

A Word from the Training Director

This year has jumped off with a tremendous bang. The halls, in the evening, are buzzing with apprentices, Instructors, and Journeyman Upgrade attendees. We have begun to see positive results stemming from changes that were made last year in 2023. The most exciting and prevalent change to our facility is the development and distribution of new hands-on lab activities.

Like many of you, I learn the best by "doing" to reinforce what was learned in an auditory and visual class setting. The staff, Instructors, and I are working hard to raise the bar at our facility when talking about "hand-on" training. We've added several sub panels in the skills assessment room to allow each student to get hands-on panel make up experience. Soon there will be 1" conduits that connect a 36" x 36" pull can to each sub panel. The idea is to have a team of (2) apprentices pull the conductors to the sub panel and make it up. New 2ft x 2ft training boards are being constructed to provide in class hands on lab experience for general device trim, lighting controls, and fire alarm. These lab boards will not replace going into a lab, but rather supplement classroom instruction by rolling directly into a hands-on lab application. In time we will also have a fully interactive one-line mockup lab, complete with a utility transformer all the way down to a general-purpose receptacle. This will give students the opportunity to learn the components and safe practices of distribution equipment in a safe and controlled environment.

This year is also the first year that we are having an "In-House" skills competition. We are calling it the ETASV Electrical Skills Tournament. The 15 contestants have been hard at work training and preparing for the competition. All are welcome to come and watch the event. More details are available within this newsletter. I hope to see everyone there!

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."

- Albert Lancaster

Editor in Chief - Albert Lancaster | ***Managing Editor*** - Marissa Souza
Journalists/Columnists/Photographers - Michael Barrios, Alex Caraballo,
Miguel Lustre, Patrick Bynes, Basil Romero, and Brian Moffat

A Word from the Apprentice Coordinator

I recently received a call from a contractor complaining about an “entitled Apprentice.” Sadly, I receive these calls from time to time.

Though not every complaint is legit, some are, and it is the responsibility of the ETASV to not spoil the Apprentice. While some Apprentices are uncoachable, most take direction well and will improve their performance based on proper feedback. It is for these Apprentices that we bear the responsibility of clear communication.

ETASV training starts with positivity and encouragement. We try to provide everything necessary for Apprentice success. That said, a constant stream of “atta girl! /atta boy!” and “you’re doing great!” isn’t always the correct message. When advising young people, honest and accurate feedback are most important.

When an Apprentice is reminded that they have beaten long odds to get into the program it can have the unintended effect of making that individual too proud and not humble enough. They might not consider the sometimes arbitrary and random line that separates them from a non-union electrician or a carpenter. There are Apprentices who confuse the starting line with the finish line. There are Apprentices who were born on 3rd base but act like they have hit a home run when they cross home plate. Stating that electrical work is the most skilled trade can give an Apprentice a false sense of superiority.

When our Apprentices compare their paychecks to that of their friends outside the trade, they may lose sight of the fact that their pay is based on market economics more than it is expertise.

There are no benefits to arrogance but many to humility. At the ETASV, we preach that to whom much is given much is expected. We preach that with great reward comes great responsibility. We state that a Journeyman will do as they will, but an Apprentice should do as they’re asked. We remind Apprentices of the IBEW/NECA Code of Excellence and their responsibility to uphold the highest professional standards.

-Robert Chon



Meet An ETASV Office Staff Member

Ana Rosa



WHAT ARE YOUR RESPONSIBILITIES HERE AT THE ETASV?

MOM of the ETASV! HAHAAJK.

I am the Office Admin Manager. I also am the main point of contact for accounts payable, receivables and payroll. I help assist our accountant with records for the Trustees. I pay out and gather stipends for apprentices during day school, handle any reimbursements for apprentices or teachers, Training Director, Training Coordinator, and Trustees.

WHAT IS YOUR FAVORITE THING ABOUT YOUR JOB?

The people I work with because we all are a great team and get things done. I have become to love everyone I work with and we are all like family here. When anyone needs anything done, I know me, and my girls will know how to help.

WHERE IS YOUR FAVORITE PLACE TO VACATION?

Somewhere near the water, beaches, lakes, waterfalls etc..

HOW LONG HAVE YOU WORKED AT THE ETASV?

20 years

DO YOU HAVE ANY HOBBIES?

