

3M

THE
PLUG 

A WORD FROM THE

TRAINING DIRECTOR

MARCH 2026



Welcome back to the second semester here at the training center. It's an exciting time to be involved in the IBEW 332/NECA apprenticeship here in Silicon Valley. Your commitment to mastering the skills of our trade continues to set the standard for excellence, and we're proud to support you as you advance through the apprenticeship program. This semester promises new challenges, new opportunities, and new achievements waiting to be claimed and recognized.

We enter this term during a period of extraordinary growth within the electrical construction industry. With the rapid expansion of artificial intelligence, data center infrastructure, and advanced technology projects across the country, demand for highly trained professional electricians has never been stronger. At the recent MEP Innovation Conference in Austin, Texas, the head of data center construction for Google captured the moment perfectly when he stated, "We have 1.8 trillion dollars available for construction—we need you to build faster." These are transformative times, and the industry is calling for skilled individuals ready to lead.

At ETASV—recognized as the premier training center in the United States—we are committed to preparing you to meet that call. Our instructors, curriculum, and hands-on training environments are designed to elevate your capabilities and ensure you graduate ready to thrive in a rapidly evolving industry. As Training Director, I challenge each of you to fully engage, push your limits, and take ownership of your development this semester. **Your future is being built right now—and we need you to step forward, lean in, and rise to the opportunity.**

-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 Alex Caraballo

ROBERT BLEDSOE

APPRENTICE COORDINATOR

Starting off the new year and a new semester brings an exciting opportunity for fresh beginnings and the chance to take on new challenges. For apprentices at ETASV, each semester represents another step forward in your journey—one that requires dedication, discipline, and a strong commitment to learning the trade. Whether you are just starting out or continuing through the program, this is the time to set goals, stay focused, and push yourself to grow both in the classroom and on the job.



A new semester also serves as a reminder that apprenticeship is about more than technical training. It is about building a career, developing professionalism, and becoming part of something much larger than yourself. The strength of our program comes not only from the skills you gain, but from the unity and support shared among the professionals of the ETASV, IBEW 332, and NECA Santa Clara Valley Chapter.

There are many ways to stay engaged and connected throughout the year. Apprentices are encouraged to take advantage of the volunteer opportunities, social outings, and events that help strengthen our community and reinforce the values of solidarity and service. Getting involved is a great way to meet others in the trade, learn from experienced members, and contribute to an organization that truly stands apart.

As we move forward into this semester, remember that success comes from consistent effort and staying motivated, even when challenges arise. This is your time to build momentum, take pride in your progress, and represent the apprenticeship program with professionalism and purpose.

We encourage each of you to get out there, stay involved, and be an active part of an organization unlike any other. Here's to a strong semester filled with growth, achievement, and new beginnings.

-Robert Bledsoe



MEET A STAFF MEMBER

ANDREW ROGERS

CURRICULUM COORDINATOR



When I got into the apprenticeship, our studies were tethered to the then NJATC, or “National” JATC. The courses all came in one big binder along with a stack of books that corresponded with the lesson plan. The structure was sound enough, but some of the curriculum lacked real application to what we were doing here in Silicon Valley. An example? Well, 3rd year had a whole section on semi-conductors. OK, yes, semi-conductors and Silicon Valley go hand-in-hand, but we don’t make semi-conductors. We build the buildings that make them! So, though there was some value, most students just kind of rolled their eyes and asked, “What’s this got to do with anything we are doing in the field?” Kind of like what many 8th graders or Freshmen say when they take Algebra. Fact is, I use my Algebra quite regularly, I have never really had to use the information on semi-conductors. Not while I was an apprentice, a journeyman, a foreman, an inspector, a supervising inspector, a plan check examiner, the apprentice coordinator, the Director of Corporate Training for one of the top ten electrical contractors, or now, as the ETASV curriculum coordinator. (They asked me to share a little about my resume, so that last sentence just about covers it. At least as far as in the trade goes.) I mean, no harm, no foul, it was good information. It just didn’t seem to fit what we were doing and felt like it was out of place. Just my opinion.

Currently, under Albert Lancaster’s leadership, the ETASV is experiencing what I might call a Renaissance, a rebirth if you will. During the Renaissance, there was a renewed interest in study, research, individual achievement, and quite simply, the mindset that drove all of that. Well, having been an instructor for now close to 20 years, I can see that we are expanding horizons, building something more purposeful, more applicable to what we do and who we are. There is a renewed focus on accountability and what that means not just for students, but for us as instructors as well. It is exciting, and yes, somewhat daunting. Why daunting? Well, daunting means overwhelming, intimidating, and that seems applicable because change, even for the better, is not easy. It takes work. It takes commitment. It takes effort. And though those elements have always been part of the JATC and present in those hallowed hallways, the scene of the electrical world is changing, and we must change along with it. For all of us

When I was asked to take on the mantle of Curriculum Coordinator, I appreciated the opportunity and the confidence that comes with it. I think I understand the vision of what this position entails, namely, strive to create, gather, and solidify content and resources that are applicable to what we do here in Local 332 (obviously in conjunction with the ETA framework). Provide training and assistance to instructors to help them continue to expand their skillset as educators and subject matter experts. Provide structure for new instructors so that their growth is exponential. Capitalize on the brain trust of knowledge, capability, and expertise of some of the best instructors that this industry has to offer. And, finally, support the vision of how this Local’s workforce can continue to be the best in the country in terms of production, quality, and safety.

I will end with this. Being the best takes effort, constant effort. If you aren’t always working at being the best, you will soon find that you are not. It’s akin to that 2nd Law of Thermodynamics, if you don’t expend energy to maintain structure then the structure will inevitably break down. The ETASV produces a product, the best inside and residential wiremen in the industry. In order to maintain that quality, we need to expend the energy.

As students, come to learn.

As instructors, come to teach.

Being the best means we bring the best, each night to each class.



SPARKY Spotlight



Lizett Villafranco

5th YR Inside

What motivated you to pursue the IBEW apprenticeship?

I didn't come from an IBEW background, nor could I say I had my eyes set on this career from the start. I was simply searching for the next that would challenge me and teach me a transferable and valuable skill. Before joining the IBEW, I worked as an auto mechanic. But I realized there was limited room for growth in the automotive shop, and I didn't feel fulfilled being confined to a stall. Growing up, I saw firsthand what union work could offer. My dad is a pile driver with Local 34, and I spent time going to work with him, watching crews climb steel beams and build bridges throughout California. Hearing him say, "I worked on that bridge" or "I worked on that tunnel" stuck with me. I knew I wanted a career that offered that same pride, purpose, and satisfaction and I saw that opportunity in the IBEW, I applied and here I am today.

