



Official Journal of the International Brotherhood of Electrical Workers

Local 234 Salinas, CA - December, 2024 Edition



Season's Greetings!

Dear Members and Families,

As the year comes to a close, I want to take a moment to wish all of you and your families a joyful Holiday season. December is a time to reflect on the accomplishments of the past year and to look ahead with hope and determination for what's to come. It's a time to celebrate not just with loved ones but also as a Union family that has achieved so much together.

This month brings more than just holiday cheer—it also marks the implementation of the largest raise in Local 234's history. Effective at the end of December, this raise represents the culmination of hard work, thoughtful negotiations, and our commitment to securing better wages and benefits for all Members. It's a direct reflection of what we can accomplish together through unity, resilience, and collective effort.

As we celebrate the season, I encourage everyone to take a moment to appreciate the fruits of our labor and the strength of our solidarity. Whether you're spending time with family, enjoying some well-deserved rest, or gearing up for the opportunities ahead, know that this Union stands behind you every step of the way.

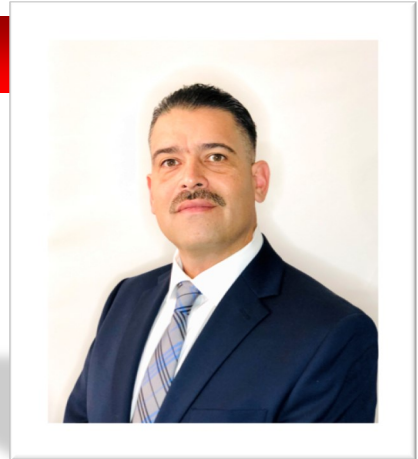
Looking forward, 2025 promises to be a year of continued growth, new opportunities, and progress for Local 234. Let's carry the momentum we've built into the new year, remaining focused on advancing our shared goals and ensuring a prosperous future for all Members.

From myself and everyone here at the Hall, happy Holidays and best wishes for a safe, joyful, and fulfilling season. Thank you for your hard work, dedication, and trust. Here's to a bright and successful 2025 for all of us.

In Solidarity,

Paul G

Business Manager
IBEW Local 234
(831) 594—0860



INSIDE THIS ISSUE

- Season's Greetings!.....1
- The Health Corner.....2
- State Cert Prep Class.....2
- This Months' Birthdays.....3
- S&C New Wage Rates.....3
- JATC News.....3
- Monthly Hours Report.....4
- Calendar and Schedule.....4
- Electrical Contracting Course.....5

SPECIAL POINTS OF INTEREST

- BM Report
- State Cert Class with Ricardo and Henry!
- S&C New Wage Rates
- Contracting Course at 617

<https://ibew234.org/>

The Health Corner

Eight Health Tips for a Safe and Healthy Holiday

Eat Healthy and Be Active: Eat your favorite foods but choose smaller serving sizes. Limit fats, salt, and sugary foods and drinks. Limit alcohol. Get 20 min of walking or other physical activity five days/wk. Healthy eating is all about balance and moderation

Get Flu and Covid Vaccines: You can get both vaccines at the same time. It's not too late-Flu activity peaks between December and February. Flu and Covid infections can cause serious health complications like pneumonia, bacterial infections, hospitalization and death.

Food Safety: Prevent food poisoning- wash hands and work surfaces before, during, and after preparing food. Keep raw meat, poultry, seafood, and eggs separated during preparation. Use a different cutting board for fruits and vegetables. Cook food at the right internal temperature to kill harmful germs. Refrigerate perishable foods (including leftovers), within two hours of buying or cooking.

Handwashing: is one of the most effective ways to prevent the spread of germs. Evidence shows handwashing can help prevent 1 in 5 respiratory illnesses. "Life is Better with Clean Hands"

Cold Weather and Home Heating: Have your gas heating system and water heater, serviced by a qualified technician every year to keep your family safe from carbon monoxide (CO) poisoning. Install a battery-operated or battery backup CO detector in your home.