Gardening, getting my hands dirty and watching things grow. Hanging out with Family and my new Grand baby.

WHAT IS YOUR FAVORITE SEASON?

Spring and Fall

COFFEE OR TEA?

Extra hot coffee

MEET AN INSTRUCTOR

JOE ALANIZ 2ND YR INSIDE

Give us a brief walk through of your time in the industry/union

Let me start by saying that being in IBEW332 has been one of the greatest blessings of my life.

I entered the trade in 1984! ...WOW... Like everyone else I attended apprenticeship classes while raising a family. I got the 'gold watch' with a high average GPA. So, yeah, I know how hard it is to find time to focus and study and love your family. It's not easy.

I paid my dues as a JW coming up the old school way, hard work, mentors! I started running work in about 1996 eventually becoming General Forman for Dynalectric.

I retired as GF in 2012, at the bottom of the worst recession in modern history, I went out on top! And then, while I was teaching instrumentation and calibration Dan Romero asked me to teach 2nd year, thanks' Dan. And I'm fortunate to still be doing that!

What is the greatest challenge(s) apprentices face in the program?

While there are many challenges for our apprentices perhaps the hardest for many is being in a classroom setting again. Sitting quietly and focusing is hard for many students. Relearning how to learn is not easy. Our students need strong learning skills if they are to meet the challenges of not only the classroom but the future of our industry. From day one in the apprenticeship most of them are increasing their learning skills. For many of the students, this is the first time they have been asked to read in years or have learned a new word. Start reading, today, it will help you in ways you can not foresee.

What do you like most about teaching at the ETASV?

I most enjoy giving back to the local. Being able to help young earnest men, and women, rekindle the excitement of learning and wanting to achieve is so rewarding to me. I have made many young friends. The bond across generations is part of the IBEW's core strength.

What advice would you give to an apprentice who is about to turn out?

To the last day apprentice.... Good luck!!!!...lol. We need local leadership, and you won't be ready. So, find a mentor, one who has faced the same problems you have and listen to them. Don't be afraid to try and fail, just work hard and do your best. Those around you who want to help you, will see that you tried your best, and that's what counts.

What are your hobbies outside of the classroom?

Hobbies??? Hahaha... Archery, bird watching... I am a gardener; I grow some of what I eat. I have a cool lab where I make stuff such as clocks, orreries, and telescope control systems. Fishin'... Native pollinators napping ... it's a long list



SPARKY

Spotlight

Name, classification, and year?

Nate Kaufmann, Inside, 3rd Year

What made you interested in joining the IBEW apprenticeship?

I had been working dead end jobs for large corporations where my efforts felt undervalued. I knew I needed an exciting career where I could put in the work, challenge myself, and have my efforts be compensated fairly. The IBEW was the perfect choice.

Tell me about something exciting you have learned so far in your apprenticeship.

It may sound cliché, but everything has been exciting thus far. Everything from DC Theory my first year to really diving into the code throughout this year. That said the work I've done with lighting systems and low voltage power has been the most engaging for me in the field.

Tell me about something you're excited to learn about before you turn out.

I'm really looking forward to diving more into transformers in the second half of this year and motor controls in 4th year.



**NATE
KAUFMANN**

If you were stuck on a deserted island, what would be 3 things you would bring with you?

I'd bring a satellite phone, a ferro rod, and a machete. If the phone isn't allowed, I'd swap it for a cast iron pot.

A fun fact about yourself?

On average I read one book a week.



SUPERINTENDENT INTERVIEW

David Pontzious and Ernesto Lozano

How does NECA and the IBEW work together? What important roles do each organization perform? It is important for NECA and the IBEW to have a symbiotic relationship.

The CBA is mutually negotiated, providing a clear understanding of the rules and costs for contractors to bid projects. Contractors rely on the IBEW to provide a trained and motivated work force. The IBEW relies on the contractors to pursue projects and employ their members. This relationship is crucial for the success of the members and the contractors.

What skill sets make a successful Superintendent and how do you continue to grow in your role?

Calm, decisive leadership is a must. Everyday there is something new and unexpected. We have a lot of experienced people and collaboration amongst our team is very important. You never know who will have a better idea so it is important to communicate top to bottom.

What were the key positions you previously held or hands on experiences that led you to your current role?