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

The most obvious is balancing hobbies that bring me joy, with work and school. Getting out of class at 8pm, especially if you don't live in the San Jose area, can be tiring. But I've also learned that when you push past hard days, when the last thing I want to do is sit in a class, showing up anyways builds momentum and carries you forward. Before you know it, you're almost done with your 5-year apprenticeship!

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

It's hard to pick just one valuable skill or lesson, because there are many to list. Whether a day goes as planned or a monkey wrench gets thrown in, there's always something to take away from it. The biggest lesson I've learned is that as long as you're learning, on good days or bad days, you're still taking another step forward. And in this trade sometimes that important lesson is to just measure twice, cut once.

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

I have many people who I hold in high esteem, apprentices and journeyman alike that are role models in my apprenticeship. Something they all share in common that I feel I've learned and valued from them is grace. They've taught me that it is possible to move through challenges with composure, humility and patience. Construction is a high stress game and through them I've seen that you can overcome many difficult jobsite situations by just remaining calm and treating people with respect. I've seen those that lead with ego, but grace is what truly earns respect and brings out the best in a crew.

IBEW-NECA

ETA®

**ELECTRICAL
TRAINING ALLIANCE
OF SILICON VALLEY**

SKILLS TOURNAMENT AND OPEN HOUSE

**WATCH THE UPCOMING GRADUATES GO HEAD-TO-HEAD
AS THEY POWER UP THEIR SKILLS IN THE FIELD.**

- Motor Controls Written
- Motor Controls Hands On
- 1/2 in Conduit Bending
- 3/4 in Conduit Bending
- General Knowledge Written Exam
- Material Identification
- Residential Wiring



SATURDAY APRIL 25TH, 2026

1873 BARBER LANE | MILPITAS | 9:30 AM

FOOD TRUCKS, DJ, AND TRADESHOW



Scan me!

A graphic of two lightbulbs hanging from cords. The one on the left is lit and yellow, while the one on the right is unlit and grey.

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)
- **Skills Tournament** - April 25th, 2026 - Volunteers needed please email Robert Bledsoe (robert.bledsoe@etasv.org)
- **Graduation** - May 29th, 2026 - More information to come, volunteers needed, email Rachele (rachele@etasv.org)

A large white money bag with a gold drawstring and a large gold dollar sign (\$) on the front.

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 - advancementrequests@etasv.org

TradeSchool MOBILE APP

APPRENTICE FOCUSED



WHAT IS THE TRADESCHOOL MOBILE APP?

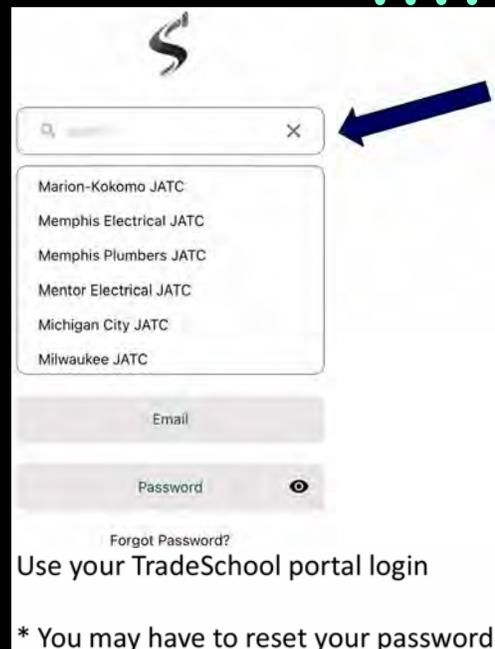
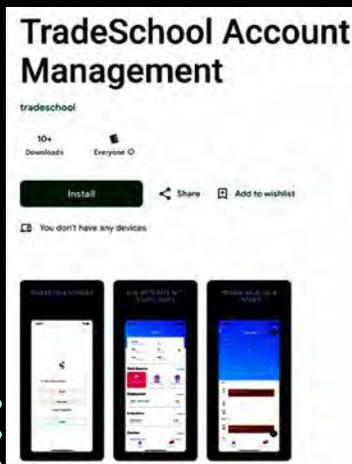
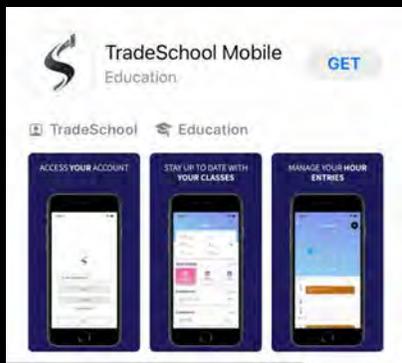
- The TradeSchool Mobile app was created to help apprenticeship programs and trade students manage their training, coursework, and communication more easily on mobile devices.

DOWNLOAD THE APP

TYPE IN "SANTA CLARA COUNTY ELECTRICAL JATC"

iPhone

Android

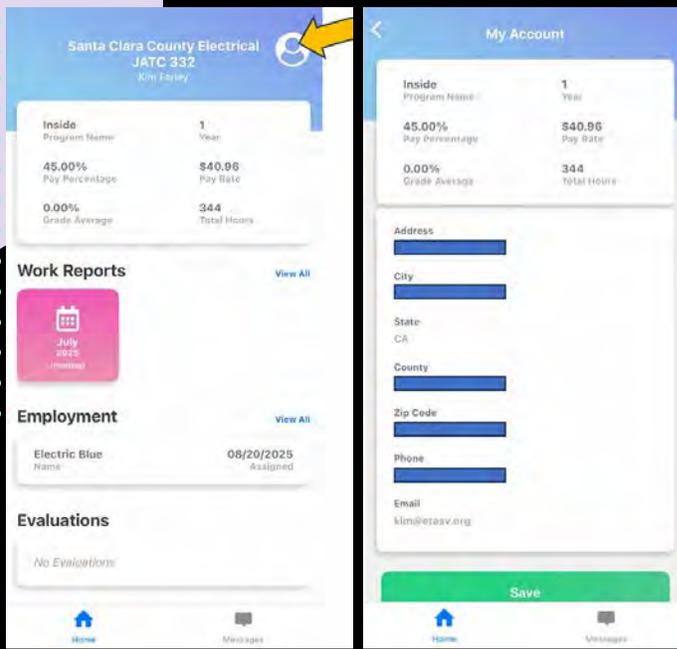


IMPORTANCE OF TRADESCHOOL MOBILE APP FOR STUDENTS:

