



THE
PLUG

A Word from the Training Director

Welcome Back to School!

We're excited to kick off another great year here at the Electrical Training Alliance of Silicon Valley (ETASV)! Whether you're just starting your apprenticeship or continuing your journey, this is your chance to dive back in, sharpen your skills, and keep moving toward your goals.

At ETASV, learning isn't just about books and classrooms, it's about real-world training, hands-on experience, and building the confidence to take on any challenge in the electrical trade. Every class, every lab, and every job site are a step closer to becoming the best version of yourself and a leader in the industry.



The need for leadership in our local is greater than ever. Opportunity is ripe for the picking and if you apply yourself, you will have the chance to prosper to heights you never knew existed. The industry needs more electricians than ever before. It's never been a better time to be an IBEW electrician working for the best NECA contractors in the country and even the world!

This year, stay curious, stay focused, and don't be afraid to push yourself, you've got a whole community of instructors, mentors, and classmates here to back you up. We can't wait to see the progress you'll make and the milestones you'll reach.

-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

It is truly an honor to be a part of this organization and to serve as the Apprentice Coordinator here at ETASV. This position carries deep personal meaning for me, as my own Instructor, Apprentice Coordinator, and Mentor—Robert Chon left some big shoes to fill. His guidance continues to inspire how I approach this role.



A little about me... My career began when I was 19 years old, serving in the U.S. Navy as an Aviation Ordnanceman. For eight years, I performed electromechanical repair on aircraft weapons systems, traveling across the country and around the world, including time aboard the aircraft carrier CVN-68 USS Nimitz.

I come from a family deeply rooted in both the trades and education, and that balance is what made me pursue both facets. I joined the IBEW Inside Apprenticeship program in 2014 and graduated in 2019. Since 2022, I have had the privilege of teaching 5th-year apprentices—an experience that has been one of the greatest highlights of my career. Over the years, I've worked for both large and small shops, gaining valuable perspective from each. Some of the most notable have been Elcor Electric, Redwood Electric, and Ray Scheidts Electric. Each experience reinforced my respect for the teamwork and craftsmanship that defines our trade.

In the field, my greatest joy comes from the challenge of a tight schedule and watching a group of dedicated individuals come together to achieve incredible craftsmanship under pressure. Here at ETASV, my greatest joy is seeing the bar rise continuously not only for apprentices, but for our instructors and staff as well. Together, we are committed to delivering the best electrical training in the world and to always striving for improvement.

I want every apprentice to know I am here to talk. No matter the situation big or small I am a resource for you. Whether it's guidance, support, or simply a listening ear, my door is always open. It is my privilege to serve as your Apprentice Coordinator, and I look forward to supporting each of you on your journey to becoming highly skilled professionals in this industry.

-Robert Bledsoe

JAVIER M. CASILLAS

FEBRUARY 23, 1975 - JULY 15, 2025



Javier M. Casillas, Business Manager and Financial Secretary for IBEW Local 332, respected instructor at ETASV, and a beloved husband, father, and friend, passed away in July 2025 surrounded by loved ones.

Javier began his career with the IBEW by joining the apprenticeship program in 2006. Through hard work, dedication, and an unwavering commitment to excellence, he turned out as a journeyman in 2011. Over the years, he rose to become Business Manager and Financial Secretary for Local 332, where he provided steady leadership, represented his fellow members with integrity, and worked tirelessly to strengthen the union.

Beyond his leadership in the labor movement, Javier gave back as an Instructor at ETASV, where he helped guide and mentor the next generation of electricians. Only 2 years after graduating Javier began teaching the 3rd Year curriculum as well as OSHA 10. Due to changes in enrollment and staff, he was subsequently asked to teach 4th Year and then later, 5th Year classes. As an Instructor he taught where he was most needed. From 2018 right up until 2025, Javier also taught NEC code classes. His teaching reflected not only his deep knowledge of the trade, but also his generosity of spirit—always patient, encouraging, and committed to helping others succeed.

Javier's proudest role was that of husband and father. He is survived by his devoted wife, his son, and his daughter, who were the center of his world. To his family, friends, colleagues, and students, he was a source of inspiration—known for his warmth, his humor, and his ability to bring people together.