David Pontzious: I started my apprenticeship in the year 2000 with a thriving economy and one of the largest graduation classes (2005). The tragedy of 9/11 occurred, and the world, dotcom bubble, and economy seemed to come to a standstill. As an apprentice, you need to surround yourself with good people, seek advice from your mentors, instructors, and IBEW members. Show up on time, maintain a positive attitude, and work hard. In your career in the construction industry, you will see peaks and valleys...do your best to save money and set goals for yourself. Ask yourself, what are your expectations in the industry? Do you see yourself in a managerial role? Approximately a year after turning out, I was given the opportunity to run small jobs as a foreman, then graduating to larger projects before ending up in a superintendent role. Never be afraid to ask questions, in school, or on the jobsite. I promise you that there are other IBEW members that have had similar life experiences that will help guide you.

Ernesto Lozano: I started my residential apprenticeship in the year 2000 and graduated in 2002. I was then accepted into the 332 inside program and graduated in 2006. As an apprentice, I strived to be dependable. Beyond being personally reliable, the work you perform needs to be up to par with the IBEW code of excellence to set us apart from competitors. Another key component I focused on was to create a schedule and adhere to it. We all need to ensure that we are efficiently working and managing our time well in whatever position you hold. A little after a year of turning out from the inside program, I started with lead roles and graduated to larger lead roles as a FM and GF ending up in my current Superintendent role.

What does an average workday as a Superintendent look like? What are the biggest priorities and hurdles you face?

We have a projected plan for every week/every day and need to be prepared to make adjustments on the fly for items such as manpower, weather, service calls, overtime, general contractor requests, etc. The Superintendents are expected to have a positive impact on production on the jobsites. We focus on training and making sure that the projects are efficient and safe. To do this we are involved with the PM's, Foremen, Estimating, Purchasing and dealing with our logistics and support teams.

How can up and coming Journeyman get ahead and set themselves apart as a leader? What are trainings, courses, experiences that are the most valuable for career development and advancement?

Your reputation as an apprentice/wireman starts day one. Conduct yourself in a professional manner and represent your company well. The ETA and NECA provide excellent classes to help further your knowledge in your career such as code classes, NFPA70E, Bluebeam, foremen development, and safety. Learn how to deal with conflict and how to make tough decisions. Set standards and goals for yourself and crews.



**Journeyman Upgrade Class
Pipe Bending - Mechanical/Table
Instructed by Lucy Valencia**



Safety Corner



NFPA70E UPDATE FOR 2024!!



Article 110 which covers general requirements for electrical safety-related work practices has been revised for 2024 specifically on what constitutes having an electrically safe work condition with addition of new policy sections & exceptions.

The revisions to Article 110 for 2024 are as follows:

- **110.2: Electrically Safe Work Condition:** A. Policy. An employer shall establish, document, and implement an electrically safe work condition policy that does both the following: (1) Requires hazard elimination to be the first priority in the implementation of safety-related work practices. (2) Complies with 110.2(B)
- **B. When Required.** Energized electrical conductors & circuit parts operating at voltages equal to or greater than 50 volts shall be put into an electrically safe work condition before an employee performs work if any of the following conditions exist: (1) The employee is within the limited approach boundary. (2) The employee interacts with equipment where conductors or circuit parts are not exposed but an increased likelihood of injury from an exposure to an arc flash hazard exists.
- **110.2 B. When Required. Exception No.1:** Normal operation of electric equipment shall be permitted where a normal operating condition exists. A normal operating condition exists when all of the following conditions are satisfied: (1) The equipment is properly installed. (2) The equipment is properly maintained. (3) The equipment is rated for the available fault current.(4) The equipment is used in accordance with instructions included in the listing and in accordance with manufacturer's instructions. (5) The equipment doors are closed and secured. (6) All equipment covers are in place and secured. (7) There is no evidence of impending failure.
- **For the 2024 edition of the NFPA70E standard Article 110 has been revised incorporating 110.1 Priority (2021) & 110.4 Energized Work (2021) all into one section 110.2 Electrically Safe Work Condition (2024)**
- **110.2 B. When Required. Exception No.2:** An energized disconnecting means or isolating element shall be permitted to be operated to achieve an electrically safe work condition or to return equipment to service that has been placed in an electrically safe work condition provided a risk assessment is performed and there is no unacceptable risk identified.
- **110.2 B. When Required. Exception No.2:** An energized disconnecting means or isolating element shall be permitted to be operated to achieve an electrically safe work condition or to return equipment to service that has been placed in an electrically safe work condition provided a risk assessment is performed and there is no unacceptable risk identified.
- **110.2 B. When Required. Exception No.4** Energized work shall be permitted where the employer can demonstrate that de-energizing introduces "additional hazards or increased risk." Examples: Interruption of life support equipment, deactivation of emergency alarm systems ,and shutdown of hazardous location ventilation equipment.
- **110.2 B. When Required. Exception No.5:** Energized electrical conductors and circuit parts that operate at less than 50 volts shall not be required to be de-energized where the capacity of the source and any overcurrent protection between the energy source and the worker are considered and it is determined that there will be no increased exposure to electrical burns or to explosion due to electric arcs.