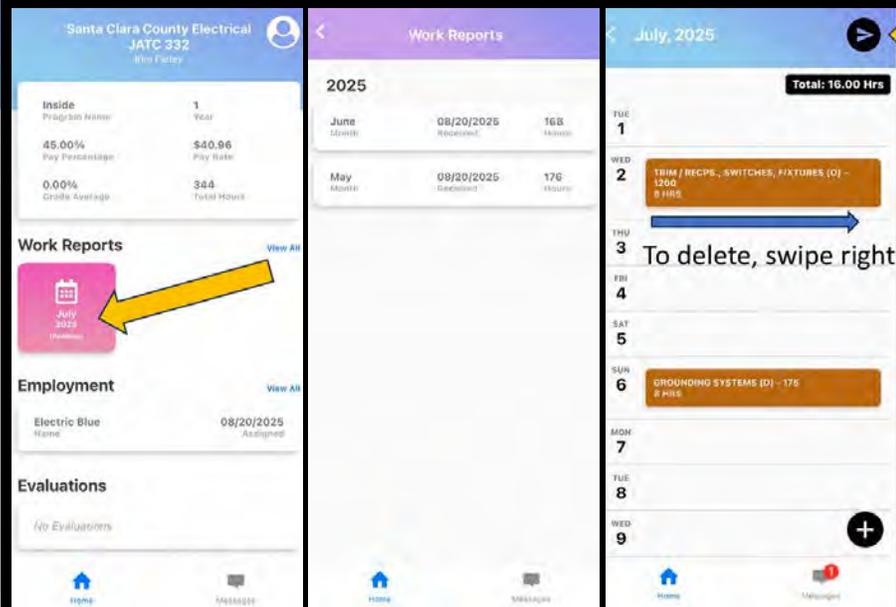
The TradeSchool Mobile app is a crucial tool for tradeschool students, offering several key benefits:

- **Convenience:** The app allows students to manage their accounts, including class schedules, assignments, and entering work hours, all from their mobile devices.
- **Efficiency:** By consolidating all necessary information into one app, students can stay organized and on top of their academic responsibilities.
- **Accessibility:** The app is available on both iOS and Android, providing students with the flexibility to manage their tradeschool experience from anywhere.
- **Support:** The app includes features like push notifications, allowing students to stay connected with important updates and reminders.

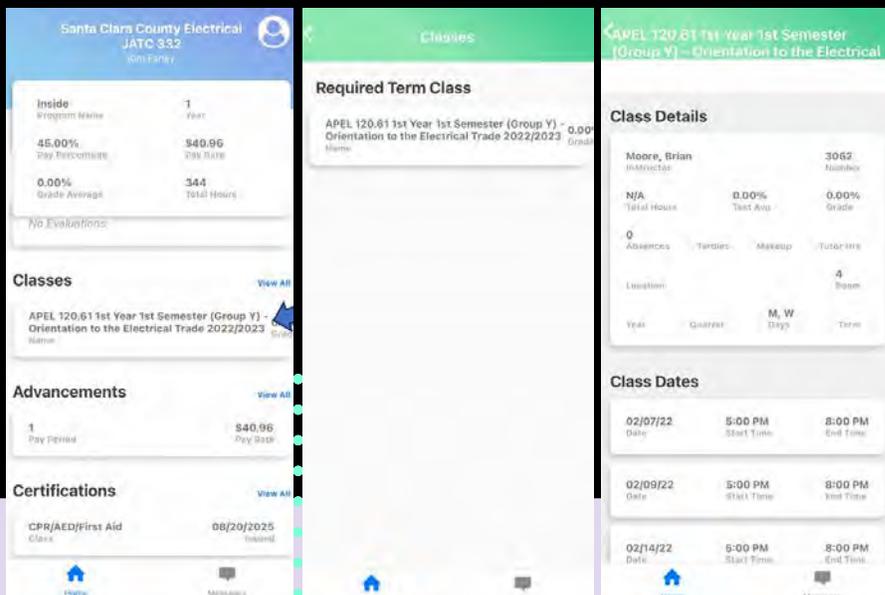
UPDATING PERSONAL INFORMATION



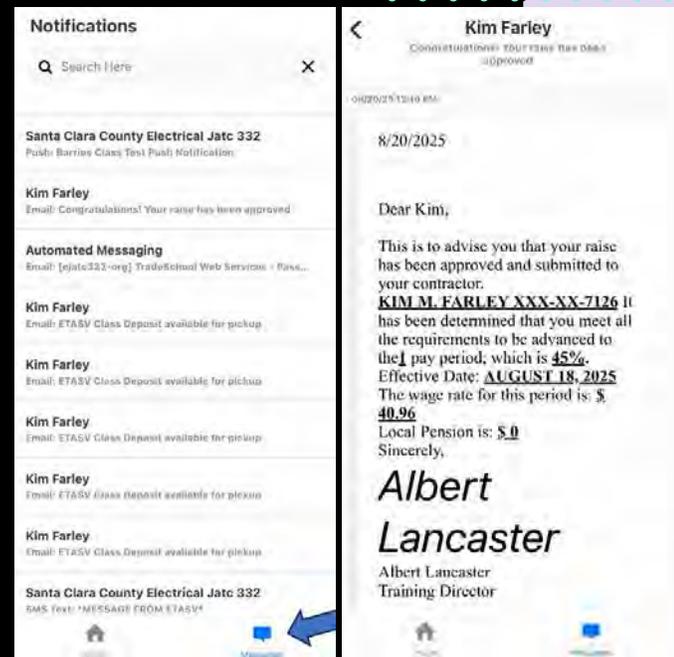
ENTERING WORK HOURS



VIEW CLASS INFORMATION



VIEW NOTIFICATIONS



ETASV RELAYS BASICS COURSE

WHAT IS AN ELECTRICAL RELAY?

- A relay is an electromechanical or electronic switch that allows one circuit to control another without direct electrical connection.
- Unlike a manual switch, a relay uses an electromagnet to open or close contacts, enabling a small control signal to operate a high-power load safely.
- Relays are widely used in home automation, automobiles, industrial systems, and electronic projects.

