

IBEW-NECA  
ELECTRICAL TRAINING ALLIANCE  
OF SILICON VALLEY

THE  
**PLUG** 



NATIONAL  
CHAMPIONSHIP  
ELITE ELECTRICIANS

20

24



ELECTRICAL  
TRAINING ALLIANCE  
OF SILICON VALLEY





## A Word from the Training Director

It's that time again.

The end of the school year is fast approaching. For the students that means taking a well-deserved break from their studies to enjoy the summer months with friends and family. Boating trips, BBQ's, Golf, Sports, playing in the park with the kids ... you get it.

For the ETASV staff it means something a little different. It means Instructor meetings, curriculum development, lab development, training and preparing for the next academic school year. I mentioned in discussion with all you apprentices that we are the highest paid electricians in the country. That is a big responsibility in terms of training we provide here at the ETASV. We need to strive to be the best there is, which means there are no summer breaks.

I hope that all of you also take some time during your break to reflect on the year that passed and the years to come. Review notes you had taken in class, crack open the code book, ask you JW questions, do the necessary things you need to do to reflect the status we have as the highest paid in the country.

I applaud this year's graduating class for the work they've put in to answer the call of what it means to be the best. We went from 46% certification rate in 2023 to 73% as of April. That percentage will undoubtedly go up by the time graduation comes. Congratulations class of 2024!!!!

### 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

## Thought exercises for Apprentices:

Sometimes it is useful to evaluate things from a numerical perspective. Consider the following two thought exercises and please understand and embrace the lessons they offer.

### Thought Exercise 1:

Assume a large sample size of 100 individuals (this happens to be the average class size of each year of our apprenticeship).

**Assume** that most of those people have the same level of talent and motivation. This is in fact true ... there will always be outliers at each end of the curve but 80% of the group will have roughly equal abilities.

**Question:** Based on these two assumptions, which group will have the greater skills and abilities: 1) The Class of 2023 or 2) The Class of 2019? **Why?**

**Answer:** The Class of 2019 will have the greater skills and abilities because even though the talent level of the two groups is the same, The Class of 2019 has roughly 7600 more hours of work experience per person than the class of 2023 (4 years x 1800 hours). Therefore, many graduates struggle to stay employed in the years after turning out. **As the saying goes, there's no one smarter than a 5th Year Apprentice and no one dumber than a 1st Year Journeyman.**

**Takeaway:** New graduates from the apprenticeship must bring something else to the table to stay employed because they are **the least-skilled journeypersons**. For these people, the best tools to stay employed are an **apprentice-earned reputation** for dependability, positivity and being a hard-working and trainable person.

### Thought Exercise 2:

**Assume** Sparky #1 and Sparky #2 just graduated from the apprenticeship.

**Assume** because of the difference in how they applied themselves as Apprentices, Sparky #1 is above average, and Sparky #2 is a below average.

**Question:** Can Sparky #2 make up ground and catch up in skills and productivity with Sparky #1? **Why or why not?**

**Answer:** The chances of Sparky #2 catching up to Sparky #1 while possible, are not good. The reason is that the apprenticeship is the launching pad for a career and that launch trajectory tends to sustain itself beyond the apprenticeship and into the rest of one's career. This means that Sparky #1 will be laid off less which means that she or he will work more hours each year than Sparky #2. With each year, Sparky #1 will widen the hours worked/skills gap over Sparky #2. Over their first 5 years the difference in hours worked might be 10K vs 7K, a difference of 30%. In simplest terms that translates into a skills gap of 30%.

**Takeaway:** Like the "critical learning years" in childhood development when it is easier to learn foreign languages or a musical instrument, the apprenticeship is the most critical time to develop career skills. The habits and discipline that one applies to his or her apprenticeship often, determines the success of that individual's career. Aim high during your Apprenticeship so you can truly take flight.

**- Robert Chon**



# Ideal National Championships

On Wednesday April 17th, the Electrical Training Alliance of Silicon Valley hosted the Ideal National Championship State Qualifying Event. This is the second time in 3 years that the ETASV has hosted this prestigious event. The competition was open to Residential Apprentices and all 62 stepped forward to participate.

