



MARCH 2023

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THE NEWSLETTER OF IBEW LOCAL 11

# NEWS @ 11



IBEW 11's Director of Women Recruitment & Support Diana Limon (front row, third from right) was the only woman to speak before the Los Angeles County Board of Supervisors before approval of this historic CWA.

## IBEW 11 Makes Its Voice Heard as County Signs Historic Community Workforce Agreement

By Robert Fulton

**IBEW** 11 and its local Building Trades brothers and sisters have entered into a historic Community

Workforce Agreement (CWA) with the County of Los Angeles.

The new, five-year CWA covers any Los Angeles County project budgeted at \$5 million or more, and it is estimated to cover about \$1 billion worth of construction work a year.

Before implementing this CWA, the County and the Trades negotiated over each project on a project-by-project basis.

This brand-new L.A. County CWA, also known as a project  
*(Continued on page 6)*

## IBEW 11 on a Mission to Make Its Membership Mirror Its Communities

By Jeremy Kehoe

**F**or many organizations diversity, equity, inclusion are boilerplate words tacked on at the bottom of a website or added at the end of a press release.

At IBEW 11 though, Business Manager Joël Barton and the Executive Board have made these values the foundational pillars of its commitment to recruit and retain more female apprentices  
*(Continued on page 5)*



IBEW 11 members gathered this month at the Intuit Dome to celebrate International Women's Day and the National Association of Women in Construction (NAWIC) Week. Attendees includes 11 apprentices (left to right) Teresa Lucas, Rosalina Parra, Tywana Washington, Crystal Rivera, Diana Limon.



Miguel Schez Paying Union Values Forward



Veterans Committee Takes Care of Their Own



Here Come the Helmets!



# BUSINESS MANAGER'S MESSAGE

By Joël Barton

## IBEW 11 Honors Its Agents, Officers, and In-The-Field Sisters

**I**n March, we celebrate the history of our nation's women. In honor of the women who have worked and pioneered all facets of our industry, I would like to give a shout out to the women who keep IBEW Local 11 running smoothly and diligently to serve the needs of our members.

I must start with my Chief of Staff, Judy Hermosillo. I depend on her to keep track of where I have to be, when I have to accomplish certain tasks, and who gives me insight into all that has to do with the labor movement. That is the benefit of having someone who has worked so long in organized labor. Judy knows she can disagree with me without constraints until we discuss whatever the issue is and come to the best solution. Judy also makes sure the employees are compliant with all the necessary requirements that Local 11 as an employer should be aware of and follow.

On the administrative side, Judy works in tandem with my Executive Assistant, Bertha Mardueño. Bertha

oversees everything that has to do with the front office. Bertha not only manages administrative duties; she also looks ahead and makes sure everything is done in a timely manner. I depend on both working as a team to keep things moving and headed in the right direction. They are second to none.

Filling out the Administrative Offices are the Administrative

Business Development.

Rounding out the third floor is Diana Limon, who is leading our efforts to recruit, retain and increase Local 11's number of women electricians. Diana brings a wealth of knowledge and relationships which will help us reach our goal of 10 percent of women participation in the workforce by the end of the year.

and forward-thinking women like Christine Austria-Lozoya, the first woman elected Local 11 Recording Secretary, and Jackie Waltman as our CW/CE Business Representative and Coordinator.

And finally, a recent addition to the Local 11 team is Lali Castillo. Lali is the organizer of the Sound and Communications Unit and is reaching out to the unorganized to educate them on the benefits of joining this great IBEW Local Union.

The District offices and dispatch wouldn't run smoothly without Christina Potter, Lead Dispatcher; D1 Katelyn Ortiz and Melissa Sonora; South Bay Mirella Almaraz; D4 Heather Renz; D5 Cari Bailey; and D6 Angel Lopez. I know the members as well as the agents and organizers depend on them to take care of the needs of the District Offices.

In closing, I want to recognize all the sisters who work in the field doing the hard work of a construction electrician. Know that the Local Union supports you and will continue to support you as you go through your career as an IBEW Local 11 member.

*In Solidarity,  
Joël Barton  
IBEW 11 Business Manager*

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**“I want to recognize all the sisters who work in the field doing the hard work of a construction electrician. Know that the Local Union supports you and will continue to support you as you go through your career as an IBEW Local 11 member.”**

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Professionals: Brenda Ruyle, who oversees the Organizing Department; Gaby Dilluvio, who helps process members pensions, death benefits and dues; Ivonne Alfaro, who keeps the necessary paperwork flowing and fills in as the Executive Assistant when needed; and Roxxann Roman, who handles the Compliance Department as well as assists our Political Director and

Diana also assists in Compliance where she previously worked.