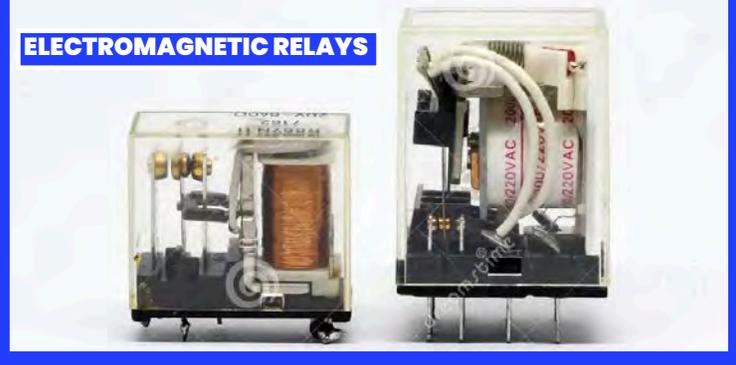
HOW RELAYS WORK:

- When a current flows through the coil of a relay, it generates a magnetic field that attracts a movable armature. This movement either closes or opens the contacts in the secondary circuit, controlling the connected load.
- When the coil is de-energized, a return spring or gravity restores the armature to its original position, opening or closing the circuit as needed. This mechanism allows a small voltage or current to control a much larger voltage or current safely.

MAIN RELAY COMPONENTS:

- **Coil and Core:** A wire wound around a ferromagnetic core that becomes an electromagnet when energized.
- **Armature:** A movable part that responds to the magnetic field to switch contacts.
- **Contacts:** Include Normally Open (NO), Normally Closed (NC), Common (COM), which determine the circuit connection.
- **Return Spring:** Ensures the armature returns to its default position when the coil is off.

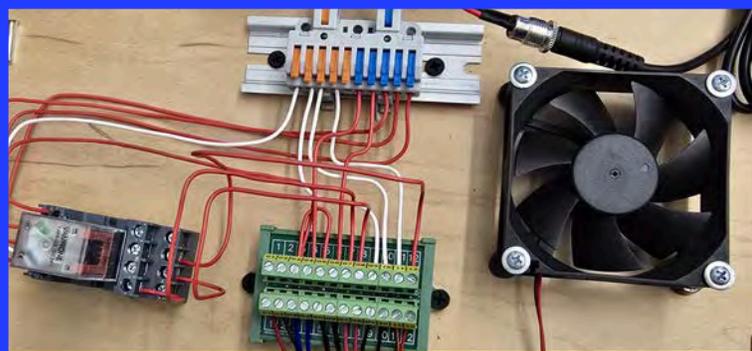
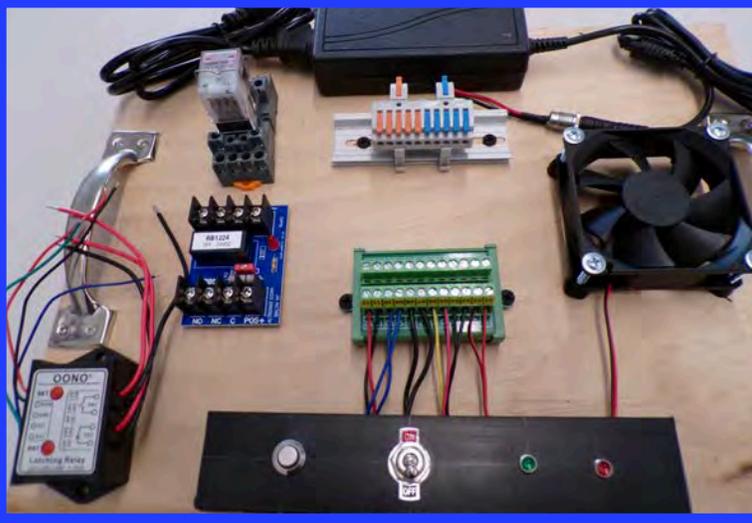
ELECTROMAGNETIC RELAYS



SOLID STATE RELAYS

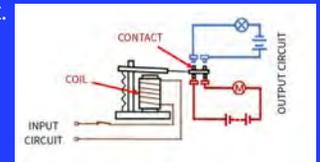


LATCHING RELAYS

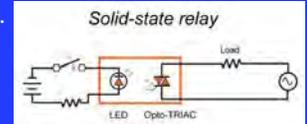


RELAYS UTILIZED IN THIS COURSE:

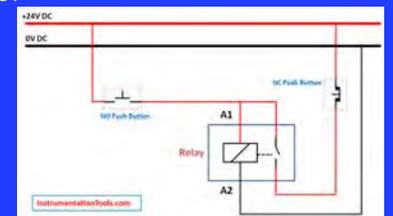
- **Electromagnetic Relays:** Electromechanical switches that use an electromagnet to control the opening and closing of contacts, allowing a low-power signal to control a high-power circuit.



- **Solid State Relays:** Electronic switching device that controls a load without moving parts, using semiconductor components to switch on or off when a control voltage is applied.



- **Latching Relays:** Electromechanical switches that maintain their contact position without continuous power, making them energy-efficient and ideal for various applications.





ETASV RELAYS BASICS COURSE COURSE OVERVIEW:

LEARNING OBJECTIVES:

1. To use our understanding of Ladder Logic Diagrams and their symbols.
2. To use our understanding of relays, their types and applications to real-world control application.
3. To provide a "Hands On" opportunity for ETASV students to apply what they have learned from the classroom presentation of relays.