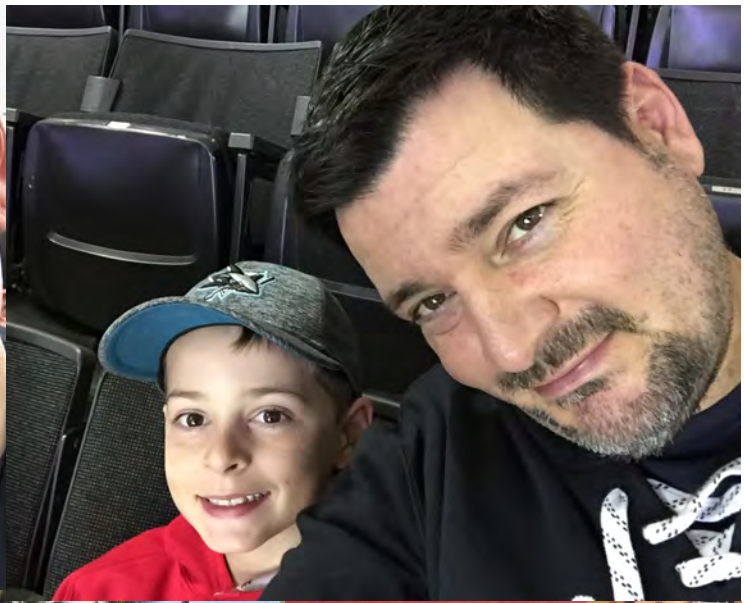
More than a leader, Javier was a mentor and a friend. His legacy lives on in the countless lives he touched through his work, his teaching, and his unwavering commitment to community and family. We will continue Javier's legacy by instilling commitment and work ethic into every apprentice we indenture at the ETASV. Javier will be missed and never forgotten.

"Can I get a 332!!!" – Javier M. Casillas











Meet an ETASV Staff Member

How long have you worked at the ETASV?

Let me check my planner... I think it's been about 854 days. Time really flies when you're part of a team like this. Every day brings something different, and that's part of what's made it such a memorable ride so far.

What is your favorite thing about your job?

Honestly, there are too many to list. I really enjoy the people I get to work with—we've got a great team here. I love that I get to be part of building something meaningful for our apprentices and creating an environment where they can thrive. It's not just a job, it feels like a contribution to the future of our trade.

What are your responsibilities here at the ETASV?

My responsibilities cover a lot of ground. I oversee the facility, make sure everything is running smoothly, and support both staff and apprentices in any way I can. Whether that's coordinating labs, keeping things organized, or problem-solving when issues come up, I try to keep things moving forward. And of course, we make sure to laugh every day—it helps keep the energy positive.

What is your role here?

My role is to help coordinate, create, and cultivate a lab experience for our local that prior generations never had. That means setting up systems, making sure our labs are up-to-date and functional, and finding ways to give apprentices hands-on opportunities that will prepare them for the real world.



Sergio Rosa
ETASV FACILITY MANAGER

Do you have any hobbies?

Of course—otherwise, all work and no play makes Jack a dull boy. I've always enjoyed staying active and finding things outside of work that keep me balanced. I like to explore new foods and places, spend time outdoors, and keep myself busy with projects. And yes, I'll admit, I have a long list of hobbies waiting for more free time to actually enjoy them!

Where is your favorite place to vacation?

Life is pretty busy right now, so honestly my favorite "vacation" is anywhere I can hit pause on the hustle and just spend time with my kids. Holding my babies, being present with family—that's where I find the most peace. It doesn't matter if it's a big trip or just a weekend at home, those moments mean the most.

MEET AN INSTRUCTOR

BRIAN MOORE

1ST YEAR INSIDE



What is your background and experience in the industry/union?

I come from a long line of union electricians—my grandpa, uncles, aunt, cousins, and even close friends. My brother is also a 332 member! My dad's uncle was a co-founder of SASCO Electric, and my dad, from Local 11, ran major projects in LA and Hawaii before starting his own shop in 1997, NorCal Electric, in Local 302. I turned out in 2015 with Sprig Electric, where I still work today, and I began teaching 1st year classes in 2022.

Why did you decide to teach at the ETASV?

I earned a BA from San José State and spent nearly eight years in college, where I also tutored. Teaching at ETASV allows me to use that experience to support apprentices and help them grow into the best Local 332 journeymen possible.



THE PLUG

What do you like best about teaching?

As a first-year instructor, I love meeting apprentices from all walks of life and watching them develop into future leaders of the industry.