Cope with Stress: Feeling emotional and nervous or having trouble sleeping and eating can all be normal reactions to stress. Check out the links: healthy ways to cope with stress and Suicide Resources, for more information and support.

Travel Safety: Have a safety plan and carry an emergency supply kit . If traveling for more than 4 hrs. stretch and move your legs to prevent blood clots. Always wear a seat belt.

Prevent Injuries: Use step stools when hanging decorations. Prevent home fires-keep candles away from children, pets, walkways, trees, and curtains. Never leave fireplaces, stoves, or candles unattended. Don't use generators, grills, gasoline or charcoal-burning devices inside your home or garage. Carbon monoxide poisoning

Wishing you all a safe and healthy holiday season!

Anita Alvarez, RN, PHN
Nurse/Health Advocate
IBEW Local 234
Work #: 831-741-8677

State Cert Prep Class

State Certification Prep Class: December 5th at 5:30 PM

Dear Members,

We are excited to announce that the highly anticipated State Certification Preparation Class with Ricardo Morales and Henry Cortez is officially scheduled! The class will be held on Thursday, December 5th, from 5:30 PM to 7:30 PM at the Union hall.

This session is open to everyone, including apprentices, and is a fantastic opportunity for those preparing for their state certification or anyone looking to sharpen their skills. With a growing list of participants already signed up, this promises to be an engaging and collaborative experience.



Whether you're just starting your journey or looking to advance your career, this class is designed to set you on the path to success. If you're interested in attending, reach out to Henry at 831-731-0927 to secure your spot. Don't miss out on this valuable opportunity to further your education and connect with fellow members.

We look forward to seeing you there!

International Brotherhood of Electrical Workers Local 234 747 El Carrizo Road Salinas, CA 93907 (831) 633-2311 (831) 633-0570 fax		Monterey Bay California Chapter, NECA PO Box 2175 Salinas, CA 93902 (831) 236-1393						
INSIDE AGREEMENT Monterey - San Benito - Santa Cruz Counties Effective 12/23/2024 - 12/22/25								
Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	\$68.16	\$13.60	\$14.70	\$0.95	\$0.20	\$2.04	\$0.85	\$100.50
Foreman (15% above JW)	\$78.38	\$13.60	\$14.70	\$0.95	\$0.20	\$2.35	\$0.98	\$111.16
General Foreman (30% above JW)	\$88.61	\$13.60	\$14.70	\$0.95	\$0.20	\$2.66	\$1.11	\$121.83
Cable Splicing (12.5% above JW)	\$76.68	\$13.60	\$14.70	\$0.95	\$0.20	\$2.30	\$0.96	\$109.39
Journeyman Technician	\$68.16	\$13.60	\$14.70	\$0.95	\$0.20	\$2.04	\$0.85	\$100.50
Journeyman while Welding (10% above JW)	\$74.98	\$13.60	\$14.70	\$0.95	\$0.20	\$2.25	\$0.94	\$107.62
Apprentice								
1ST PERIOD @ 45%	\$30.67	\$13.60	\$0.00	\$0.95	\$0.20	\$0.92	\$0.38	\$46.72
2ND PERIOD @ 47%	\$32.04	\$13.60	\$0.00	\$0.95	\$0.20	\$0.96	\$0.40	\$48.15
3RD PERIOD @ 55%	\$37.49	\$13.60	\$2.02	\$0.95	\$0.20	\$1.12	\$0.47	\$55.85
4TH PERIOD @ 60%	\$40.90	\$13.60	\$2.91	\$0.95	\$0.20	\$1.23	\$0.51	\$60.30
5TH PERIOD @ 65%	\$44.30	\$13.60	\$4.78	\$0.95	\$0.20	\$1.33	\$0.55	\$65.71
6TH PERIOD @ 70%	\$47.71	\$13.60	\$7.20	\$0.95	\$0.20	\$1.43	\$0.60	\$71.69
7TH PERIOD @ 75%	\$51.12	\$13.60	\$8.27	\$0.95	\$0.20	\$1.53	\$0.64	\$76.31
8TH PERIOD @ 80%	\$54.53	\$13.60	\$9.41	\$0.95	\$0.20	\$1.64	\$0.68	\$81.01
9TH PERIOD @ 85%	\$57.94	\$13.60	\$11.25	\$0.95	\$0.20	\$1.74	\$0.72	\$86.40
10TH PERIOD @ 90%	\$61.34	\$13.60	\$13.23	\$0.95	\$0.20	\$1.84	\$0.77	\$91.93