Our Financial Manager, Diana Yee, keeps the finances of Local 11 in order. Diana makes sure all bills are paid appropriately and that Local 11 files all the necessary paperwork and audits to comply with the laws which govern a Local Union.

We are also incredibly fortunate to have intelligent, resourceful,

# IBEW 11's NEWS@11

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## FROM THE PRESIDENT

# Inflation Impacting Contract Proposals, Wages, and Agreements

**B**rothers and Sisters, By now, you all should have received a request to submit proposals for the Inside Wireman's and Intelligent Transportation Systems Agreements. Most likely, we'll receive proposals for various wage increase amounts over various timeframes. Interestingly, the CE/CW Agreement is in

negotiations for wages only right now. The big issue right now is whether or not there has been inflation of our core living costs and if so, how much?

Right now, the federal government is raising prime interest rates to slow inflation. This has an effect on our construction market by raising the cost to borrow money for new construction projects and even the size of the construction project.

Our Contractors are "subs" to the General or "Prime" Contractors and the General Contractors are "subs" to the investor or developer.

We all need to be smart about our position and make the most prudent and reasonable proposals for our future in the electrical construction industry. Talk to one another. Ask questions. Do your best to be informed and submit proposals that have "merit", and we'll do our best to bring you a



worthy contract proposal.

As always, if you have any questions just ask your IBEW Agents or give our offices a call.

*In Solidarity,  
Gaylor "Rusty" Roten  
President IBEW Local #11*

## Local 11's Miguel Sanchez Paying Union Values Forward Into His Community

**M**iguel Sanchez, an inside wireman who has served as Foreman, General Foreman and Steward since joining Local 11 in 2015, was recently elected a Trustee of the Antelope Valley High School Board. *News @ 11* caught up with Sanchez to discuss his vision for the district, his plans to bring trade skills to students, and how union values he learned on the job are shaping his commitment to and involvement in his community.

**Why did you decide to run for a seat on the School Board? Were there issues you saw as a parent or community member that you wanted to address?**

When I first came here (to the Antelope Valley), I realized there weren't a lot of special activities for kids, or afterschool programs. I recall myself as a kid, growing up in East L.A. – it was a complex place, full of both struggles and resistance.

In the district where I live, I related to these kids so much, because I'm a minority. Also, I didn't really have the acknowledgement from my parents to push me to the right paths. I had great teachers who did that, though. That's something I want to encourage. There are a lot of hidden talents in these kids – arts, music, sports. In that space between grammar school and high school a lot of kids are very indecisive about what they want to do. A lot of their talents are hidden. We have to give them this confidence to believe in themselves and believe they have something good in their hands.

These are the type of tools I can

help these kids with: "I understand. I've been in your shoes. My parents are not the richest."

Also, I understand not everyone is going to be going to a four-year college. This is why I want to introduce to them the Trades. Bringing back the Trades and vocational studies – for me that's crucial.

**How has your background with IBEW guided your approach to public service? Are there particular values rising out of union culture – solidarity, class consciousness, work ethic – that you feel can help inform community work?**

IBEW is a life changer. It created an opportunity for me and my family, gave us great benefits and a mortgage-paying job. Once you get involved with the union you start prioritizing fairness and equality. You start collaborating and building relationships. And IBEW is very committed to educating and training all its members, so it's an ongoing thing. These cultural values can provide a strong foundation for the community – prioritizing fairness, equality, education, safety, and sustainability.

Union values create a good work ethic, responsibility, being on time, having a schedule, and that's something I want to impart to all these kids. I want to educate them about the union, the apprenticeship programs – how great they are – and emphasize that, long term, you're going to retire with great benefits.

**How did you become involved in IBEW? What made you want to become an electrician?**

It all started when I was a prospect

for the major leagues in baseball. Due to injuries, and I had to hang it up. I was at a loss on what to do with my life. . . I met great friends down the line, and they encouraged me to join an IBEW apprenticeship. I was 33 years old. I'd never honestly picked up a tool in my life. Once I did, I had great teachers, and from there it was history.