What is the career future like for an apprentice who graduates?

The opportunities are endless. Becoming a journeyman offers a balanced, rewarding career, and you can move into roles like foreman, general foreman, project manager, superintendent, or even contractor. There are also opportunities to serve in leadership within the Local or the IBEW International, or to branch into fields like inspection and design.

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

I've been married 15 years and have two daughters, ages 8 and 13, who keep me busy when I'm not working or prepping lessons. I also serve as Vice President of the SF Bay Area chapter of Pride at Work. In my free time, I enjoy playing sports—I grew up playing ice hockey and occasionally on volleyball, soccer, baseball, and tennis teams.

Share a fun fact.

Before joining the union in 2010, I worked in restaurants. Just prior I was the GM of Los Gatos Brewing Company and ran their wine program for a couple of years—and that's where I met my wife. I also lived in Hawaii for over two years!





2025

ETASV INSTRUCTORS NTI TRAINING

NTI 2025 was the 34th annual National Training Institute, the event was held by the IBEW and NECA, through the ETA. The week-long event provides world-class training and networking for electricians, instructors, apprentices, JATC committee members, and Training Directors to help them master new technologies and improve skills. The ETASV once again made higher educational training a priority for its instructors. Thanks to the collaboration between NECA and IBEW L.U. 332, the ETASV was fortunate to send 18 instructors, 2 Outstanding Apprentices and Training Director Albert Lancaster to participate in NTI 2025.

The ETASV is extremely proud of our very own NTI 2025 graduating instructors:

4th Year Lead Instructor **Daniel Choma**

3rd Year Lead Instructor **Brent Jones**

1st Year Lead Instructor **Brian Moore**

1st Year Instructor **Chris Paup**

NTI INSTRUCTOR TRAINING DEVELOPMENT COURSES

Professional Element:

- The 4-year program is the major emphasis and focal point of the electrical training ALLIANCE's National Training Institute in Michigan.
- The Professional Sequence begins with basic "foundation" courses and each ensuing year's offering should build upon previous learning.
- The program included courses which are relevant to all participants, and which relate to the particular teaching assignments and settings of JATC/AJATC instructors.
- The Advanced Studies program offers NTI graduates and other qualified individuals the opportunity to seek advanced skills and knowledge related to the improvement of technical training.

Technical Courses:

"How to Teach"

- "How to Teach" courses are all based on teaching electrical training ALLIANCE Curriculum. These courses may not cover the theory or knowledge of the curriculum, rather focus on how to present the subject matter in a classroom setting.
- Standard Technical Courses covered the theory and knowledge of the topic being taught. These courses helped ETASV Instructors gain knowledge of how to present course curriculum to their students in the classroom setting.



2025 ETASV GRADUATING INSTRUCTORS



- 4th Lead Instructor **Daniel Choma**
- 3rd Lead Instructor **Brent Jones**
- 1st Lead Instructor **Brian Moore**
- 1st Year Instructor **Chris Paup**



2025

ETASV INSTRUCTORS NTI TRAINING

NTI Training Director Development:

ETASV Training Director Albert Lancaster attended NTI once again this year. He accompanied his staff for the week long conference. This allowed him valuable opportunities to grow his leadership skills through various hands on trainings. He also had the distinct opportunity of showcasing The ETASV's expanding curriculum and how he has now set the bar, by continuing to expand an industry leading program.

- **The Training Director Development Program** equips electrical apprenticeship Training Directors with essential skills and cultivates a strong relationship with the *electrical training ALLIANCE*. The multi-year program enhances retention, fosters camaraderie among participants, and awards a prestigious certificate. It focuses on continuous education and preparing Directors to lead apprenticeship training committees effectively. It emphasizes curriculum that empowers them in their roles and contributes to their apprenticeship program's success.

Outstanding and Top Apprentice Graduates:

In addition, the ETASV proudly sent two Outstanding/Top Apprentices. Each apprentice was selected by the ETASV committee. Representing our Inside Wireman Apprenticeship Program **Raymundo Vallejo Serrano** and Residential Wireman Program, **Tyler Lerma**. The ETASV strongly believes in rewarding our O.A.'s with the opportunity to further broaden their technical skills at NTI. Here at the ETASV, we encourage all apprentices in our training programs to strive to be the best they can and achieve the O.A. award for their graduating year.