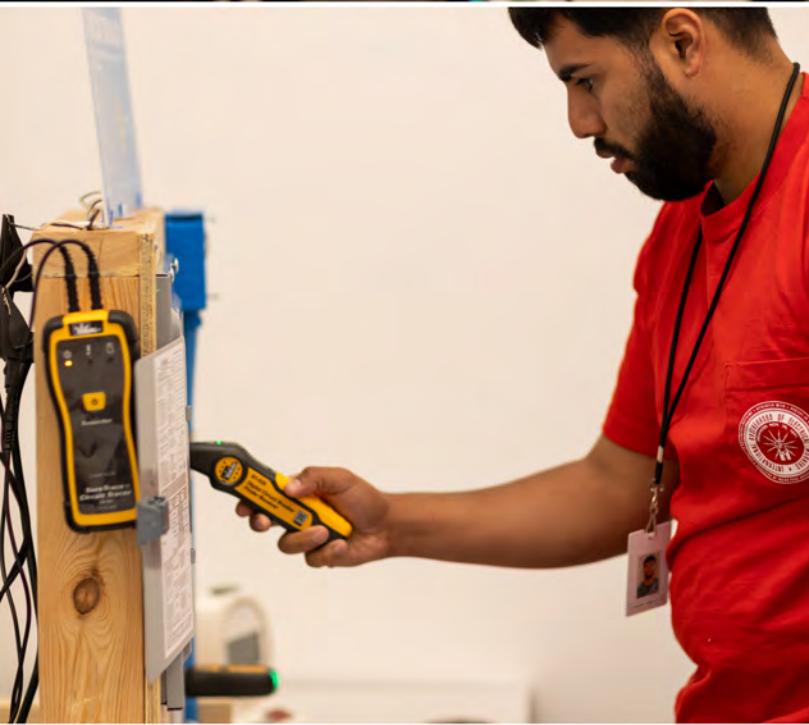
The competition tested the Apprentices' understanding and application of test instruments to troubleshoot non-functioning circuits, which is a change from past year's which required splicing of conductors and terminating of devices to form a functioning circuit. Winners were chosen based on accuracy of work and fastest time.

All the Apprentices did well with the top two winners being Tyler Lerma who won the \$1000 grand prize and Abraham Hernandez who won the \$750 second place prize. In addition, Mario Diaz won \$250 and Ideal hand tools for having the best time among the 1st Year Apprentices. Tyler will advance to the regional round and hopes to qualify for the Nationals in West Palm Beach, Florida in September to vie for the \$10,000 grand prize.

Food and door prizes were enjoyed by all. Kudos to the Residential Apprentices for accepting this challenge and special thanks go to Instructors Alex Hernandez, Ed Logan, Don Ho, Stefan Pacleb, and Miguel Lustre without whom the competition would not have been possible.









# MEET AN ETASV STAFF MEMBER

## **How long have you worked at the ETASV?**

I have been working here at the training center for 15 years.

## **What are your responsibilities at the ETASV?**

The primary focus of my job is to make sure we have qualified applicants get through the application process so we can always furnish contractors with high quality apprentices. If the applicant has met all the requirements for the apprenticeship, it is then my responsibility to begin arranging for testing notifications. After the testing process is completed, I am then responsible for inputting all test results and then notify the applicants of their scores. Next step is to schedule the applicants for an Oral Interview. In summation, everything involving with the application process from beginning to the end is something I help maintain.

## **What is your favorite thing about your job?**

I do enjoy when us admin staff can get together as a group in the office and spend time together outside of work. Going out to lunch or just getting out of the office to enjoy each other's company.

Another reason I love my job is the variety of work. Every day presents me with different challenges, which has allowed me to better my problem solving and organizational skills.

Lastly, what I love about my job is that I get to learn from the electrical trade and learn from the apprentices. It's been very rewarding to see many apprentices "grow" over the years.



JUDY TEKLE

## **What is your favorite place that you've traveled to?**

It is hard to get away for any length of time from my job, but I love to travel to my home in Africa. I miss my family there and, although it is a very long and tiring trip, when I see them and they are so excited to see me, it makes that long trip worthwhile.

## **What do you like to do in your free time?**

During my free time I just like to unwind. On weekends I enjoy any outdoor activities and going on walks. I love to touch bases with friends and family that I have not seen in a while and get out and about.

## **Best movie of all time?**

Top movies for me would be Titanic, Hidden Figures, John Q, and The Notebook.