NOTE: This increase reflects the following changes: Date of next increase

NOTE: Next Increase 12/23/25 to be allocated by membership \$4.65

NOTE: Health & Welfare, Education and Training, LMCC and Pension are paid on hours PAID, not hours worked. (Must reflect the overtime hours)

NOTE: Working Dues 0%

NOTE: NECA Service Charge 0.5%

NOTE: 401(k) options: \$0.00, \$2.00, \$5.00, or \$8.00

NOTE: No compensation for sick leave

NECA WORKING TOGETHER
IBEW

Reference Section 3.04(b) Zone Differential Hourly Rate: Zone B

Journeyman	\$74.98
Foreman	\$85.20
General Foreman	\$95.43
Cable Splicing	\$85.20
Jry. Technician	\$74.98
Jry. Welding	\$81.80

Reference Section 3.04(a) - \$150.00 per day, per diem.

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER:

Paul Gutierrez
Business Manager

Jerry L. Champin
Executive Director

Salinas, CA 93907
 (831) 633-2311
 (831) 633-0670 fax



Sound and Communication Wage Rates
 Monterey - San Benito - Santa Cruz Counties
\$3.50 to Wages and \$0.50 to H&W Schedule "2-A"
 Effective 12/01/2024 to 11/30/2025

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	NLMCC	CF	LMCC	NEBF 3%	AMF 0.50%	Total Hourly
S&C Installer	\$56.68	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.70	\$0.28	\$85.72
S&C Technician	\$65.18	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.96	\$0.33	\$94.53
S&C Senior Tech	\$70.85	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$2.13	\$0.35	\$100.39

Apprentice After December 1st 2024										
	Hrly Rate	H&W	Pension Fund	Ed. & Training	NLMCC	CF	LMCC	NEBF 3%	AMF 0.50%	Total Hourly
1ST PERIOD 1-1000 hrs @ 55%	\$31.17	\$15.65	\$0.00	\$1.00	\$0.01	\$0.30	\$0.10	\$0.94	\$0.16	\$49.33
2ND PERIOD 1001-2000 hrs @ 60%	\$34.01	\$15.65	\$5.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.02	\$0.17	\$57.26
3RD PERIOD 2001-3000 hrs @ 65%	\$36.84	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.11	\$0.18	\$65.19
4TH PERIOD 3001-4000 hrs @ 70%	\$39.68	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.19	\$0.20	\$68.13
5TH PERIOD 4001-5000 hrs @ 80%	\$45.34	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.36	\$0.23	\$73.99
6TH PERIOD 5001-6000 hrs @ 90%	\$51.01	\$15.65	\$10.00	\$1.00	\$0.01	\$0.30	\$0.10	\$1.53	\$0.26	\$79.86

NOTE: This increase reflects the following changes: Date of next increase
 NOTE: Health & Welfare, Education and Training, LMCC and Pension are paid on hours PAID, not hours worked. (Must reflect the overtime hours)
 NOTE: Working Dues 0%
 Future Increases: 12/01/2025 \$4.25/hour (to be allocated) and 12/01/2026 \$4.25/hour (to be allocated)

JATC NEWS

CLASS ATTENDANCE – NOVEMBER:

Forklift / GradAll held on 11/23/24

Alberto Aguilera, Amauri Arista, Ancelmo Caro, Bryan Craddock, Erik Fritz, Mohammed Garaan, Jonathan Goddard, Andrew Hartmann, Giovanni Lopez, Steven Luiz, Jorge Mendoza, Roldan Morales, Christopher Olsen, David Salinas, Juan Torres, Francisco Villanueva, and Tyler Western