- **Outstanding Apprentice** graduates of all programs, Entry Level Employees, or individuals that have been identified as a future leader within your organization attended a 40-hour program which ran Sunday through Friday and featured team building, leadership development, estimating, negotiations and the structure of the IBEW/NECA.



2025

ETASV OUTSTANDING / TOP APPRENTICES

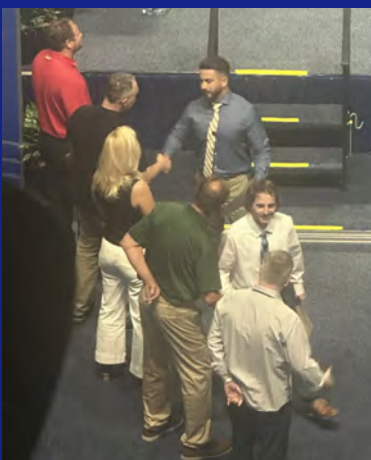


RESIDENTIAL WIREMAN:
TYLER LERMA



INSIDE WIREMAN:
RAYMUNDO VALLEJO SERRANO

Raymundo and Tyler proudly walking across the NTI 2025 stage receiving their ETA Outstanding/Top Apprentices certificates. These two bright young men represented the best of L.U. 332 and both have electrifying futures ahead of them !!! !!! !!



SPARKY

Spotlight



What are your career goals after the apprenticeship?

What I have learned in my apprenticeship is that our field of work is endless. You can turn a little screwdriver or put up 6" rigid, it's your choice. My personal choice is to run work. Our work is plentiful which brings help from around the country. The way I see it, this is our local, our home, and we should run it. My goals and what I strive to do is be better than I was yesterday, learn from my mistakes and to make money.

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

For me it must be juggling my family life and my school life. At times it gets hard trying to balance 3 boys, an amazing wife, and doing homework at the same time. I can tell you one thing; I wouldn't change it. I'm showing my boys what hard work and dedication can do for you!

What has been the most valuable skill or lesson you've learned so far?

The most valuable lesson I have learned is that you are a product of every electrician you encounter. I like working with old timers, they can show you a thing or two about what it means to be a wireman. Then there are others out there that teach you what not to do. So, you take in the good and the bad and become one of the best 332 wiremen you can be.

Anthony Devencenzi

5th Inside Apprentice

What motivated you to pursue the IBEW apprenticeship?

My pops, Tony Devencenzi was a huge inspiration for me. He's been an IBEW Inside-wiremen for 31 years. I got to see 1st hand what the IBEW can do for your family and how it can change your life!

Who has been a mentor or role model for you during your apprenticeship, and what have they taught you?

One of my mentors through the apprenticeship has to be Joe Alaniz. Joe must be hands down the best teacher alongside Daniel Choma that I have ever had. Joe taught me how to properly study, which was a huge factor in my success in this apprenticeship. Joe has made me a better electrician; he has taught me if you can't say it, you don't know it. This is 100% true. Picture this you're standing around the top people that oversee the daily operations of a massive county hospital. 3 buildings, including one that is life safety are currently without normal power. Somehow you find yourself standing there among these people at 1 a.m. They all are looking at you as the expert and the questions come about. Hey, how are you going to get power back on what is the plan? The only thing on your mind is "If you can't say it, you don't know it!" All you can think about is I'm 332 watch this!