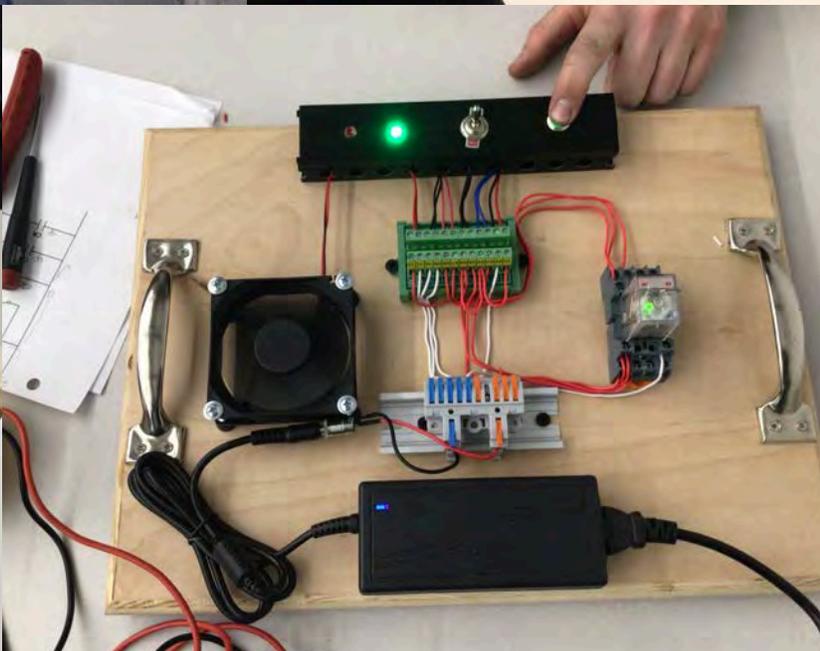
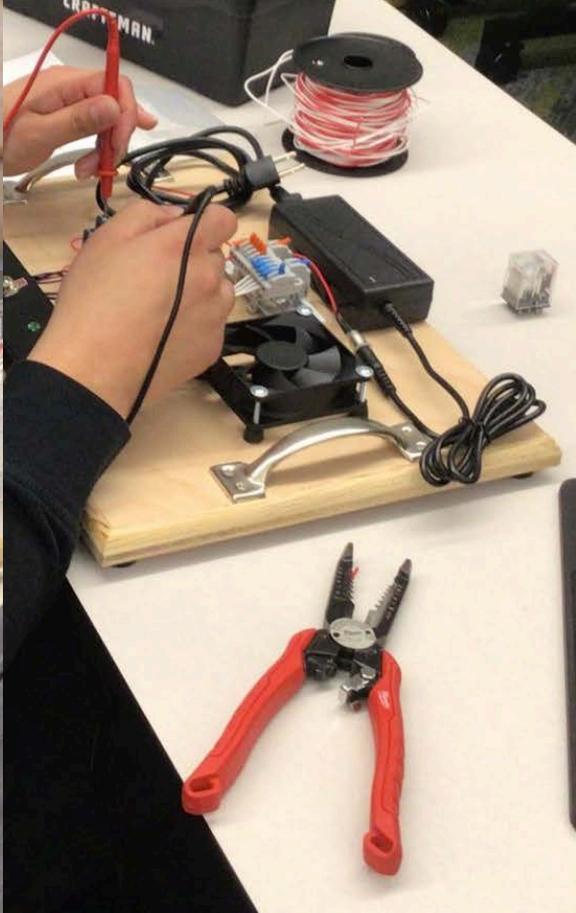
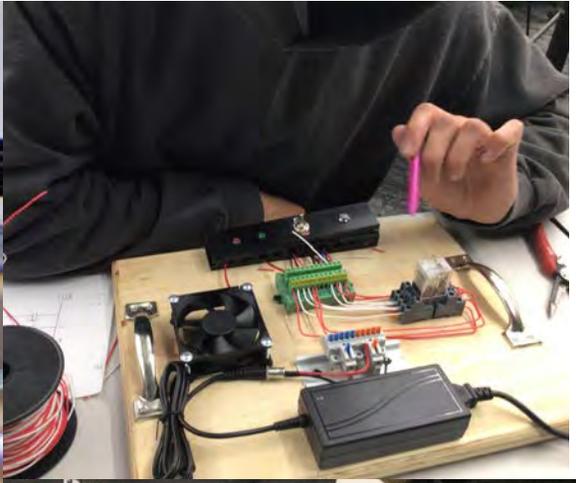
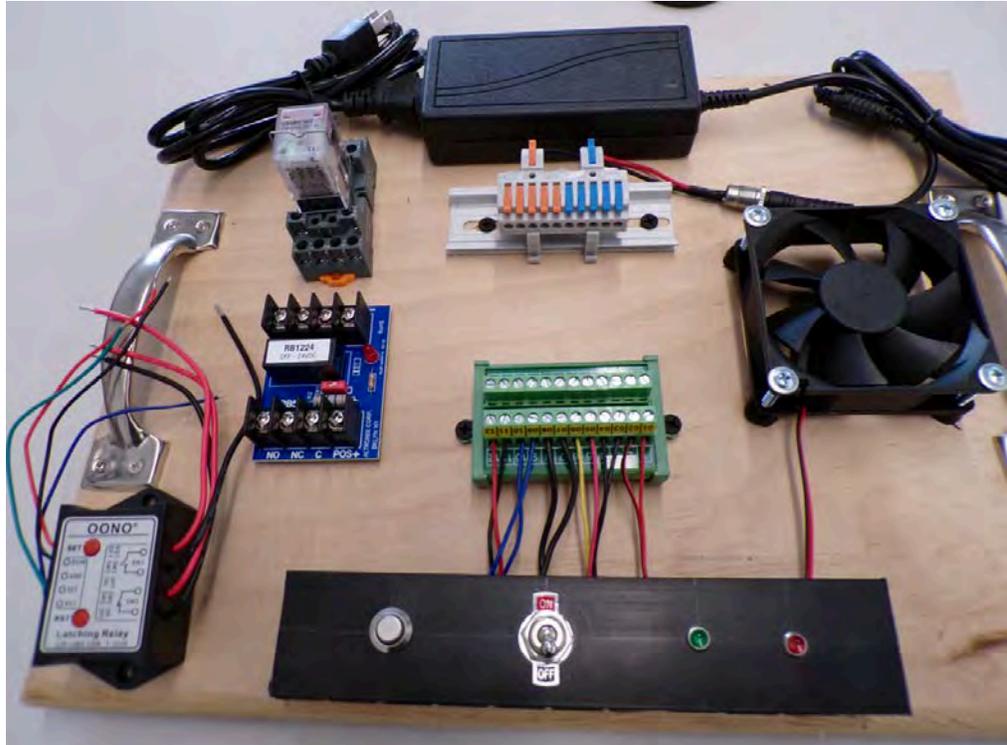
ETASV HANDS-ON RELAYS LAB:

- The ETASV Hands-On Relays Lab is focused on understanding, wiring, testing, and analyzing the operations of three major relay types: Electromagnetic Relays (EMRs), Solid State Relays (SSRs), and Latching Relays. The goal of the lab is to give practical experience to ETASV students of how relays work, how they switch loads, and how they behave in real circuits.
- During the Relays Lab, ETASV students are provided with a variety of electrical tools, instruments, and ETASV 2' X 2' Relays Lab Boards equipped with components to safely wire, test, and analyze the behavior of EMRs, SSRs and Latching Relays.
- The tools used in the Hands-On Relays Lab allow ETASV students to safely observe real-world switching operations. From multimeters and power supplies to switches and indicator loads, each tool plays a key role in understanding how EMRs, SSRs and Latching Relays operate and how they are applied in control circuits.