My dad is a truck driver with the Teamsters, and he's about to retire at 67, after 25 years. I always wanted to become part of the union because I saw my dad involved, and he would always tell me to get a union job. It's a brotherhood. They take care of you, you take care of each other, watch each other's back. One goes down everyone goes down; one comes up everyone comes up. That's one thing my dad educated me on: it's the unity.

Going forward, I would love to be a community leader through IBEW, like an outreach coordinator or an organizer, helping people and helping families, educating them on how the union works and apprenticeships, and getting more members into our union.

**What are some of your goals as Trustee? What challenges and opportunities do you see in the District?**

One of the things we're planning is getting educators from our union to have assemblies or presentations for students. I want to be able to talk about how our union works and the whole electrical life with seniors about to graduate.

But we also have to start younger, with opportunities to learn plumbing, electrical – all the trades – as part of a high school



curriculum, starting with IBEW. I've introduced this idea to fellow board members and, so far, everyone has been supportive.

The only hard thing so far is getting more parents involved. Even though we moved the meeting later so more parents can come, not a lot are showing up. But I am putting it up on Facebook and social media, so if they can't make it, they can see it on YouTube. I'm getting a lot of good feedback. Parents are watching during work breaks or at home. It's a good handful – more than before. Word of mouth, little by little, I'm pretty sure there will be more people watching or visiting our meetings.

I am also creating a community workforce agreement to upgrade the high school. This will create more work for the Building Trades, for my brother and sisters.

A lot of these schools need to be updated (with new) plumbing and electricity. Some restrooms don't even have doors for privacy. And, the high school graduation rates up here are really low. I want to create a better environment for these kids. I want to improve everything, and I have four years to do that. It's a good thing.

# Local 11 Veterans Committee Takes Care of One of Their Own

**L**ocal 11 Veterans Committee Recording Secretary, U.S. Navy and U.S. Army National Guard veteran, and journeyman electrician Andrew Esqueda partnered with Operation Hero Home Restoration to restore the home of a Korean War veteran's spouse in Baldwin Hills, Calif. this month. Esqueda and the Operation Hero Home crew teamed to clean up and make over the front yard as well as make some much-needed repairs to the home of the veteran's spouse who can no longer take care of the property.

"The Local 11 Veterans' Committee is about finding ways for veterans and electricians to get more involved in our communities and build solidarity with each other and use our skills to enhance



**BEFORE**

the communities we work in," Esqueda said.

After a day of hard teamwork, Esqueda said the emotional payoff was an invitation to raise an American flag in the front yard.



**AFTER**

"It was an emotional moment because you understand and appreciate just how much veterans have sacrificed for our country – especially the families, because they serve as well," Esqueda said. "To be

able to show the families how much we appreciate them was special because I know how much my family supported me when I served."

The Before and After pictures speak for themselves.

## SAFETY CORNER

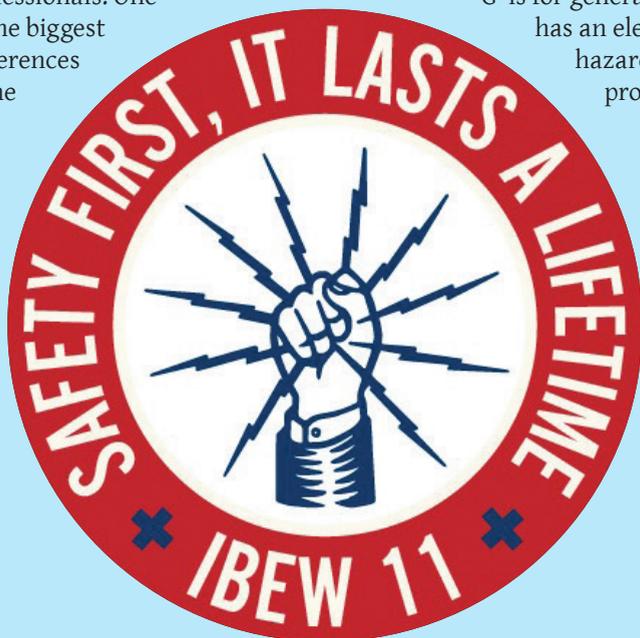
# Here Come the Helmets!

**A**s the NFL continues to place the dangers from head injuries front and center through increased awareness and improved helmet technology, the construction industry is doing the same.

The rollout of helmets on construction sites continues to grow in popularity with General Contractors and healthcare professionals. One of the biggest differences is the

greater protection helmets provide over the hardhat. Hardhats are rated Type 1 for top-of-head protection only, while a helmet has a Type 2-rated protection that not only provides top-of-head protection but side-of-head protection as well.