# SPARKY Spotlight



**Sonia Cervantes**

**4th Year Inside**

## **What made you interested in joining an IBEW Apprenticeship?**

After working in retail for over 10 years and moving back to San Jose from Austin, TX, I decided to go back to school. I ended up taking AIRC 121 and AIRC 122 at SJCC and my curiosity was sparked. Jonathan Cronan's class introduced me to wiring diagrams, a multimeter, and troubleshooting. While in school, I saw a flyer for something called the Trades Orientation Program and decided to join it. Here, I had the opportunity to learn about the different trades and how unions paved the way for better wages and working conditions for all. I found myself drawn to electrical more than any other trade, mostly because I really enjoyed the troubleshooting boards we did in class. Equipped with the knowledge I gained it was a no brainer to join the IBEW apprenticeship program. Best decision I have made.

## **Tell me about something exciting you have learned so far in your Apprenticeship?**

I have learned everything from the apprenticeship. From how to safely use tools to building and connecting different parts of our scope to make a safe working system. The most exciting thing, though, is how you never stop learning.

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

I have a busy family life and balancing family, work, and school can be challenging. I am lucky to have a very supportive family and that makes everything easier. I will take this opportunity to thank Esmet for being the best life partner!

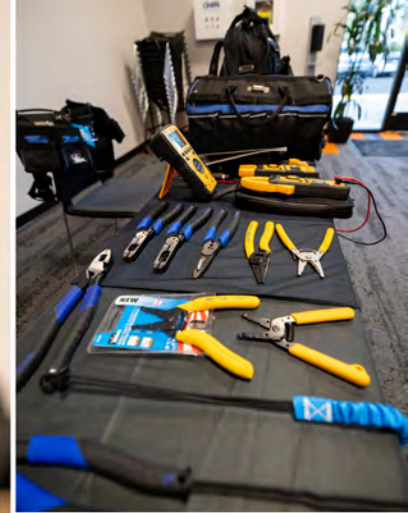
## **If you were stuck on a deserted island by yourself what would be 3 things you would bring?**

Aside from family, give me a satellite phone and get me out of there! The 3 things I would need if I were stuck are an e-reader with an unlimited library, fishing net, and means to make a fire.

## **A fun fact about yourself?**

I played in an orchestra when I was younger, the instrument I played was the viola. I even played at Disneyland!







# Meet an Instructor

## Michael Rodriguez

### Conduit Bending



#### **Briefly describe your time in the industry/union and how you got here.**

As a third generation IBEW member I started my career in 2007 as a residential apprentice and graduated from the residential program in 2010. In residential I learned about circuitry and troubleshooting but I also learned to be thorough in my work and not forget anything. If you forget to run a cable in residential you can't just open a ceiling tile and run a new cable, you will have to open a lot of sheetrock. I started my commercial apprenticeship in 2010 and graduated in 2015. The 8 years of my apprenticeship seemed like an eternity but in hindsight it was very beneficial to my career.

#### **What is your teaching philosophy when it comes to conduit bending?**

I believe the best way to learn something is to go out there and do it. All our hand bending labs at the ETASV are divided into a two-part lesson plan. Part 1 being based on conduit fabrication theory and mathematics. Part 2 being a hands-on lab where we can apply the theory that we learned in part 1 and use it in real life scenarios to become more productive and efficient while fabricating conduit on the job.

#### **What parts of your background best help you in your teaching experience?**

I think the fact is that I did 8 years of the apprenticeship, taking classes in both residential and commercial. I was also working side by side as a Journeyman and Foreman with other Journeyman and Apprentices from 1st years to 5th years. There were many different levels of training and abilities which have greatly benefited me as an instructor. I feel like my experience in the field helps me to simplify things and explain them in a way that makes it easier to understand.

#### **What strengths do you have that help with your conduit fabrication class?**

Since graduating from the apprenticeship in 2015, I have worked at many different job sites with different contractors in commercial as well as industrial job settings. I feel like with every jobsite I have worked at, I have learned different techniques and tricks that allow me to be more efficient in my craft. I have found that if you apply the same techniques you use to install rigid conduit while installing EMT you can save time and labor to complete the same job in less time without sacrificing the quality of work. I believe the hands-on experience that I have from being in the field greatly benefits me as an instructor.

#### **What do you like to do in your free time?**

I don't have very much free time but whenever I get any free time I spend it in the garage working to modernize my 1965 mustang.