Relays Basics Lab created by ETASV Lead Instructor **JOE ALANIZ**







Confirmed Data Center, Hospital, and Large Construction Projects

SANTA CLARA COUNTY CA IBEW L.U. 332 Jurisdiction

Data Center Construction Projects

Developer	Project	Sq Ft / MW	Status
Digital Realty	Santa Clara Campus	430,000 sq ft	Completed, not energized
Stack Infrastructure	Santa Clara Campus	551,000 sq ft	Completed, not energized
Blue Owl Capital	Santa Clara Facility	48 MW	Built, vacant due to power
Unnamed Developers (3 projects)	Santa Clara (Pipeline)	N/A	In development
San Jose AI Data Centers (Multiple)	Countywide	Multi-GW	Proposed / early phases

Active Hospital Construction Projects

Project	Location	Type	Cost
Sutter Medical Center (Flagship)	Santa Clara	New 8-story, full-service hospital	\$2.8B
Sutter Dual-Campus Expansion	Santa Clara	Additional medical buildings, ambulatory centers	Part of \$2.8B program
Valley Health Center San José	San José	10-story outpatient center	\$340M (land purchase)
Regional Medical Center L&D + NICU Rebuild	San José	Facility restoration	N/A
St. Louise Regional Hospital Expansion	Gilroy	Specialty service expansion	N/A

Largest Current Construction Projects in Santa Clara County

Project	Cost / Scale	Type
BART Silicon Valley Phase II	\$12.75B	Transit / Mega-Infrastructure
Middle-Mile Broadband Buildout	\$327M	Fiber Infrastructure
SVP Scott & Kifer Substations Rebuild	\$117.68M	Power Grid
US-101/Trimble Interchange	\$76.3M	Highway/Transit
SVP Northern Receiving Station Upgrade	\$70.3M	Power Grid
Tasman East 4,500–6,000-Unit Plan	Multi-billion (private)	Housing/Mixed Use
Clara District 2,000+ Homes	Multi-billion (private)	Housing/Mixed Use



ETASV



GRADUATING CLASS OF

2025/2026

STATE CERTIFIED INSIDE & RESIDENTIAL WIREMAN

The ETASV began the 2025/2026 school year ELECTRIFIED ⚡ Leading the way with over 30 Fifth Year Inside Wireman apprentices entering the school year CA State Certified!!! Also leading the charge was the large newly organized ETASV Third Year Inside Wireman apprentices coming in with over 20 CA State Certified!!! ETASV notable mention is our Fourth Year Inside Wireman Apprentices coming in with 6 CA State Certified starting the second semester!!!

Here at the ETASV under Training Director Albert Lancaster's newly directed NFPA70 NEC focused classroom training, ETASV students begin learning NEC code practices during each year of their training. Focusing on not only learning electrical theory but NEC applicable code practices relevant to what students are learning. This helps to ensure ETASV students are learning the NFPA70 NEC to broaden their learning experience and graduate more well rounded IBEW electricians.

The ETASV's 2025/2026 school year is not finished, take a look at all ETASV CA State Certified apprentices who have successfully passed their state certification exam. Congratulate fellow apprentices when you see them in passing down the halls of the ETASV facility.

GRADUATING STATE CERTIFIED PERCENTAGE

INSIDE

75%

RESIDENTIAL

56%



5TH YEAR INSIDE WIREMAN CA STATE CERTIFIED

- Ryan Almeida
- Milton Alvarez
- Rodrigo Amezcua Paez
- Salvador Aquino
- Jose Avalos-Salgado
- Tyler Biersdorff
- Dillon Borrego
- Christopher Burnias
- Ivannoe Caravez
- Sergio Cardenas-Lopez
- Quentin Cardone
- Anthony Carroll
- David Casas
- Miguel Cerda Aguilar
- Mario Cervantes
- Benjamin Co
- Carson Davis
- Jaqueline Davis
- Omar De Lara Sandoval
- Alicia Deex
- Anthony Devencenzi
- Taylor Dorsey
- Erick Ellerbrock
- Isaiah Escobedo
- Kathryn Failner
- Jacob Finuliar
- Andrew Fracek Jr
- Matthan Fredenburg
- Lizbeth Galicia
- Jorge Garcia
- James Gonzalez
- Ismael Gonzalez-Valenzuela
- Dominique Greco
- Edward Guillen
- Robert Gutierrez
- Grant Hayden
- Mikael Kristan Jabagat
- Jonathan Juarez
- Dennis Kay
- Adam Koscielniak
- Nicolas Lara
- Ramon Lupian
- Adrian Levario
- Willson Maier
- Summer McCune
- Carlos Medina
- Jose Medina
- Alexander Meyer
- Nicholas Minami
- Chad Minick
- Brian Mojica
- Joseph Nicholson
- Emiliano Ojeda
- Martin Perez Ruiz
- Austin Pina
- Luis Ponce
- John Pospishek
- Jose Ramirez
- Randolph Rhodes
- Jose Ruiz Salas
- Benny Saechao
- Ramiro Saldivar
- Luis Sanchez
- Kyle Sawyer
- Alexander Terry
- Samson Tonga
- Jacob Treat
- Sergio Valadez
- Jason Vasquez
- Samuel Vazquez
- Lizett Villafranco
- Perry Walker

4TH YEAR INSIDE WIREMAN CA STATE CERTIFIED

- Christopher Bennett
- Genaro Cisneros Santiago
- Edgar Curiel-Martinez
- Jose Flores Robledo
- Nicholas Jennings
- Jake Johnson