NFPA70E is an electrical safety standard that assists employees of companies avoid workplace injuries & fatalities due to shock, electrocution, arc flash & arc blast.

History on NFPA70E:

OSHA requested the NFPA develop a set of standards addressing electrical safe work practices which was first published in 1979 with it now being updated every 3 years. CALOSHA has also adopted the standards which are enforceable as law.

For more information on NFPA70E refer to the 2024 edition of the standard or sign up for a NFPA70E class at ETASV.

Montoya Funding

Joseph Manuel Montoya

September 24, 1915 - June 5, 1978

Congratulations! You got a grant ... well really the administration got a grant to help fund the school on your behalf, and as a recipient of the grant, you should know whom it was named after.

The **ETASV** as an apprenticeship, needs to be affiliated with an LEA (Local Education Agency). This affiliation is a requirement of the Department of Labor (DOL). Our LEA is Foothill – De Anza College. To illuminate the need for skilled labor in the Silicon Valley, Foothill provides necessary outreach and much needed funding to our Training Center. This funding is given to us in the form of a grant labeled “Montoya” funding. This funding helps provide the students of the ETASV with no tuition costs and no cost for books or materials.

Joseph Manuel Montoya was an American politician and member of the Democratic Party who served as the Lieutenant Governor of New Mexico (1947–1951 and 1955–1957), in the U.S. House of Representatives (1957–1964), and as a U.S. senator from New Mexico (1964–1977).

As a dedicated public servant, he fought for education and students alike. He recognized the importance of education and federal works projects and aggressively advocated for them. He was a proponent for veterans aid as well as public infrastructure projects. Getting this grant in his name will allow us to further improve the school, as well as your classroom experience. Don't worry 5th years, you will see the effects when you come back for your journeyman upgrade classes!

Reminders

3/9/2024 - 5TH YR ELECTRICAL SKILLS TOURNAMENT
(SEE SCHEDULE ON NEXT PAGE)

3/16/2024 - IN PERSON CPR/FIRST AID TRAINING

3/31/2024 - 3RD YR AND 5TH YR SELFIES ARE DUE
(EMAIL TO [KIM@ETASV.ORG](mailto:kim@etasv.org))

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

APPRENTICES, BE SURE TO SUBMIT YOUR HOURS BY THE 7TH OF E A C H 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

5TH YR ELECTRICAL SKILLS TOURNAMENT

EVENT SCHEDULE

03.09.2024

8:30am	Written Exam - 60mins Saratoga Room 1
9:30am	Break - 15mins Auditorium/Student Lounge
9:45am	Residential Wiring - 60mins Noth Parking Lot
11:00am	Motor Control Written - 30mins Palo Alto Room 19
11:30am	Lunch - 60mins Auditorium
12:30pm	Motor Control Hands On - 60mins North Parking Lot
1:45pm	Material Identification - 30mins Graybar Lab
2:15pm	Break - 15mins Auditorium/Student Lounge
2:30pm	Conduit Bending 1/2" and 3/4" - 45mins North Parking Lot





Did YOU KNOW?

- Your classwork can go toward getting an AA degree at foothill community college? Contact foothill community college to see what other courses you need to take. This is beneficial on your resume if you are looking to be a teacher, GF, or superintendent in the future.
- With a form from the front office, you can apply to take your state test the day after you complete 4th year? You just have to check the “apprentice in last year of training” box.
- Even though you are almost done with school, school is not done with you. After passing your state test you need to log 32 hours of continued education to keep your state certification valid. JW upgrade classes can be taken at the school as well as getting all the forms you need to turn in your recertification.