# REMINDERS

**5/10/2024 - FINAL DAY TO TURN IN GRADUATION RSVP'S**

5/11/2024 - CPR/FIRST AID TRAINING

5/16/2024 - SEMESTER ENDS

6/14/2024 - GRADUATION (WE NEED VOLUNTEERS, EMAIL  
RACHELE@ETASV.ORG)

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

FOOD TRUCK IS HERE M-TH FROM  
5PM-7PM

**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](mailto:ADVANCEMENTREQUESTS@ETASV.ORG)







# **CONGRATULATIONS**

**5TH YEAR INSIDEWIREMAN**

**2ND SEMESTER STATE CERTIFIED WIREMAN**

**PHILIP BANGOT**

**ADAM BELL**

**OMAR BENAVIDES**

**ERNESTO BRAVO**

**FRANCISCO CHAVEZ**

**JACOB CUELLAR**

**TYLER DELEERSNYDER**

**ZACHARY DOUGLASS**

**JOESPH DUNNAM**

**PATRICK FAIRBAIRN**

**DANIEL GALICIA**

**JOAQUIN GALLARDO**

**ROBERT GARCIA**

**ANDRE GARCIA**

**ANDREW GAWALDO**

**GABRIEL HERNANDEZ**

**AARON LEIGHTON-CIMINO**

**GERMAN MEJIA LEAL**

**JAMES SANCHEZ**

**MIGUEL VELASCO, JR.**

**THE PLUG**





# **CONGRATULATIONS**

**3RD YEAR RESIDENTIAL WIREMAN**

**2ND SEMESTER STATE CERTIFIED WIREMAN**

**JAIRO GODINEZ - BALTAZAR**

**CARLOS FICHER**

**NEIL JESTER**

**CLASS of 2023 GRADUATED**

**47% STATE CERTIFIED.**

**CLASS of 2024 HAS 72% STATE  
CERTIFIED MOVING INTO THE END  
OF THE 2ND SEMESTER!**

**AND COUNTING...**

**THE PLUG** 









## Did YOU KNOW?

- That 120V can kill you? Might seem like small voltage but voltages above 50 volts can cause you to get “hung up” and not let go, causing severe damage. Make sure to double check where you are locked out and check for absence of voltage after coming back to the work area.
- If your phone rings at the union meeting, you will be fined. Make sure your phone is on silent when attending union meetings.
- You can change your Part B allocation twice a year AND when you start working for a new shop. It's never too late to up the amount you are contributing to your retirement.

## GRADUATING THIS YEAR?



**GRADUATION IS  
JUNE 14TH, 2024**

- IF YOU HAVENT SUBMITTED YOUR GRADUATION SELFIE, **DO IT ASAP** (SEND TO [KIM@ETASV.ORG](mailto:KIM@ETASV.ORG))
- CPR/FIRST AID AND SEXUAL HARASSMENT PREVENTION NEED TO BE UP TO DATE
- INSIDE GRADS MUST HAVE **8000** OJT HOURS APPROVED AND RESI GRADS MUST HAVE **4800** OJT HOURS APPROVED
- **PASS YOUR CLASS WITH A PASSING GRADE (85% OR HIGHER)**
- **WE ARE IN NEED OF VOLUNTEERS, PLEASE EMAIL [RACHELE@ETASV.ORG](mailto:RACHELE@ETASV.ORG)**





## **SAFETY CORNER**

### **- HEAT ILLNESS AWARENESS**

**SAFETY  
FIRST**

WITH THE SUMMER MONTHS FAST APPROACHING AND IT STARTING TO WARM UP WE WANTED TO BRING AWARENESS ON HOW TO DEAL WITH HEAT RELATED ILLNESS SUCH AS HEAT EXHAUSTION & HEAT STROKE.

### **WHY IS IT IMPORTANT TO PREVENT HEAT ILLNESS?**

- HEAT ILLNESS CAN BE A MATTER OF LIFE AND DEATH. WORKERS DIE FROM HEAT STROKE EVERY SUMMER AND EVERY DEATH IS PREVENTABLE.
- WHEN HEAT STROKE DOESN'T KILL IMMEDIATELY, IT CAN SHUT DOWN MAJOR BODY ORGANS CAUSING ACUTE HEART, LIVER, KIDNEY AND MUSCLE DAMAGE, NERVOUS SYSTEM PROBLEMS, AND BLOOD DISORDERS.
- HAVING A SERIOUS INJURY OR DEATH OCCUR AT WORK AFFECTS EVERYONE AT A WORKSITE.
- WORKERS SUFFERING FROM HEAT EXHAUSTION ARE AT GREATER RISK FOR ACCIDENTS, SINCE THEY ARE LESS ALERT AND CAN BE CONFUSED.