ELECTRICAL TRAINING ALLIANCE OF SILICON VALLEY

INSIDE WIREMAN CLASS OF 2025

EliasD.Aleman	EdwardFigueroa	HenryJ.Kim	HelmsleyD.Pinlac
JuanC.Alfaro	AntonioD.FloresFajardo	AndrewW.Lane	FernandoPino
SeanM.Altman	EstebanFuentes	AlvinLlaneza	LuisA.Ramirez
KevenA.Alvarenga	MichelleP.Galang	DerekR.Locsin	RobertoRamos
DanielAquino-Ferrandon	SeanM.Gambill	AlejandroLopez	DavidD.Recio
GiovanniR.BarajasValencia	JulianA.Garcia	EdwardR.Lopez	AncietoR.Reyes
CharlesE.Bracey, II.	FranciscoGomez	JulioC.Lopez	SergioRico
DustinA.Broussard	MichaelL.Gomez	PatrickF.Mackenzie	JulesA.Rios
MatthewJ.Burks	MarcusA.Gonzales	RicardoMaldonado	HectorM.Ron
ManuelCabreraCastro	MichaelL.Gonzales	VictorA.Martinez	AnthonyT.Saenz
JuliaT.Ceja-Alvarado	JustinP.Graham	WendelA.Mojica	JoeyT.Sandoval
SoniaCervantesOrdaz	AnthonyD.Green	JohnahA.Mondragon	TrevorW.Sheedy
CarlosC.Cervantes	ArmandoR.Guevara	CarlosMatthewG.Morales	EvanM.Smith
JohnB.Clow	BradleyD.Gulan	QuinnP.Neto	EricA.Souza
JacquelineZ.Colmer	AlfonseR.Gumaer	DanV.Nguyen	NicholasJ.Squatrito
RandalD.Cone	AgustinGutierrez	NicholasA.Nguyen	StephenA.Stickells
JosephJ.Cruz	ErikA.Henry	AshleyD.Nichols	MarkA.Townsend
BrianR.Dalla	JohnnyHernandez	ThaddeusI.Nunez	RaymundoVallejoSerrano
CorbinDelgado	RobertJ.Hernandez, Jr.	EmmanuelP.Ornelas	ErikE.Vazquez
DragosG.Duicu	QuangMinhJ.Ho	ArturoF.Ortega	AlejandroVenegas
DanielR.Duran	CodyM.Hutton	AnthonyM.Ortiz	RamonitoJ.Vitug
MarcusE.Duran	BrandonS.JimenezMachuca	JohnPereira	GlennJ.White
JacksonJ.Felker	ColbyM.Jones	ChristianPerez	DarrellK.Williams
JonathanC.Ferreira	JacobA.Kaplan	Josel.PichardoFigueroa	NicholasA.Zamudio



ELECTRICAL TRAINING ALLIANCE OF SILICON VALLEY

RESIDENTIAL WIREMAN CLASS OF 2025

Aaron D. Badillo
 Armando Cardenas-Lopez
 Jacob A. Castrejon
 Ulisses M. Curiel
 Malik J. Earhart
 Edwyn L. Escobar
 Elva B. Espino
 Michael P. Gallegos
 Lauro A. Gomez
 Hans N. Hernandez
 Zhan Bin Huang
 Tyler Lerma
 Mack Lewis
 Alexis Lonbera
 Brandon Lopez

Adrian Martinez
 Omar Martinez
 Mark E. Michaud
 Owen G. Nakagawa
 Justin L. Nelson
 Bryan L. Nguyen
 Kristina M. Noland
 Garrett R. Phelps
 Luis D. Pinon
 Daniel Robledo Lopez
 Andrew J. Rocha
 Daniel F. Santos
 Jesse D. Seronio, Jr
 Justin M. Sizemore
 Fernando E. Valencia



Don Dixon Sr.

June 18, 1945 - July 5, 2025



On Saturday July 5, 2025, former ETASV Training Director Don Dixon Sr. passed away after a long, debilitating illness. He was 80 years old.

Born on June 18, 1945, in San Francisco to Albert and Alice Dixon, Don was the youngest of six siblings. While just a baby, the family moved to Hollister where Don attended school before graduating from Palma Catholic High in Salinas. Upon graduating he married his high school sweetheart, Beverly Dixon. With a baby on the way, Don worked at Christopher Foods and at a gas station part-time for extra money.

It was at the latter job that he met an IBEW member who encouraged him to become an electrician. Shortly thereafter, Don enrolled in trade school with the goal of becoming an IBEW Inside Wiremen. It wasn't long afterwards that he was accepted into the IBEW/NECA Apprenticeship.

Don started his IBEW career at Cullen Electric in Gilroy and eventually owned his own shop, Coyote Electric. In the rough and tumble world of construction, Don was known to be strong-willed and stubborn. But even those with whom he butted heads respected him due to his honest and straight-forward approach. During his last 10 years in the field he was employed by Sasco Electric working mainly at the AMD Campus. In 2002 after several years as an Instructor, Don was appointed as the 5th Training Director in the history of the EJATC/ETASV.

Those who worked under him as Training Director recall his positive attitude and smiling demeanor. Don was known to be hard working, accountable, accessible, and caring of his entire flock. Under his leadership at the EJATC, as it was then known, he led the prestigious Western States Electrical Contest in 2007 for the first time. As Training Director, Don took a special joy in visiting the classrooms to engage the Apprentices and test their knowledge. During these visits he would ask technical questions and scan the room, awaiting the answers with an expectant smile on his face. Professionally his greatest joy was his Apprentices.