Like hardhats, helmets come in three different classes. Class 'C' is conductive and has no protection from an electrical hazard. Class 'G' is for general use and has an electrical hazard that is proof tested



at 2,200 volts. Class 'E' helmets are tested at 20,000 volts – and are what all brothers and sisters should be wearing.

Another big advantage of the helmet is the chinstrap, which keeps the helmet in place in case of a fall. The helmet has a 10-year shelf life, compared to a five-year shelf life for a hardhat. So, helmets are the clear choice when it comes to safety.

The only remaining hurdle to helmets is social acceptance. I hear

many people mention they don't like the way they look. When I started in the trade, the only PPE required were boots and the occasional hardhat. Now, the minimum PPE is a hardhat, safety glasses, gloves, safety vest, and boots. I believe function over form will likely win out in this case too – as it should.

*In solidarity and safety,  
Mike Costigan  
IBEW Local 11 Safety officer*

## WOMEN'S EMPOWERMENT

Continued from page 1

and journey-level workers – to not just grow in numbers but more importantly add a new infusion of talent, strength, and innovation to its leadership ranks.

IBEW 11 recently announced its goal to increase the number of women members to 10 percent by 2024. Local 11's current construction female membership is around 3 percent and 4.5 percent among apprentices.

Leading the charge to build that membership is Diana Limon, IBEW 11's Director of Women Recruitment & Support. Limon, a 28-year Local 11 member, the first female to receive the Outstanding Apprentice Award in 2000, was previously on IBEW Local 11's staff in Compliance and served as the Training Director at the ETI before taking on her new role in 2023.

"The difference now from when I first started is that there is support from the local union who recognizes the contributions of our women and the activism that comes with our women," Limon said. "The women in Local 11, even though percentagewise is small, when you show up to any IBEW 11 event you always see women. Women play a huge role in membership activism here."

Limon knows how far Local 11 has come – and how far it still has to go – to educate women about the opportunities union membership offers, overcome the stubborn stereotypes women still face, and secure more representation at the executive level.

"Women will feel like they're more a part of this organization when they see people that look like them in leadership roles and at the apprentice levels – having women that are instructors and in management roles and out on the job site seeing women run work as foremen, superintendents, project managers, owners," Limon said. "We see much more of that today than we have in the past."

Citlali Castillo, IBEW 11's Sound and Communications Organizer, said women are slowly making inroads in the field and in the office, and that simple visual of a changing face – and even simpler steps like now providing a women's bathroom on a job site – can make a real impact on the next generation.

"I definitely see a lot more women in the field now than when I first started eight years ago, when on almost every job site I would

be the only woman," Castillo said. "Now, we're seeing more women on the job and in these executive positions, and that's something that will encourage the younger generation and females coming into the trades. They see this as an industry they can relate to and grow in."

Limon is actively coordinating with national organizations like the National Association of Women in Construction, non-profits like Women in Non-Traditional Employment Roles (WINTER), coordinating pre-apprenticeships with the Los Angeles and Orange County building and construction trades, as well as partnering with employers and awarding agencies to make sure women are represented on the job and making sure IBEW 11 is represented at career fairs. But Limon says the real key to recruiting and retaining women comes from within.

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**“When we make job sites better for women, we make job sites better for all workers.”**

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— Diana Limon

"The majority of women that are out there doing the work will tell other women that this is a great industry, it's great work, and they would encourage them to join (IBEW 11)," said Limon. "We're starting to get those connections – connecting women in the trades right now with those considering going into it – and that's a targeted way to reach out that's going to make a difference."

Limon highlighted two especially effective programs IBEW 11 has expanded to recruit, retain, empower, educate, and equip new female apprentices and established journey-level workers.

First, is Local 11's EMPOWER mentoring program run by the ETI, whose mission is to recruit, retain, and support female apprentices and journey-level workers. Second, is the Solidarity Committee, an active committee that is in the final stages of getting officially chartered by the IBEW as a women's committee.

"We really need to stop thinking

about how to make women fit our industry and really focus on how we make our industry fit our women into an inclusive work environment," Limon said. "When we make job sites better for women, we make job sites better for all workers. Otherwise, it's the status quo, and nothing changes."

### EMPOWERING Members From Within

Since taking the helm as Chair of EMPOWER (ETI Mentorship Program Offering Women Extra Resources) just a few months ago Anthy Hadjimarkos, a 16-year IBEW member, has reinvigorated and reshaped the group.

