



International Brotherhood of Electrical Workers Local 234

IBEW Local 234 Newsletter

The Electrical Worker's Union for Monterey, San Benito, and Santa Cruz Counties

December 2020

Local 234 Officers:



Lamont Adams
**Business Manager/
Financial Secretary**

Mike Ihnot
President

Al Randall
Vice President

Nick Prelgovick
Treasurer

Stephen Slovacek
Recording Secretary

John Agra
Andy Gattis
Trudi Teller
Ryan Porter
Executive Board

Business Manager's Report by Lamont Adams

Sisters and Brothers,

On the Inside out-of-work list we have 3 on Book 1, 77 on Book 2, 2 on Book 3, and 9 on Book 4. There is 1 on Book 1 for Sound & Comm, 0 on Book 2, 0 on Book 3, and 0 on book 4. There is 1 on CW Book 1 and 2 on CW Book 2. There are 0 Inside apprentices on the out-of-work list.

The country and our state has seen an explosion in COVID-19 cases. There is a new record of confirmed infections set daily. California's recent numbers,

though unprecedented, remain lower than many other states when adjusted for population. Unfortunately, this virus has not skipped Local 234's membership. We have many members and their families affected by this terrible disease. I encourage everyone to follow the recommendations of the CDC. Please wear your mask in public settings, practice social distancing, clean your hands often, and get tested if you have flu like symptoms. Please protect yourself and the people around you. Remember, it is you that we count on to keep each other and our jobsites safe.

The Inside members have a wage allocation of \$3.25 that will go onto effect **December 28, 2020**. Based on the mail in ballot count, the members decided to allocate \$1.94 to wages (\$53.41), \$0.75 to pension (\$12.70), \$0.25 to Health & Welfare (\$12.70), and \$0.25 to the benny card (\$1.50). The \$0.25 for the benny card will be reflected in the total contribution to the Health & Welfare (\$12.70) but will be dedicated to each individual's benny card. The current Inside Agreement expires on May 31, 2021.

Because of Monterey's purple tier status we have been prevented from having regular General Body Meeting. Your Executive Board has continue to meet monthly on your behalf to continue the regular business of the local. But, I would like to have more input from the members.

Please feel free to reach out to me with any questions or concerns at 831-633-2311 or email me at lamont@ibew234.org. With negotiations for our new Collective Bargaining Agreement coming, I look forward to any and all input you may have.

State Certifications will be expiring for many of us in 2021. As such, the JATC will continue to put on classes through Zoom in order to provide continuing education. We will be expanding the number of classes in 2021 and will be announcing them in the newsletter. Please contact the JATC at stacy@tricityjtc.org to sign up for online courses.

At each meeting members can place their name in a box for an annual drawing at the December General Membership Meeting. The prize is \$234. Since so many of this years meetings have been cancelled I have decided to include everyone in this years drawing. All members in good standing will have their names put into a drawing for the \$234 prize. The winner will be announced in the January newsletter.

We will be having a food drive for Food Bank for Monterey County. In the face of a pandemic, with high rates of unemployment and food shortages, food banks have been providing for the needs of many in our community. I encourage you to bring non perishable foods and money donations by the Hall. Any amount helps those in need.

Christmas Eve, Thursday, **December 24th** and Christmas, Friday, **December 25th** are Holidays for the Inside, S&C, and CECWs. New Year's Eve, Thursday, **December 31st** is a Holiday for the Inside and CECW. It is not a Holiday for S&C. New Year's Day, Friday, **January 1, 2021** is a Holiday for the Inside, S&C, and CECWs.

I wish you and your family a Merry Christmas and a Happy New Year!



Prevention With Little Steps by Rasha Aniaq



Subject: Active Listening

Active Listening | Practice | Greater Good in Action

<https://www.facebook.com/tr?id=881392575322432&ev=PageView&noscript=1>

[Download PDF](#) [Print Practice](#)

- [How to do it](#)
- [Why to Try It](#)
- [Quiz](#)

Time Required

Cell: 831-731-0460 At least 10 minutes. Try to make time for this practice at least once per week.

rasha@ibew234.org How to Do It

Find a quiet place where you can talk with a conversation partner without interruption or distraction. Invite this person to share what’s on their mind. As they do so, try to follow the steps below. You don’t need to cover every step, but the more you do cover, the more effective this practice is likely to be.