After retirement Don remained active at the training center, immersing himself in teaching and other duties. To know him was to know that his life was devoted to the well-being of his family, friends, colleagues and students. Don is survived by his wife of 62 years, Beverly Dixon, his 3 surviving children Donald Jr, Doug, and Denelle, their spouses, his 8 grandchildren, 9 great-grandchildren, and his older brother, Albert Dixon. Don's spirit lives on in our community.

Did YOU KNOW?

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

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*

- **Tradeschool mobile app** - Download the Tradeschool mobile app to see important profile information, receive ETASV notifications, and insert OJT hours easily and conveniently. Download via the apple "app store" or Android "google play store" - (put the icons in there)
- Halloween Trunk or Treat - Save the Date for October 18, 2025 (More info to come)
- 5th Year Inside and 3rd Year Residential State Certification Reminders. Submit proof of first attempt by Sept 15th. Ask your instructor if you have questions.

ELIGIBLE FOR A **RAISE?**



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

SAFE BOOM LIFT OPERATION-CAL/OSHA STANDARDS & BEST PRACTICES



Boom lifts are essential tools for elevated work, but they present serious safety risks if not operated correctly. Cal/OSHA regulations — **Title 8 CCR §3638 (Construction)** and **Title 8 CCR §3642 (General Industry)** — establish comprehensive requirements to protect workers and prevent accidents.

Operator Requirements

- Operators must complete Cal/OSHA-compliant training and certification before operating any aerial lift.
- Training must cover:
 - Equipment-specific operation
 - Hazard recognition (tip-over, falls, power line contact, etc.)
 - Emergency procedures, including rescue planning
- Refresher training is required when unsafe operation, equipment changes, or workplace hazards are observed.

EQUIPMENT SAFETY

- Perform a pre-operation inspection (checklist) before “each” shift, including controls, tires, outriggers, hydraulic systems, and fall protection anchorage.
- Maintain at least a 10-foot minimum clearance from energized power lines (greater distances required for voltages above 50kV), per Title 8 CCR §2946.
- Do not exceed the manufacturer’s load capacity, accounting for workers, tools, and materials combined.
- Remove defective equipment from service until repaired by a qualified technician.



OPERATIONAL CONTROLS

- Operators must remain firmly standing on the platform floor; never climb or sit on guardrails.
- Ensure platform gates are closed at all times during operation.
- Always set outriggers on stable, level surfaces and use wheel chocks when on slopes.
- Do not use ladders, planks, or makeshift devices to gain extra height inside the basket.
- Only authorized personnel may operate ground controls, and only in accordance with safety procedures.

BEST PRACTICES FOR SAFE USE

- Always wear a full-body harness with a lanyard attached to designated anchorage points (required by Title 8 CCR §3642(g)).
- Establish a safe work zone to prevent collisions with pedestrians, vehicles, or other equipment.
- Avoid sudden or jerky movements that can destabilize the lift.
- Never operate lifts in high winds, severe weather, or poor ground conditions.
- Maintain clear communication between operators and spotters at all times.

✓ Following Cal/OSHA regulations and these best practices significantly reduces the risks of falls, electrocution, and tip-over incidents when working with boom lifts.

BOOM LIFT COMMON SAFE WORK PRACTICES



Platform Security

Always close and latch platform gates before elevating; never climb on or lean over guardrails

Communication Protocols

Maintain constant visual or radio contact with ground personnel; use standardized hand signals

Body Positioning

Keep both feet firmly on the platform floor; avoid overreaching beyond platform limits

Environmental Awareness

Stop operations when wind speeds **exceed 20 mph** or during electrical storms

▶▶▶▶▶ **REAL-WORLD IMPACT: WHY COMPLIANCE SAVES LIVES**

85%

Preventable Accidents

The vast majority of boom lift incidents could be prevented with proper training and equipment.

\$163K

Average Cal/OSHA Fine

For willful violations resulting in fatalities related to aerial lift operations.

40%

Accident Reduction

Employers implementing comprehensive Cal/OSHA-compliant training programs see significant decreases in incidents.

Alarming Statistics

Approximately **26** construction workers die each year from aerial lift accidents, with many more suffering serious injuries that could have been prevented.