# SAFETY CORNER

## - HEAT ILLNESS SYMPTOMS/TREATMENTS

### SYMPTOMS

### TREATMENT / FIRST AID

#### HEAT CRAMPS

- > Irritability, loss of appetite
- > Prickly heat rash, nausea
- > Muscle spasms/ twitching, moist cool skin
- > Painful muscle cramps (limbs and abdomen)

- > Drink more water
- > Have a cold shower or bath
- > Lay in cool place with legs supported and slightly elevated
- > Massage limbs gently to ease spasms or firmly if cramped, then apply ice packs and drink electrolyte replacement solutions
- > Do not give salt tablets or high sodium solutions

#### HEAT EXHAUSTION

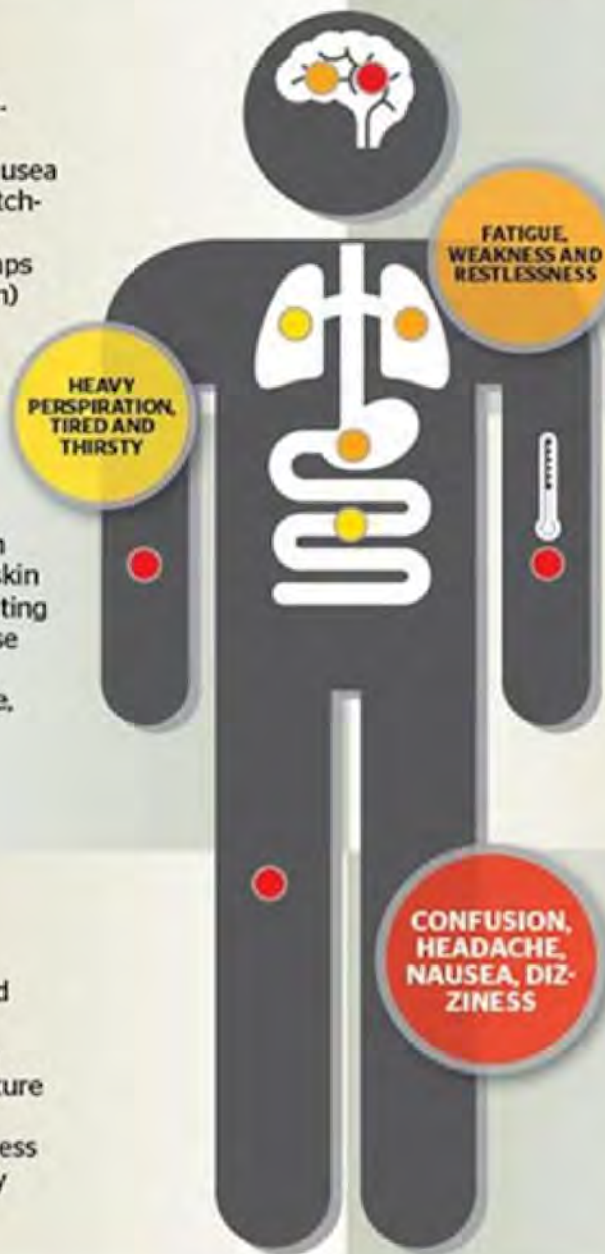
- > Profuse perspiration
- > Cold, clammy, pale skin
- > Headache and vomiting
- > Weak, but rapid pulse
- > Poor coordination
- > Normal temperature, but faintness

- > Lay victim down in a cool place as for heat cramps.
- > Loosen clothing and apply wet clothes to head and body.
- > Fan the victim, or move them to an air conditioned environment
- > Give sips of cold water or electrolyte drink
- > If vomiting continues, seek medical assistance immediately

#### HEAT STROKE

- > Skin flushed, hot and unusually dry
- > Dry swollen tongue
- > High body temperature (more than 40°C)
- > Deep unconsciousness may develop rapidly

- > Seek medical assistance urgently
- > In the meantime:
- > Lay victim in a cool place and remove outer clothing
- > If unconscious, check airway and breathing
- > Cool victim quickly by applying cold water or wrap in a wet sheet and fan them (keep the sheet wet)
- > When conscious, give sips of water





# SAFETY CORNER


## - HEAT ILLNESS FIRST AID & HYDRATION TIPS



### -HYDRATION TIPS-

- TAKE THE AFFECTED WORKER TO A COOLER AREA (E.G., SHADE OR AIR CONDITIONING).
- USE ACTIVE COOLING TECHNIQUES SUCH AS IMMERSING THE WORKER IN COLD WATER OR AN ICE BATH.
- FOR HEAT STROKE, **CALL 911** AND PLACE WORKER IN A COOL AREA WHILE WAITING FOR HELP.
- FOR HEAT EXHAUSTION, HAVE WORKER SIT OR LIE DOWN IN A COOL, SHADY AREA AND PROVIDE COOL, MOIST SKIN.