- Paraphrase.** Once the other person has finished expressing a thought, paraphrase what they said to make sure you understand and to show that you are paying attention. Helpful ways to paraphrase include “What I hear you saying is...,” “It sounds like...,” and “If I understand you right....”
- Ask questions.** When appropriate, ask questions to encourage the other person to elaborate on their thoughts and feelings. Avoid jumping to conclusions about what the other person means. Instead, ask questions to clarify their meaning, such as, “When you say _____, do you mean _____?”
- Express empathy.** If the other person voices negative feelings, strive to validate these feelings rather than questioning or defending against them. For example, if the speaker expresses frustration, try to consider why they feel that way, regardless of whether you think that feeling is justified or whether you would feel that way yourself were you in that person’s position. You might respond, “I can sense that you’re feeling frustrated,” and even “I can understand how that situation could cause frustration.”
- Use engaged body language.** Show that you are engaged and interested by making eye contact, nodding, facing the other person, and maintaining an open and relaxed body posture. Avoid attending to distractions in your environment or checking your phone. Be mindful of your facial expressions: Avoid expressions that might communicate disapproval or disgust.
- Avoid judgment.** Your goal is to understand the other person’s perspective and accept it for what it is, even if you disagree with it. Try not to interrupt with counter-arguments or mentally prepare a rebuttal while the other person is speaking.
- Avoid giving advice.** Problem-solving is likely to be more effective after both conversation partners understand one another’s perspective and feel heard. Moving too quickly into advice-giving can be counterproductive.
- Take turns.** After the other person has had a chance to speak and you have engaged in the active listening steps above, ask if it’s okay for you to share your perspective. When sharing your perspective, express yourself as clearly as possible using “I” statements (e.g., “I feel overwhelmed when you don’t help out around the house”). It may also be helpful, when relevant, to express empathy for the other person’s perspective (e.g., “I know you’ve been very busy lately and don’t mean to leave me hanging...”).

UnionPlus Free College Benefit

Union members and their families can earn an Associate Degree with NO out-of-pocket cost.

FREE COLLEGE BENEFIT FOR YOU AND YOUR FAMILY

The Union Plus Free College Benefit offers working families an accessible, debt-free, and convenient higher education opportunity. You, your spouse, children, financial dependents, and grandchildren, can all take advantage of this exciting opportunity.

ZERO OUT-OF-POCKET COSTS

Members and their families can earn an Associate Degree online, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any Federal grants and your tuition, fees and e-books at EGCC.

EASTERN GATEWAY CREDITS ARE TRANSFERRABLE

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, potentially saving you thousands of dollars.

Call **1-888-590-9009** or visit unionplusfreecollege.org

Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.

Weingarten Rights

Weingarten rights guarantee an employee the right to Union representation during an investigatory interview. These rights, established by the Supreme Court in 1975, must be claimed by the employee. The supervisor has no obligation to inform an employee that s/he is entitled to Union representation. This is what to say:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative, officer, or steward be present at the meeting. Without representation, I choose not to answer any questions."

The Rules

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

RULE 1:

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

RULE 2:

After the employee makes the request, the employer must choose from among three options. The Employer must either:

- Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee; or
- Deny the request and end the interview immediately; or
- Give the employee a choice of (1) having the interview without representation or (2) ending the interview.

RULE 3:

If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Tri-County Electrical JATC Training News

(831) 633-3063

2017 NEC Significant Changes Class and CPR / First Aid

Significant Changes to the 2017 NEC: **December 15, 2020** 5:30pm-8:30pm with instructor David Martinez

CPR/ First Aid: **January 9, 2021** with instructor Merralinda Goddard

Part 1– Online Coursework to be completed by 1/8/2021: link to online course provided by the instructor via email.

Part 2– In-Person Practical to be held on Saturday 1/9/2021: available only to those who complete the online coursework. You will receive an appointment time to attend your hands-on practical. Mask are required but not provided.

Please contact Stacy (JATC) to sign up for the online course at (831) 741-9069 or stacy@tricountyjatc.org Note that once you are signed up with a link to online course—the course is paid for. If you do not complete the course by the deadline on 1/8/2021, you will be billed for the cost of the course.