UPCOMING CLASSES:

CPR / First Aid

We are currently working on the 2025 scheduled – stay tuned

OSHA 10

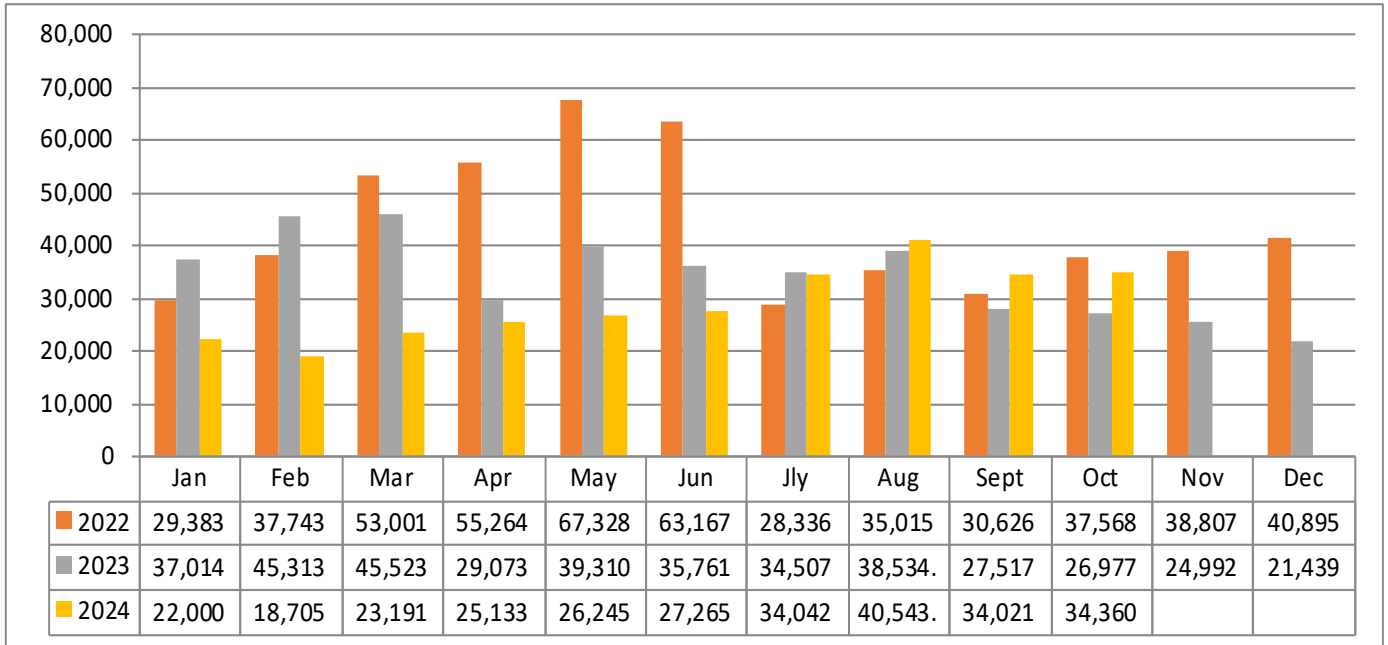
If you are interested in taking an online OSHA 10 course, please contact Damaris at the JATC office (831) 633-3063 during office hours Monday – Friday, 12pm-5pm to sign up.

Happy December

Birthdays!

