will have their design showcased at the school and printed on the next shirt order!

ETASV swag apparel is now available at the front counter!
\$10 t-shirts and \$15 hats



**SCAN QR CODE
to ENTER**

CONTEST RULES:

- No vulgar or offensive imagery
- No vulgar or offensive verbiage
- No political images or verbiage
- No religious images or verbiage
- Positive representation for IBEW and NECA



*** APPRENTICES, BE SURE TO
SUBMIT YOUR HOURS BY THE
7TH OF EACH MONTH***



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

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

**HAVE QUESTIONS
ABOUT YOUR
ELIGIBILITY, HOURS, OR
HRA QUESTIONS?
PLEASE FIND THE
FOLLOWING CONTACT
INFO.**



ibew332benefits.com

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

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

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

**STUDY HALL IS EVERY
WEDNESDAY AND THURSDAY
FROM 3PM-6PM IN THE
INDUSTRY ROOMS.**

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