Congratulations on Completing Class

Significant Changes to the 2017 NEC

9/15/2020: Jim Shumaker, Will Nunes, James Stanchfield, Andy Hartmann, and Brian Stanley

9/29/2020: Jim Shumaker, Will Nunes, James Stanchfield, Jonathan Stanley, Lloyd Eads, Andy Hartmann, Juan Vargas, Manuel Garcia, and Brian Stanley

10/20/2020: Lloyd Eads, Juan Vargas, Manuel Garcia, Jorge Mendoza, and Steve Gamez

CPR / First Aid Class

10/24/2020: Joel Abundis, Roberto Alanis-Aguilar, Brandon Alvarez, Marco Arredondo, Alex Clayton, Tyler Daly, Richard Edwards, Gilberto Espindola, Ashley Gibson, Cristian Gonzalez, John Greene, Andy Hartmann, Glenn Herrera, Anthony Kalstrom, Ernie Magallan, Dan Martinez, Sam Martinez, Frank Rodriguez, Ricky Rodriguez, Ruben Rodriguez, Bryan Scott, Jonathan Stanley, Richard Stone, and Jacob Taylor

Objects of the IBEW

To organize all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions,

To promote reasonable methods of work,

To cultivate feelings of friendship among those of our industry,

To settle all disputes between employers and employees by arbitration (if possible.)

To assist each other in sickness or distress,

To secure employment,

To reduce the hours of daily labor,

To secure adequate pay for our work,

To seek a higher and higher standard of living,

To seek security for the individual,

And by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

Source: IBEW Constitution and Rules for Local Unions and Councils Under Its Jurisdiction

COVID

FAQ's on Coronavirus:

https://www.cdc.gov/coronavirus/2019-ncov/faq.html?utm_source=leaderupdate&utm_medium=email&utm_campaign=04-09-20

AFL-CIO Coronavirus (COVID-19) Resource Page The AFL-CIO has compiled a **Coronavirus (COVID-19) pandemic resource page** with valuable information and updates. In addition, please check out **your union's website** as they may have additional information and resources.

Local 234 Health & Welfare Link

<https://www.ourbenefitoffice.com/IBEW234/Benefits/HealthcareDocuments.aspx>

Protecting Your Mental Health and Grief Counseling During COVID-19

The **Peer-Run Warm Line (1-855-845-7415)** is a non-emergency resource for anyone in California seeking emotional support. They provide assistance via phone and webchat on a nondiscriminatory basis to anyone in need.

<https://211montereycounty.org/>

State of California Updates <https://covid19.ca.gov/>

Free COVID-19 testing now underway on the Central Coast All tests are by appointment only.

To make an appointment, call 1-888-634-1123
or visit <https://lhi.care/covidtesting>.

United States Department of Labor This webpage provides information for workers and employers about the evolving coronavirus pandemic. The information includes links to interim guidance and other resources for preventing exposures to, and infection with, the novel coronavirus—officially named SARS-CoV-2, which causes the Coronavirus Disease 2019 (COVID-19).

<https://www.osha.gov/SLTC/covid-19/>

Inside Orientation Class

We are putting together some dates for a Zoom Orientation meeting. New (and seasoned) members and spouses are encouraged to attend. Orientation is designed to help new members feel welcome and comfortable as members of the IBEW and Local 234. This class will give a better understanding of the values and functions of the IBEW, help members learn about their roles and responsibilities in the union, and educate members about our rights under our collective bargaining agreement. Contact the Hall at (831) 633-2311 to let us know if you are interested.

NEBF.com

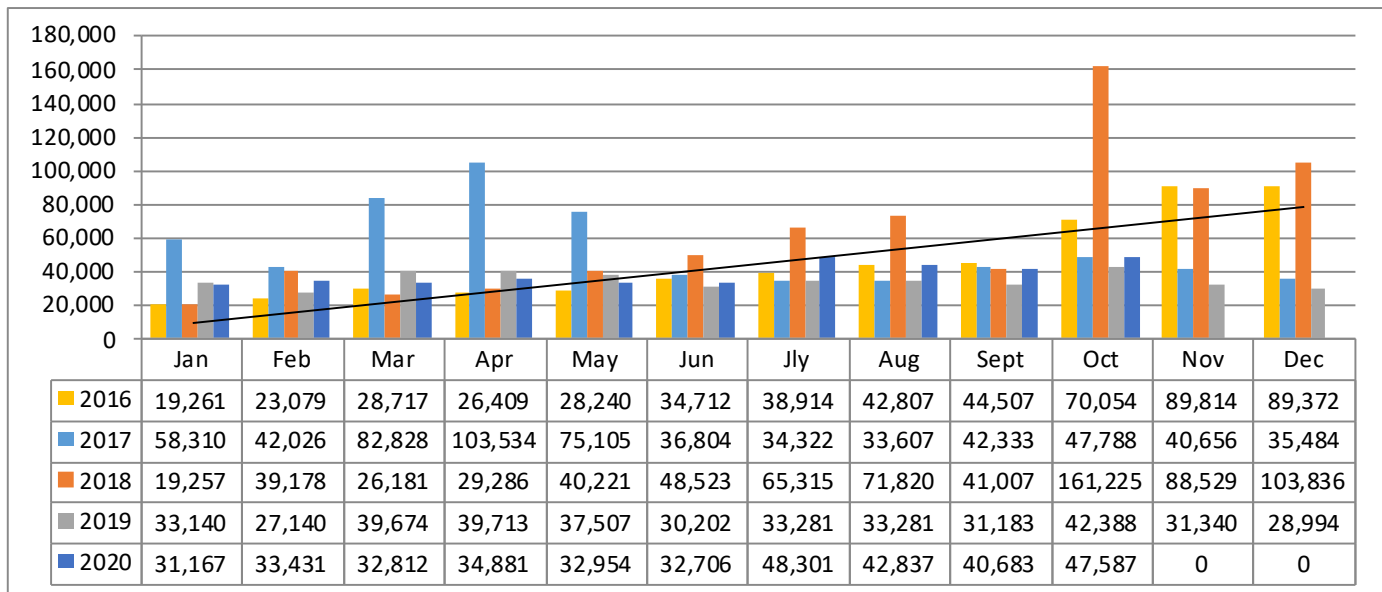
The NEBF website allows members to log on and estimate your retirement benefits. You can easily generate your NEBF lifetime benefit estimate, including years of service. Go to www.nebf.com/nebf and click on "Online Benefits" to register. You can also update your address through the online benefit's portal and activate alerts to receive text and email notifications when new documents or important communications become available.