Are you drinking enough water?



Urine Color Scale

1	2	3	4	5	6	7	8
---	---	---	---	---	---	---	---

Healthy wee is **1-3**      **4-8** You must hydrate!

Aim to drink at least 1.6 to 2 litres of fluid per day to stay hydrated.

Signs of dehydration can include:

- ◆ Dry mouth/lips
- ◆ Thirst
- ◆ Tiredness
- ◆ Dry & loose skin
- ◆ Headache
- ◆ Dark coloured or strong smelling urine



Drink  
more  
water









## MENT 2 HELP CORNER

WITH ONLY 4 WEEKS LEFT TO COMPLETE STATE CERTIFICATION, THE ETASV WANTED TO BRING AWARENESS TO TEST ANXIETY.

### SYMPTOMS OF TEST ANXIETY

#### PHYSICAL SYMPTOMS MAY INCLUDE:

- EXCESSIVE SWEATING
- NAUSEA, VOMITING, OR DIARRHEA
- STOMACH PAIN
- RAPID HEARTBEAT
- SHORTNESS OF BREATH
- HEADACHES
- FEELING LIGHTEADED OR FAINT

#### EMOTIONAL SYMPTOMS OF TEST ANXIETY CAN INCLUDE FEELINGS OF:

- SELF-DOUBT
- FEAR
- STRESS
- HOPELESSNESS
- INADEQUACY
- ANGER
- YOU MAY ALSO FEEL NERVOUS, RESTLESS, OR FIDGETY

### WHAT IS TEST ANXIETY?

Test anxiety is a type of performance anxiety. It can affect everyone from kindergarteners to PhD candidates. If you have test anxiety, you may have anxiety and stress even if you are well-prepared for the exam you're about to take.

A number of different factors can cause test anxiety. These can include:

- generalized anxiety disorder
- a fear of failure
- a history of poor test taking

Test anxiety can lead to poor performance on tests. Here's how to recognize the symptoms and find ways to manage the anxiety.

MENTAL

HEALTH





Test Anxiety

# MENT 2 HELP CORNER

WE ARE PROVIDING SOME HELPFUL TIPS TO HELP IF YOU FIND YOURSELF HAVING TEST ANXIETY & ALL OF US HERE AT ETASV WISH YOU THE BEST OF LUCK THROUGH THE TESTING PROCESS. YOU CAN DO IT!

Your Mind Matters



**REVIEW THE MATERIAL AND BE WELL-PREPARED.**

**GET ENOUGH SLEEP THE NIGHT BEFORE THE TEST.**

**MODERATE YOUR BREATHING TO REDUCE ANXIETY.**

**MAINTAIN POSITIVE THINKING AND AVOID NEGATIVE THOUGHTS.**

**LAUGH MORE TO IMPROVE YOUR MOOD AND COMBAT STRESS.**

**LISTEN TO SOME MUSIC DURING BREAKS OF STUDY.**

**"YOU CAN DO IT.."**



**THE PLUG** 



# ASKING FOR HELP IS OK



ELECTRICAL  
TRAINING ALLIANCE  
OF SILICON VALLEY

## FIND HELP

## FOR MENTAL HEALTH AND SUBSTANCE USE

988 SUICIDE & CRISIS LINE

CALL or TEXT 988 or [988LIFELIN.org](https://988lifeline.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](https://FindTreatment.gov)

[FindSupport.gov](https://FindSupport.gov)

[samhsa.gov//find-help](https://samhsa.gov//find-help)





# RESOURCES



- Your medical insurance provides for 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 INQUIRES  
SANDY STEPHENSON  
408-288-4440  
SSTEPHENSON@UASTPA.COM

INSIDE/RESI PENSION QUESTIONS?  
RACHELLE MANALO  
408-288-4559  
RMANALO@UASTPA.COM

ALL INQUIRES  
JOANNE RAASHID  
408-288-4493  
JRASHID@UASTPA.COM







IT'S WHAT WE DO