"EMPOWER meetings are a safe space for women to connect, share experiences, learn about the industry, gain knowledge from experienced professionals, and find mentorship opportunities," Hadjimarkos said. "EMPOWER's efforts are instrumental in

breaking down barriers and creating a level playing field for women in the electrical industry by building mentorships, providing support, and fostering a sense of community."

During her tenure leading EMPOWER, meeting attendance has grown exponentially, and Hadjimarkos attributes that growth and increased engagement to one simple factor: listening.

Each EMPOWER meeting provides women with real-world, hands-on tools and advice they can apply immediately to achieve that elusive balance between advancing their careers and taking care of themselves.

EMPOWER topics range from managing health benefits, balancing school and work, creating business presentations, and securing childcare to finance and budgeting, fitness and stretching, leadership development, women business ownership, mock interviews, mental health, and self-care.

"I'm trying to make these EMPOWER meetings as useful as possible and focus on areas that I believe can assist people," Hadjimarkos said. "These are the things I wish I knew when I was an apprentice. I ask people for (topic) suggestions each month because I want every meeting to be a meeting that meets everyone's needs."

Hadjimarkos said the top-down commitment from IBEW's leadership to push for greater diversity and inclusion and to help women earn greater representation in executive positions is paying real dividends.

"When I joined IBEW in 2007, there were only two women on staff: Jane Templin and Diana Limon," Hadjimarkos said. "Now, there are more than double that number. At the training trust, our senior staff meetings are made up of 30 percent women, and we now have many more female instructors who serve as leaders and role models for apprentices."

Despite those entrenched stereotypes they encounter from some of their Local brothers in the field – a place Hadjimarkos said can be "isolating and lonely at times, particularly when we are the only women", and where Castillo says too often there is too often a "but" when deciding whether to place women in higher positions in the field – both agree the culture is evolving.

"While we still have a long way to go to achieve true gender balance in our local, I'm proud to be a part of an organization that is actively working towards this goal and empowering women to pursue careers in the trades," Hadjimarkos said. "Things are 100-percent heading in the right direction. There's a lot more momentum now to bring more equity to our local. Joël Barton has a vision to more than double the number of women here and have our membership mirror our community. He's committed to bringing in members with different perspectives, and I appreciate that because that diversity makes us all stronger as a union. I'm definitely feeling a shift."

Castillo agrees that while the journey for equity and representation in construction and electrical trades is long, the future for women at IBEW 11 is brighter than it has ever been.

"Everything that (Joël Barton) is talking about, he's putting into action," Castillo said. "It's great to see that because it shows we are making progress."

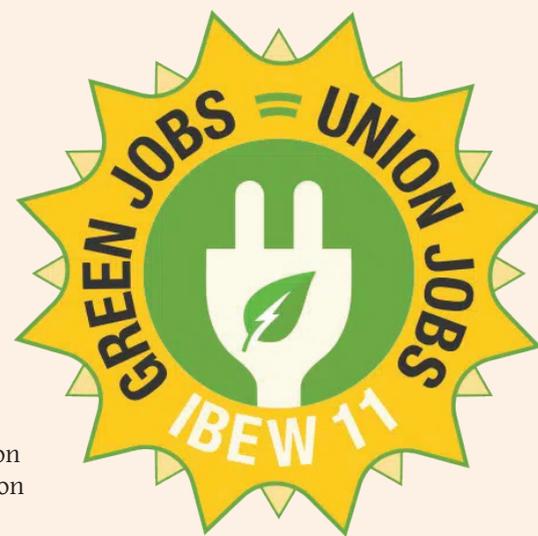
# The Future is Green

**W**e're in the middle of a Green Revolution, and IBEW 11 is helping lead the charge – educating and training hundreds of our members every year to make sure we have the necessary skills to tackle this newly emerging field. Why? Because

Green Jobs represent a huge opportunity for us. They need to be Union Jobs, well-paying, long-term jobs. #UnionStrong

There are a variety of green jobs our members can train up for: Installing electric automobile charging stations, building and maintaining fields of solar panels, getting wind turbines online,

establishing massive grid data storage systems, retrofitting buildings to meet LEED standards and more. IBEW 11 members are the electrical experts, so let's bring our unique talents and skills along with our union perspective to the conversation about these projects.