New Merchandise

Curbside pick up is now available! Just call ahead to order and pay and then swing by to grab your new merchandise!

The Hall now is able to ship merchandise. Shipping costs vary from \$11.00 up to \$25.00. Feel free to contact the union hall office at 831-633-2311 to inquire about purchasing your merchandise over the phone.

Monthly Hours Report



Happy December Birthdays!

Joel Abundis
Roberto Alanis-Aguilar
Amauri Arista
John Barber
Francisco Barboza
Wallace Barnes
Julio Beltran
William Cannon
Marshall Carle
Sergio Castillo
Alex Clayton
Andrew Coker
Hap Dougherty, Jr.
Dorman Evans
Arturo Garcia
Craig Geis
Ashley Gibson

Joe Goulsby, III
Paul Gutierrez
Miguel Huerta Ponce
Charles Hughes
David Hurdle
Nicholas Jackson
Ron Keaton, Jr.
James King
Victor Lepe
Luis Lopez
Nick Luczak
Anthony Moag
Donald Moore
Apolinar Moreno, Jr.
Ryan Ochinero
Kevin Page
John Quirk

Ricardo Ramirez Ruiz
Benny Reid
Brett Ritchie
John Roka
Charles Schlesinger
Patrick Selfridge
Justin Soto
Brian Stanley
Richard Stone
Terry Tatroe
Gabriel Torres
Tyson Towles
Randyn Trybom
Chad Vargas
Zachary Warner
Philip Zobel



This Month's Local 234 Winners!

There was no General Membership meeting in November.

Voluntary PAC (Political Action Committee):

Apprentice Give-Away:

Tyler Daly— 4th Year won \$23.40

Give-Away Winners: N/A

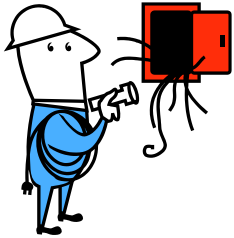
Student of the month for September:

General membership meetings are the second Wednesday of each month. The next general membership meeting has been canceled:

Quote of the Month

“May you have the gladness of Christmas which is hope; The spirit of Christmas which is peace; The heart of Christmas which is love.”

~Ada V. Hendricks



December 2020

| Sun | Mon | Tue | Wed | Thu | Fri | Sat |
|-----|-------------------------------|--|--|---------------|-----------------------------------|-----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 LMCC Meeting @5:00 PM | 8 | 9 General Body Meeting CANCELLED | 10 | 11 | 12 |
| 13 | 14 | 15 JATC Meeting @4:00 PM Significant Changes @5:30 PM | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 Executive Board Meeting @6:00 PM | 24 HOLIDAY | 25 HOLIDAY CHRISTMAS | 26 |
| 27 | 28 | 29 | 30 | 31 HOLIDAY | Jan 1 HOLIDAY NEW YEARS DAY | |



International Brotherhood of Electrical Workers Local 234



NONPROFIT ORGANIZATION
IBEW LOCAL 234
U.S. POSTAGE PAID
CASTROVILLE, CA
PERMIT NO. 410

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Job line

Tri-County Electrical JATC

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RETURN SERVICE REQUESTED