3RD YEAR INSIDE WIREMAN CA STATE CERTIFIED

- Sergio Alvarez
- Trinidad Alvarez
- Emerson Argueta
- Chad Bischoff
- Seamus Boyle
- Ezekiel Campa
- Richard Corriea
- Eduardo Estrada
- Carlos Fernandez
- Edward Gamboa Rangel
- Jonathan Garcia
- Fernando Gracida
- Eric Guevara
- Alexander Guevara Morales
- William Hill
- Christopher Impey
- Santiago Martinez
- Heriberto Rocha
- Pablo Rubio Tapia
- William Smith
- Ryan Srch
- Hugo Vargas Guzman
- Andrei Zambrano

2ND YEAR INSIDE WIREMAN CA STATE CERTIFIED

- Jesus Garcia-Torres
- Jose Rodriguez

3RD YEAR RESIDENTIAL WIREMAN CA STATE CERTIFIED

- Mario Diaz
- Brandon Chiang
- Derek Jen
- Andres Rivera
- Jesse Troutman



Superintendent

DAVE VARGAS

15 YEAR IBEW MEMBER

IBEW L.U. 332 / ETASV GRADUATE HOME GROWN ELECTRICIANS OF SILICON VALLEY ⚡

The journey from **IBEW Apprentice** to **Electrical Superintendent** represents one of the highest levels of field leadership within the union electrical industry. It begins with the structured, earn-while-you-learn apprenticeship model and advances through years of hands-on experience, increasing responsibility, and technical mastery.

Today, Local 332 includes over **3,600 skilled electricians and technical workers**, a significant increase from earlier decades, making it one of the largest IBEW locals in Northern California. IBEW Local 332 electrician demand will rise 6% per year for the next decade. IBEW Local 332 will see a high demand for **Foreman-Superintendent** positions rapidly growing 5-10% in the next decade. NECA contractors will be promoting at a highly rapid pace, compared to past years. The ETASV Local 332 apprenticeship training will prepare all apprentices who aspire to be more and move into Supervisory positions. This is IBEW Local 332 / ETASV Graduate **Dave Vargas'** inspiring story of his rise from **Apprentice to Superintendent! Step Up for 332 !!! !!! !!**



What were your experiences that led you to your current position?

- What led me to my current position was a steady progression of responsibility over time. I started in the field, learning the trade the right way—reading prints, installing per code, understanding production, and taking pride in the quality of work. That foundation was critical. You can't lead electricians if you don't understand what it takes to do the work yourself. Working for Redwood Electric Group and Rosendin exposed me to large-scale commercial projects where coordination, schedule pressure, and manpower management were serious. That's where I learned how important planning and communication are, and how labor hours directly impact profitability. The biggest growth came when I started running work for Pheiffer Electric and Ray Scheidts Electric. Managing crews, tracking production, ordering material, handling inspections, and coordinating with general contractors forced me to think beyond just installation. I had to take ownership of results. When the job fell behind, it was on me to fix it. Consistently delivering projects safely, on time, and within budget—built trust. That trust led to more responsibility, and over time, it positioned me for the role I'm in today.

How does NECA and the IBEW work together? What important roles do each organization perform?

- NECA ensures we can compete and grow as a company. As a superintendent, that contract is what I operate under every day. It defines how I staff jobs, how I schedule manpower, and how I manage cost and productivity. In short — NECA protects the business side so we can keep winning work. IBEW ensures we have the best-trained workforce in the industry. Through the apprenticeship and continuing education system, the IBEW ensures I can call for manpower and get electricians who know what they're doing. From my seat as a superintendent, that training matters. When I get a journeyman or apprentice dispatched, I expect them to understand the trade, work safely, and produce at a professional level. That standard doesn't happen by accident — it's built through the union training model. When both sides respect the agreement and focus on the work, it's one of the strongest labor-management models in construction.

What does an average workday as a Superintendent look like?

- An average day as a superintendent starts early with reviewing the schedule, manpower, and any material or inspection issues that could impact production. Before the crews get going, I make sure the foremen have a clear plan and understand the priorities for the day. Most of my time is spent in the field—walking the job, checking quality and productivity, coordinating with the GC and other trades, and solving problems before they slow us down. If something's in the way of progress, it's my responsibility to remove it. By the end of the day, I'm looking ahead—adjusting manpower, confirming deliveries, and making sure we stay on schedule and within budget. My role is simple: protect the job, support the crew, and keep the project moving forward.

How do you continue to grow in the role? In what ways have you changed over your career?

- I continue to grow by staying focused on learning and improving after every project. I study schedules, labor performance, and coordination challenges to understand what we could have done better. I also invest in developing strong foremen, because building leaders strengthens the entire job. Over my career, I've shifted from focusing on personal production to focusing on team performance and long-term strategy. Early on, I wanted to prove myself through output. Now, I measure success by how well the crew performs, how stable the job runs, and how effectively we stay on schedule and within budget.

How can an up and coming Journeyman get ahead and set themselves apart as a leader?

- An up-and-coming journeyman gets ahead by mastering the basics first—know the prints, understand the code, work safely, and be consistent. Reliability and quality will always get noticed. To stand out as a leader, start thinking beyond your task. Pay attention to sequencing, material, and how your work affects the schedule. Help apprentices, stay calm under pressure, and take ownership when problems come up. The ones who move up are the ones who make the job run smoother not louder, just steadier and more accountable.

What skill sets make a successful Superintendent?

- A successful superintendent needs strong planning, communication, and decision-making skills. You must understand scheduling, manpower loading, and labor budgets while keeping quality and safety at a high standard. Just as important is leadership. Staying calm under pressure, solving problems quickly, and earning the respect of foremen and crews is critical. The best superintendents think ahead, communicate clearly, and keep the project moving without losing control of cost or morale, all while leading by example.

WIRE

WOMEN'S INCLUSIVITY,
RESOURCES &
EMPOWERMENT

FIRST-EVER FEMALE APPRENTICE COMMITTEE MEETING!

OUR MISSION:

To create environments and dialogues for women that enhance personal growth, health and wellness, career success.



**DINNER! RAFFLE PRIZES!
ALL FRIENDS AND FAMILY WELCOMED!
KIDS ACTIVITIES!**

W.I.R.E.

WOMEN'S INCLUSIVITY, RESOURCES AND EMPOWERMENT

The Electrical Training Alliance of Silicon Valley (ETASV) is proud to announce the formation of a newly organized Women's Group, WIRE: Women's Inclusivity, Resources and Empowerment. WIRE is dedicated to supporting and empowering female apprentices across all years of the program. This group is focused on creating a welcoming space that provides meaningful resources, mentorship, and guidance to help female apprentices successfully navigate the apprenticeship journey. By fostering open dialogue and community, the group aims to support personal growth, health and wellness, and long-term career success, while encouraging women to build prosperous and fulfilling careers as electricians throughout Silicon Valley.