Companies that implement rigorous training, inspection, and enforcement protocols consistently report fewer incidents, lower insurance premiums, and higher worker retention rates compared to industry averages.

The investment in safety yields measurable returns in both human and financial terms.

HEALTHY WAYS ON COPING WITH GRIEF & LOSS



With the sudden passing of IBEW 332 Business Manager Javier “Javi” Casillas, this has been a rough time for many in the #332 family. Javier touched many beyond his family... friends, colleagues and members and people throughout the industry. I have heard stories that Javier was a person that would put in 12-14 hour days working hard to assist the goals of its members & that he always put others first! I was teaching a class at the ETASV recently with one of the members recalling that Javier really pushed him to strive to become the best he could be at his chosen craft of becoming a Journeyman. The Journeyman expressed to me that he felt some guilt and regret for not sharing with Javier how much he appreciated him for pushing him to do his best always!

I expressed to the Journeyman that these “feelings” of guilt and/or regret are a normal reaction to a sudden passing of a special person that touched your life in such a significant way. It’s important to take those feelings and look at it in a positive way that you made Javier proud and that he is smiling down on you. He is grateful that he had such a positive influence on your life.

This is one of the many examples of how Javier touched and influenced the lives of so many in a positive way in his dealings with the membership and ETASV. Javier will be dearly missed and his impact of all that he touched will live on through the membership and ETASV!

We all know that death is a part of life, In fact when a sudden death occurs so close to home it reminds us of how precious life is! The loss of a loved one is one of life’s most stressful events and can cause a major emotional crisis. When a death takes place, you may experience a wide range of emotions as experienced by the Journeyman in class.

Many report feeling an initial stage of numbness and disbelief after first learning of a death. So, we here at ETASV wanted to provide some healthy ways on coping with loss. Remember! You Matter! It’s ok to ask for help and to talk about what your feeling!

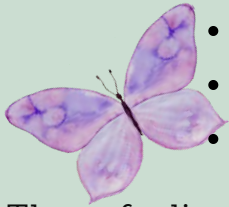
THE PLUG



The **ETASV** wants to assist and provide some healthy ways in coping with feelings of grief and loss. We hope these tips will enable you to maintain a healthy perspective on life. While we'd all like to strive to be strong in these hard times it's ok to ask for help! Treat everyone the way you would like to be treated! Please be kind showing some compassion and empathy!

SOME EMOTIONS YOU MAY EXPERIENCE INCLUDE:

- Denial
- Disbelief
- Confusion
- Shock
- Sadness
- Yearning
- Anger
- Humiliation
- Despair
- Guilt



These feelings are normal and common reactions to loss. You may not be prepared for the intensity and duration of your emotions or how swiftly your moods may change. You may even begin to doubt the stability of your mental health. But be assured that these feelings are healthy and appropriate and will help you come to terms with your loss.

Remember: It takes time to fully absorb the impact of a major loss. You never stop missing your loved one, but the pain eases after time and allows you to go on with your life.

6 STEPS FOR MANAGING/COPING WITH GRIEF & LOSS:

- **Give yourself permission to feel:** Grieving is a normal part of dealing with loss. Be sure to recognize the need to grieve & let it run its natural course.
- **Write a letter to the family of the deceased loved one:** Express your feelings through a letter. This can be a healthy part of the healing process to aid in coping.
- **Journal about positive memories:** A journal recalling positive memories & experiences with that loved one will recall positive good times.
- **Talk to Someone:** Even though it sounds simple to talk to someone about your feelings of grief & loss. It can be extremely challenging due to the fact that some have been taught to hold in those feelings due to thinking that it's a sign of weakness! Resist that mindset & seek someone you trust to talk to about your feelings.
- **Understand grief affects everybody:** Grief is not age-specific or limited to certain populations. Recognize this fact & expect signs of grief from all involved parties, no matter the age. Remember, everyone has their own unique way of grieving.
- **Lend a supportive ear to others:** Maybe someone else's grief doesn't affect you in the same way. It's still important to support a loved one to be there & comfort them during the grieving period.

**MENT 2 HELP
CORNER**



ASKING HELP 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](https://www.findtreatment.gov)

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

[samhsa.gov//find-help](https://www.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, 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
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Residential Health & Welfare
Shandy Grace
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Ibew332benefits.com

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