## WORKFORCE AGREEMENT

*Continued from page 1*

labor agreement (PLA), took approximately six years to negotiate and was passed unanimously by the Board of Supervisors on February 28. The Trades have long had a similar CWA with the City of Los Angeles.

“Long overdue,” said L.A. County Supervisor Hilda Solis.

Examples of the type of work the County CWA covers include hospitals, parks, and water treatment facilities. The \$200-million Martin Luther King, Jr. Community Hospital in Willowbrook that opened in 2015 was one of the successful PLAs negotiated between the Trades and the county and would have fallen under the new CWA.

Diana Limon, IBEW 11's Director of Women Recruitment & Support, was the only woman representing the building trades who spoke before the Board of Supervisors before they cast their votes in support of the PLA. Speaking before the Board of Supervisors (whose members are all women), Limon highlighted the unprecedented work opportunities the new CWA

will create for union members.

“This has been in the works for quite a while,” said Limon. “It's a big deal because it's going to create thousands of opportunities for workers to be able to be on these projects.”

IBEW 11 Senior Assistant Business Manager Robert Corona said Limon's voice and presence sent a powerful message that was not lost on Board members.

“They were very aware that IBEW Local 11 was one of the few labor unions that actually had a woman there to represent and speak in favor of this,” Corona said.

Supervisor Kathryn Barger emphasized how the CWA's passage has the potential to open new doors for women in the electrical and construction trades.

“My hope is through the agreement an expansion of opportunities will be seen, and we will have an increasing percentage of women that are afforded the opportunity to thrive in the trades if they choose to pursue that as their career path,” Barger said.

Corona credited IBEW 11 leadership, staff, and members for getting the CWA passed. He emphasized the importance

of supporting labor-friendly candidates for public office as a key factor in its passage.

“What is important to note about this community workforce agreement is that it puts the community to work,” Corona said. “It'll be the community that actually lives there working on these projects. That means more work for our members.”

Additional highlights of this historic CWA include local hire provisions that require contractors to employ a certain percentage of the workforce on any given project from the zip code in which the project is being built.

The agreement also includes prevailing wages and

apprenticeship requirements.

Other key provisions include boosting women, minorities, veterans, the formerly incarcerated and others not always represented on the jobsite.

“This new countywide Community Workforce Agreement will ensure that the men and women working on our county projects are receiving the wages and benefits they deserve,” said Janice Hahn, Chair of the L.A. County Board of Supervisors and a co-author of the CWA along with Supervisor Barger.

The recent agreement with the County does not affect IBEW 11 members who are county employees.

**“They were very aware that IBEW Local 11 was one of the few labor unions that actually had a woman there to represent and speak in favor of this.”**

— Robert Corona

## POLITICAL DIRECTOR'S REPORT

### Big News! L.A. County Approves Community Workforce Agreement

By Antonio Sanchez

**T**he Los Angeles County Board of Supervisors voted on February 28 to approve the first countywide community workforce agreement. Yes! This is big news.

This community workforce agreement, also known as a project labor agreement or PLA, is estimated to cover about \$1 billion worth of construction work a year. The County has lots of projects throughout the region, so this will cover everything from a stormwater capture project

to a hospital. Just know that anything put out to bid by LA County that is over \$5 million will now have our members on it. This is a five-year agreement and will include local and targeted hire goals.

Please keep in mind that this was not an easy win. The approval process was short, but the effort to elect union-friendly supervisors was decades in the making. Our next goal is to include all-new affordable housing projects built by the County.

Thank you to everyone that attended the L.A. County Board of Supervisors meeting and spoke in favor of this effort.

**DISTRICT 1 (NORTH)**

**Brett Moss**

Brothers and Sisters,

Greetings from District One North. I hope this report finds you and your families well.

Work in the area is continuing to progress. We still have a mix of LAUSD, LACCD, Prop HHH and private work in D1 North. Projects along Sunset Boulevard are starting to move. The large residential project at the corner of Sunset Boulevard and Western Avenue is beginning demo on the old stores. SBE has this project and is expected to start mobilizing after demo and digging is complete. They are going down two levels.

Conti is continuing to move on the Wilshire Boulevard project and has called a few from the hall in addition to their project at the Sheriff Station at NBC Universal.

Stay safe and be well. Always feel free to reach out via email, phone or text.

**DISTRICT 1 (SOUTH)**

**Shomari Davis**

The INTUIT DOME/CLIPPERS ARENA will start having calls from SUMMIT SWING to install the LED OCULUS. ZELLER ELECTRIC will be installing all the power for the LED OCULUS and will need manpower as well.