Leading this initiative are Diana Ayers, 4th Year Inside Wireman Instructor, and Lucy Valencia, Journeyman Upgrade Instructor, who bring experience, dedication, and a strong commitment to mentorship. Together, they are working to build an inclusive environment where apprentices can connect, learn, and grow with confidence—both in the classroom and in the field. The ETASV Women's Group, WIRE, represents an important step forward in strengthening our workforce and ensuring that every apprentice has the support needed to thrive in the electrical trade.

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Understanding the Risk: Why Hand Safety Matters on Construction Sites

Welcome to the 2026 2nd Semester!

We wanted to bring awareness to “hand” safety when working with common tools. Hand injuries are the second most common workplace injury in construction, **with over 1 million workers** treated annually in emergency rooms for hand-related injuries, resulting in more than **100,000** lost-time cases. Approximately 70% of these injuries occur when workers are not wearing gloves, and another 30% occur despite glove use due to inadequate, modified or damaged gloves.

LACERATIONS



Cuts and tears from sharp tools and materials

CRUSH INJURIES



Pinch points and caught hands in machinery

FRACTURES



from falls or struck-by incidents on site

AMPUTATIONS



Severe injuries from rotating equipment

ROOT CAUSES

- Carelessness and lack of awareness
- Distractions during critical tasks
- Disregard for safety procedures
- Improper tool use or maintenance

HIGH-RISK AREAS

- Pinch points on machinery
- Rotating parts without guards
- Power tools in operation
- Equipment blind spots

Real-World Example: A worker caught his hand in rotating machinery due to missing guards, resulting in a severe crush injury and permanent disability. This incident underscores the critical importance of proper guarding and constant awareness around moving equipment.

THE SAFETY CORNER



Practical Steps to Protect Hands and Fingers

Maintain Constant Awareness

Always know where your hands are, especially near moving machinery, sharp tools, hot surfaces, chemicals, and energized equipment. Never put your hand where you cannot see it clearly.

Inspect and Replace Gloves Regularly

Check gloves before each use for tears, holes, or wear. Replace damaged gloves immediately. Remember, gloves are a secondary defense-- Never rely solely on them.

Use the Right Gloves for the Task

Select gloves designed for specific hazards--cut-resistant Kevlar for sharp tools, anti-vibration for power tools, chemical resistant for hazardous substances. Ensure proper fit for maximum protection.

Eliminate or Guard Hazards

Use machine guards on pinch points and rotating parts. Employ tools or extension devices to keep hands out of danger zones. Remove defective tools from service immediately.

SAFE WORK PRACTICES

Plan and Communicate



Conduct a field level hazard assessment before tasks to identify hand hazards and plan safe hand placement. Discuss prevention strategies with your crew members.

Avoid Distractions



Stay focused during work. Remove jewelry that can catch on equipment. Follow manufacturer instructions and training for all tools and equipment.

Training & Enforcement



Provide regular hand safety training emphasizing hazard recognition, proper PPE use, and safe work procedures. Enforce glove and jewelry policies consistently.

Emergency Preparedness



Ensure immediate medical attention is available for any hand injury. Prompt treatment reduces complications and long-term disability.

By integrating these steps into daily routines, you can dramatically reduce hand and finger injuries, protecting workers' health and maintaining productivity on jobsites.

Ment 2 Help Corner



Coping with the Anxiety of the “Fear of the Unknown”

Life’s journey is inherently unpredictable. We all encounter moments of uncertainty, and for many, the fear of the unknown can cast a long shadow, generating profound anxiety and stress.

Indeed, research from the American Psychological Association consistently highlights a clear truth: the primary drivers of stress, for many, are often uncertainty about finances and health. This pervasive fear can manifest in countless ways: the shifting sands of relationships, the shock of an unexpected medical diagnosis, the weight of accumulating debt, the turmoil of political changes, or the upheaval of family challenges.

While facing the unknown can be daunting and full of potential threats to a healthy life, it doesn’t have to paralyze us. The ETASV is committed to empowering you with practical, healthy strategies to navigate and overcome the anxiety rooted in the fear of the unknown.

Financial Issues



Unexpected job loss, mounting debt, or economic instability can create overwhelming anxiety about your financial future and ability to provide for yourself and your family.

Family Issues



Sudden family conflicts, caring for aging parents, or navigating complex family dynamics can leave you feeling uncertain about relationships and responsibilities.

Relationship Dynamics



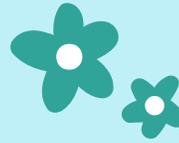
Changes in romantic relationships, friendships, or professional connections can trigger fear about connection, belonging, and emotional security.

World Politics



Global conflicts, political instability, and international tensions can create a sense of powerlessness and anxiety about the future of our communities and world.





Healthy Ways to Cope with the “Fear of the Unknown”

Focus on the Present Moment

Avoid the “what if” cycle by focusing on what is happening right now, not worrying about the future or ruminating on the past. Grounding yourself in the present can help manage the emotional impact of unexpected relationship shifts or family dynamics by preventing overthinking.

Use Distraction

Break the spiral of worry by engaging in calming activities like walking, watching a movie, deep breathing, or listening to music. Redirecting your thoughts can calm the nervous system, helping you pause and regain perspective before addressing any specific challenges.

Focus on What You Can Control

Manage fear by focusing efforts on what you can influence, such as your behavior, budget, and reactions. For financial uncertainty, create a realistic budget, seek counseling, and take small, actionable steps rather than catastrophizing about worst-case scenarios.

Take a Break from the News

Limit exposure to overwhelming news cycles that perpetuate chaos and uncertainty. Stay informed without becoming overwhelmed by channeling anxiety into constructive actions like community involvement, voting, or supporting causes you believe in.



Be Gentle with Yourself

Acknowledge that everyone handles uncertainty differently and be honest about your needs. Communicate your feelings to trusted friends or family, set healthy boundaries in family conflicts, and allow yourself to grieve relationship changes while building self-worth independently.

Remember, navigating the unknown is a journey, not a destination. You possess the strength and resilience to face whatever comes next, transforming uncertainty into an opportunity for growth and discovery.



ASKING FOR 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

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, 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.

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