GRADUATING THIS YEAR?



**GRADUATION IS
JUNE 14TH, 2024**

- 3RD YR RESI AND 5TH YR INSIDE APPRENTICES NEED TO SUBMIT SELFIE'S BY 3/31 (SEND TO 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)**
- IF YOU'RE INTERESTED IN VOLUNTEERING, PLEASE EMAIL RACHELE@ETASV.ORG



MENT 2 HELP



SEXUAL HARASSMENT AWARENESS



Common Forms of Sexual Harassment

VERBAL: Offensive jokes, asking personal questions, language, threats, comments about appearance or body, spreading rumors or lies, sexual slurs, pet names, graphic language or descriptions of sexual encounters or innuendos

NON-VERBAL: Leering or staring at a person's body, offensive gestures, blocking a person's path, facial expressions such as winking, throwing kisses, giving gifts, having "elevator eyes"

PHYSICAL: Stalking, touching a person's hair, blocking a person's path, giving a massage, brushing against someone, giving back rubs, "hanging around" a person, holding or grabbing, sexual relations

ENVIRONMENTAL: Voice mail, email, screen savers, blogs, website postings, suggestive or sexually oriented posters, calendars, cards, notes, etc.

Variations in Harassment

SEXUAL HARASSMENT MAY OCCUR IN AND UNDER A VARIETY OF CIRCUMSTANCES:

PEER TO PEER HARASSMENT: EFFECTIVE COMPLAINT PROCEDURE NEEDED.

SUBORDINATE HARASSMENT OF A SUPERVISOR: AS A SUPERVISOR, YOU MUST SEEK HELP FROM A HIGHER LEVEL OF MANAGEMENT.

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MEN CAN BE SEXUALLY HARASSED BY WOMEN

SAME SEX HARASSMENT: HARASSMENT IS UNWELCOME SEXUAL BEHAVIOR REGARDLESS OF GENDER

THIRD PARTY HARASSMENT: NON-EMPLOYEES CAN HARASS YOUR STAFF OR VICE VERSA (CUSTOMERS, THE SOFT DRINK VENDOR, OR DELIVERY PERSON)

OFFENDERS CAN BE: INSTRUCTORS, CO-WORKERS, VENDORS, AND/OR STUDENTS

STOP SEXUAL HARASSMENT!

SEXUAL HARASSMENT DEFINED: "UNWANTED SEXUAL ADVANCES OR VISUAL, VERBAL OR PHYSICAL CONDUCT OF SEXUAL NATURE." THIS DEFINITION INCLUDES MANY FORMS OF OFFENSIVE BEHAVIOR AND INCLUDES GENDER-BASED HARASSMENT OF A PERSON OF THE SAME SEX AS THE HARASSER.

IF YOU BELIEVE THAT YOU HAVE BEEN HARASSED OR WITNESSED HARASSMENT

- YOU ARE ENCOURAGED TO TELL THE INDIVIDUAL CAUSING THE HARASSMENT THAT HIS OR HER BEHAVIOR IS OFFENSIVE AND MUST STOP.
- IF THE BEHAVIOR DOES NOT STOP IMMEDIATELY OR YOU ARE UNCOMFORTABLE TELLING THE INDIVIDUAL TO STOP, YOU MUST IMMEDIATELY REPORT THE INCIDENT TO A **ETASV** STAFF MEMBER, OR ANOTHER APPROPRIATE SUPERVISOR.
- **ETASV** WILL INVESTIGATE ALL REPORTS OF HARASSMENT. INVESTIGATIONS WILL BE KEPT CONFIDENTIAL, CONSISTENT WITH THE ORGANIZATION'S NEED TO INVESTIGATE.
- NO RETALIATION WILL BE TOLERATED AGAINST ANY INDIVIDUAL WHO MAKES A GOOD FAITH COMPLAINT OF HARASSMENT TO **ETASV** STAFF.

SEXUAL HARASSMENT WILL NOT BE TOLERATED



ASKING FOR HELP IS OK

practice self care

practice gratitude



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

THE PLUG 



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