ELAC SOUTH GATE EDUCATIONAL CENTER is a large LAUSD project that TAFT ELECTRIC is performing the electrical power for. It's a ground-up \$98 million project that also has BAKER ELECTRIC doing controls and FIRST FIRE installing low voltage and fire alarms.

SASCO ELCTRIC has two high-rises in DOWNTOWN L.A. called the Weingart Tower and Olympic/Hill Street Tower. Both are in their early stages and will need manpower in the immediate future.

Keep an eye out for more information on the LA CONVENTION CENTER REMODEL.

It is an honor to serve you, IBEW 11 brothers and sisters.

**DISTRICT 3**

**Mike Costigan**

The work picture continues to ebb and flow, and it is expected to pick up soon. The Purple Line stations buildouts should be manning up shortly as well as the continued work at LAX. I'd like to acknowledge the stewards we have representing our members working in District 3. Hector Navarro at the LAX Delta terminal, and George Lopez at the LAX Automated People Mover are doing an outstanding job of representation and are a valuable part of the IBEW team. If you are on a job that you think could use some representation, reach out to the Agent in that area. Lastly, please support all our Local 11 welfare committees. Your donations help provide much-needed funds to help our brothers and sisters in need. Please visit [www.ibew11d3merch.com](http://www.ibew11d3merch.com) to show your support.

**DISTRICT 5**

**Mitch Klein**

Hello Brothers and Sisters.

Right now, we are working with several contractors at Antelope Valley Hospital. We are also continuing work at the new CSI Electric solar, battery and sub-station project. The job has been moving slowly, however, because of the weather and material shortages.

We have several other in-progress projects around the Antelope Valley as well. We should start seeing calls coming in the near future.

Many thanks and congratulations to our new Welfare Committee Officers, Chairman Mike Kaminski, Vice Chairman Steve Joyner, and Recording Secretary Chris Bonifilio.

On another note, we recently finished an LAQSP class. If you are interested in taking a class in District 5, please fill out the ETI registration form online and specify where you would like to attend class. My deep gratitude to all officers and members who help so much to make District 5 and Local 11 great!

**UNIT 14 CIVIL SERVICE**

**Luis Arida**

Following are current contract negotiations updates:

**City**

Negotiations have already begun with the CAO office. IBEW is leading the way with several viable proposals initiated by our members! We will deliver more information as it becomes available.

**LAUSD**

The Building Trades held an in-person meeting for all trades informing them we are moving closer to an agreement for retiree medical that would enable us to garner a better wage increase. Your continued patience is greatly appreciated.

**County**

We need to build our Union density now to put us in the best position to be successful in our next negotiations. Organize!

For further information, please attend our monthly Unit 14 meeting on the fourth Thursday of every month at 5 p.m. Additionally, please feel free to contact me at (626) 712-4769, or email me directly at [arida@ibew11.org](mailto:arida@ibew11.org).

**EAA REPORT**

**Marleen Fonseca**

**2023 After-Holiday Party**

On January 21, 2023, EAA held their first in-person, after-holiday party since 2020. Over 500 members and guests celebrated together at the

field club of the LAFC stadium with food, live music, and plenty of amazing prizes. Thank you to our sisters and brothers of IBEW11 who joined in the celebration!

**2023 Contract Negotiations**

EAA is currently collecting proposals from our members for consideration in the 2023 contract negotiations. To date, we have received over 80 proposals, and they are making their way through our internal review process at the applicable Unit Councils. The goal remains to be at the table by June/July and have a new contract in place before December 31, 2023.

**EAA Goes Green!**

In line with the Green New Deal Platform EAA has adopted, we are currently in the process of converting our building/office space into a green building! This fiscal year we're utilizing our building budget to convert to solar power, benefitting the environment and providing immediate cost savings to our operations. We anticipate work will be completed prior to the close of this fiscal year.

**REFINERIES**

**Manny Solis**

Certifications requested for upcoming work, FOA, TWIC, RSO, VDV, and FLS. Newtron is working at the Paramount Refinery and needs people with mechanical splicing and testing experience. AAA Solar, a PSA contractor, has a high volume of work within LAUSD and is continuing to bid on additional projects.

Work is steady for many of our contractors. There's also a need for apprentices. This will help those on the out-of-work book.

May 1: Polaris will start fire alarm installation at the Intuit Dome. Google projects are on hold due to their internal layoffs and funding.