- Roberto Alanis-Aguilar
- Amauri I Arista
- John W Barber
- Wallace J Barnes, Jr.
- Marshall R Carle
- Jose M Castaneda-Garcia, Jr
- Alex D Clayton
- Amber D Diaz-Garcia
- Kristopher A Fernandez
- Alan Fonseca
- Arturo Garcia
- Craig H Geis, Jr.
- Ashley N Gibson
- Adali P Gonzalez
- Joe Goulsby, III
- Paul Gutierrez
- Miguel Huerta Ponce
- Nicholas D Jackson
- Ron Keaton, Jr.
- James R King
- Victor Lepe
- Luis Lopez Casian
- Nick F Luczak
- Iban A Mercado
- Anthony A Moag
- Apolinar L Moreno, Jr.
- Ryan J Ochinerio
- Kevin M Page
- John Roka
- Ricardo R Ruiz
- Robert E Sanchez
- Charles Schlesinger
- Justin D Soto
- Terry J Tatroe
- Gabriel R Torres
- Joel J Torres
- Tyson J Towles
- Randyn S Trybom
- Chad L Vargas
- Zachary D Warner
- Gerardo I Zambrano

Monthly Hours Report



< DECEMBER 2024 >						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
		JATC Meeting				
8	9	10	11	12	13	14
			General Body Meeting			
15	16	17	18	19	20	21
		JATC Meeting				
		JATC Meeting				
22	23	24	25	26	27	28
End of Pay Period		Christmas Eve	Christmas Day			
			Executive Board Meeting			
29	30	31				
		New Year's Eve				

Electrical Contracting Course at L.U. 617

An exciting career advancement opportunity is on the horizon! Following the success of our electrical contracting course earlier this January, we are pleased to announce another session led by the renowned Matt Kolbinsky. This course, hosted by Local 617 in San Mateo, is scheduled for December 9-13 2024 and is tailored specifically for those aspiring to own and operate their own electrical contracting business.

Matt Kolbinsky, known for his comprehensive teaching approach and industry expertise, will guide participants through the critical aspects of electrical contracting. This includes navigating business operations, understanding market dynamics, and mastering entrepreneurial skills essential for success in the electrical industry.

If you have ever considered taking a significant step forward in your career and venturing into business ownership, this course is designed for you. It's an opportunity to gain valuable insights and skills that will equip you to launch and sustain a successful electrical contracting business.

Spaces are limited, and we encourage you to reach out soon if you are interested in participating. This is more than just a course; it's a gateway to transforming your professional path and achieving new heights in the electrical field.

Let's seize this opportunity to expand our professional horizons and continue strengthening the capabilities within our Union. Your journey to becoming a business owner in the electrical sector starts here.

For more information contact Assistant Business Manager Jorge Suarez at (831) 731-0368.



IBEW Local 234
 747 El Camino Real
 Salinas, Ca. 93907
 www.ibew234.org
 (800) 499-4239
 (831) 633-2311
 Email: thehall@ibew234.org
 (831) 633-JOBS
 (5627)Job line

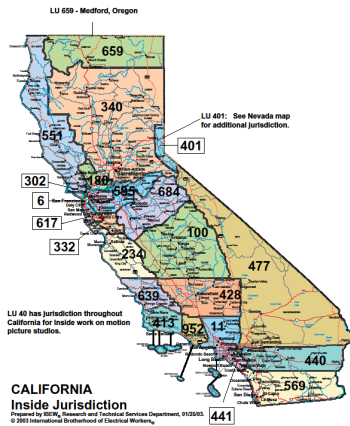
Tri-County Electrical JATC
 www.tricountyjatc.org
 info@tricountyjatc.org

IBEW OBJECTIVES

The objects of the International

Brotherhood of Electrical Workers are:

- ◆ 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 cultivate feelings of friendship among those of our industry
- ◆ To settle all disputes between employer and employees by arbitration (if possible)
- ◆ To assist each other in sickness and 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 o of living
- ◆ 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.



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

In the Office

Paul Gutierrez
 Business Manager/
 Financial Secretary

Jorge Suarez
 CAO/Assistant
 Business Manager

Henry Cortez
 Organizer

Ron Chesshire
 Government Affairs

Rosie Bowers
 Office Administrator

Local 234 Officers

Andy Hartmann
 President

Jonathon Marquez
 Vice President

Enrique Ramos
 Treasurer

Stephen Slovacek
 Recording Secretary

Jeff Beers
Nick Jackson
Nicholas Preglovsk
Jorge Suarez
 Executive Board