Full portability is allowed but not clearing-in is becoming an issue that needs to be addressed on our job sites. Please contact me if you feel your project is not in compliance with this process. Sound Unit 9 meetings are held every second Saturday of the month at 9 a.m. in our Pasadena office (2nd floor).

Your attendance is welcomed and encouraged.

**VETERANS**

**Mike Kufchak**

The Veterans Committee recently published a 2023 Calendar of Events and distributed it to all Local 11 Veterans currently on the email list maintained by Director of Veteran Affairs, Mike Kufchak. If you have not received the Calendar of Events or are not on the email list, please reach out to Mike Kufchak at [kufchak@ibew11.org](mailto:kufchak@ibew11.org).

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**DISTRICT 1**  
**Paco Arago**

There are dozens of commercial and residential non-union jobsites in District 1. Our Organizing Team visits these jobsites regularly, stripping the manpower away from our competitors – non-union subcontractors who continue to exploit their workforce (our fellow electricians). Recently, I visited a jobsite where a crew of eight electricians, whose experience ranged from one to 15 years, were all paid under \$20 an hour. After educating them about our union wages and benefits, half of the crew abandoned their contractor and joined the ranks of Local 11.

Remember, IBEW’s first objective is to organize all electrical workers in the industry into our local unions. If you see a jobsite that is non-union, or if you are unsure, call your District Organizer and share the information with them. Every member is an organizer.

**DISTRICT 3**  
**Carlos Rodarte**

Hello Sisters and Brothers,

Over at District 3, we continue to drive across the west side of Los Angeles looking for construction projects. I received an email from the Los Angeles Department of Building

and Safety (LADBS) regarding the following construction activity:

- Permits - 170,415
- Plan checks - 70,123
- Inspection performed - 992,358

We have a huge amount of work to do to organize non-represented electricians and continue to protect our industry for our members’ and our families’ futures. We need to strip electricians from the three top electrical contractors:

- Berg Electric
- Helix Electric
- A.J. Kirkwood Electric

Along with another organizer we walked a huge A.J. Kirkwood project in West Hollywood. This project is in the beginning stages – now a huge hole about 60 feet below finish grade. I will monitor this project as it is being built so we can organize these electricians into our local.

**DISTRICT 5**  
**Beto Gonzales**

Greetings brothers and sisters.

As your District 5 organizer I cover the entire Antelope Valley. I attend career fairs at colleges and high schools as well as job fairs across Los Angeles County. I have given presentations at the California State Prison and Camp Fenner (both located in the Antelope Valley) speaking to inmates whose release date is within a year or less. I believe we all deserve another chance to become a productive member of society, and

the IBEW provides that no matter your past. I provide them with information about our apprenticeship programs, benefits, retirement package, and our wages. Everyone I speak to is amazed about how great our total package is for inside wireman, and that you don’t need a colleges degree to make a great living and support your loved ones.

Please join us for the next District 5 meeting April 11, 2023.

**SOUND & COMMUNICATION**  
**Citlali “Lali” Castillo**

Hello Brothers & Sisters!

We are looking forward to all of the upcoming work. Coming into the new year as an Organizer I have been visiting job sites to find all those non-represented workers and educate them on how their lives can change when they join a union. I’m also regularly attending career fairs at high schools and colleges because any time is a good time to present the great opportunities Local 11 has to offer. We have also been sitting in on Board of Supervisors meetings trying to secure work within LA County. If there are any jobsites out there that could benefit from a visit, or if you are working alongside someone who could be an asset to the Sound and Communications Unit please feel free to contact me or the organizing department. To those who have already contacted me, I appreciate the information. Let’s spread the Union word! Stay Safe!

APPRENTICE CORNER

# ETI Prep Course Key to Passing State Exam

There have been a lot of changes at the ETI in recent months. There is one change in particular that has been very valuable to apprentices. For apprentices that have completed all of their required classes

but have had a hard time passing their state exam, the ETI places them in a one-week, 40-hour code prep course every month with an instructor who is an expert in the NEC code book. I’ve seen individuals who have failed the test seven times but then have

passed the state cert exam after taking this course. This is just a piece of the promise for subject matter experts that the ETI has promised to provide. I’m glad to see changes like this that helps the future of IBEW Local.

# Congratulations IBEW 11 Flag Football Team!

Congratulations to our IBEW Local 11 team for winning this year’s Southern California IBEW Flag Football Tournament!

