



NOVEMBER 2023

WWW.IBEW11.ORG

THE NEWSLETTER OF IBEW LOCAL 11

# NEWS @ 11



## From Then to Now, A World of Difference for Veterans in IBEW 11 Veterans Day Highlights IBEW Service to Military Heroes

When Kelly Oliver sat on IBEW's Joint Apprenticeship Committee, a young electrician came before the group for discipline because he hadn't been showing up to work.

As the committee tried to figure out what was going on with the young man, a veteran, they learned that he had been struggling mightily and was living out of his car.

"I was absolutely shocked," Oliver said. So, he called up Mike Kufchak,

the newly installed director of Veteran Affairs. "I told him, I just had a homeless veteran come in front of our board, and I had no advice for him. We've got to do something."

For one day each November, the country pauses to honor the men and women who have served in our armed forces, but honoring and aiding veterans has become a full-time concern for IBEW Local 11.

Over the past 10 years, the Local's outreach, support and organizing

around veterans has increased dramatically with caucuses, recruitment programs and support groups to help veterans find and help each other.

"It's like night and day," Oliver said. "The amount of awareness we had then versus now."

Kufchak, who served for 32 years in the Marine Corps and fought in both Afghanistan and Iraq, said that he had brought more than 500 veterans

*(Continued on page 5)*

## LA's Biggest Projects Help Build Apprenticeship Careers

### National Apprenticeship Week Shines Spotlight on Young Electricians

By Grant Slater

Before Clippers' fans get the chance to celebrate in their new stadium, the Intuit Dome in Inglewood is bringing together a new generation of electrical workers

and giving them the skills they need to succeed.

This month, at the height of the nationally recognized Apprenticeship Week, Tywana

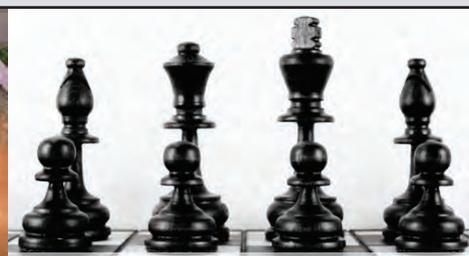
*(Continued on page 3)*



"Labor of Love" Holiday Food Giveaway



IBEW 11 at California Democratic Convention



Checkmate with the Chess Club



# BUSINESS MANAGER'S MESSAGE

By Joël Barton

## Giving Thanks

**T**hanksgiving is a time to gather with family and friends and give thanks for all that we have in this great country. It's also the time to enjoy a traditional turkey meal with all the trimmings with your loved ones.

While we have much to be grateful for, many do not. IBEW Local 11 and all its affiliated groups always step up and help those less fortunate.

At the ETI last Saturday, Labor Community Services, a subsidiary of the Los Angeles County Federation of Labor, gave away 1,500 turkey baskets to those in need. Thank you to the staff and volunteers of Local 11 who donated their time to hand them out.

Being part of the Labor movement means helping each other. It means lifting everyone we can out of poverty and offering them a path to the middle class. As President Biden says, "Unions created the middle class."

Remember to vote next year

for this important milestone not only for democracy and the life of this great nation, but also for the administration which did more for unions than any other in the history of the United States.

Don't be fooled by false promises; your livelihood depends on how you vote. So, if you are not registered, register today, and be sure to look for IBEW Local 11 endorsements. We will always encourage you to vote for your job security and your family's future.

### December Meetings

December marks the month when all our districts of the Local union host holiday celebrations during meetings. Be sure to attend your unit meeting to share some good will, food, refreshments and see old friends and acquaintances you may not have seen for a while. The business of the unit will be conducted briefly, then adjourned to start the celebration. Check the IBEW 11 website for your district meeting date, time and location.

We also hope to see all of you

Dec. 21 at 5 pm for the December General Membership Meeting. The meeting will be held at the ETI for an end-of-year wrap up, plus some insight into what we can all expect for the work picture in 2024 and beyond. Please come early. Starting at 4 pm we'll be hosting a festive tamale, beans and rice dinner, and raffling off some holiday gift cards. Be sure to RSVP at [rsvp@ibew11.org](mailto:rsvp@ibew11.org).

### Allocation Vote

Thank you to all the members of the Inside Wireman, ITS and Sound and Communications units who voted for the allocation of the next wage increase. The funding of your Health Plan is important, so we continue to enjoy the best our providers have to offer.

One of the major changes will be for those in the PPO Anthem Blue Cross. On January 1, 2024, those participants will be entered into Anthem Blue Shield. You may have received a call from the SC IBEW-NECA Trust Fund regarding this change.

If you want to remain in the PPO Plan you shouldn't have to change

anything. Most doctors honor both plans. If not, contact the trust so they can ensure that you continue to receive the benefits you may be due. Remember to carry the new card with you and present it to service providers so they may update your records.

### Invite a Brother or Sister Into Your Home

Please remember this time of year to keep your family and loved ones close and count your blessings.

Also, reach out to a member who may not have anyone. For some, this time of year brings on feelings of desperation, depression and loneliness. Click [here](#) for the Local's "Break Bread Program" and reach out to a union brother or sister so you can make their holidays a little brighter.

As always, it is an honor and pleasure to serve as your Business Manager and Financial Secretary.

*In Solidarity,*  
Joël Barton  
D659030

## IBEW 11's NEWS@11

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Rusty Roten

**Vice President**  
Eric Brown

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Produced by Senders Communications Group

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# The Debate Over In-Person Allocation Votes



**B**rothers and Sisters, We all recently voted on wage allocations for our respective contracts. The Benefits Committees, who are all 'rank and file' members of the respective contracts, discussed wages and fringe benefits but mostly focused on health care cost increases. All of the committees recommended that some portion of their allocation go to the health plan.

Then, the question of whether to have an in-person meeting

was brought up. Should we vote in-person or vote by e-mail? The in-person meetings are 'old school' and do allow for vigorous debate. The downside is hardly anyone attends. So then, a small group of members votes to determine the future for all.

Recently, the Local has used a new alternative voting method: e-mail balloting. It lacks vigorous debate, but it gives more members an opportunity to participate. The e-mail balloting is very secure, and it doesn't cost nearly as much as renting a 1,000-person-seat hall, paying for parking or paying for

return postage.

The most important factor here is that more members have the opportunity to vote. So far, with this new system, our members have turned out to vote in greater numbers. That gives me peace of mind, and it should give you members comfort as well. Voting by e-mail ballot also allows members to call and ask questions and get answers before they vote. An in-person meeting is only for a few hours and a member's question may never get asked or answered.

This Administration is doing

its best to take good care of its members. Hopefully, all our Brothers and Sisters see it that way as well. If you have any questions, please don't hesitate to ask any of our Agents or call any of our offices.

Sincerely,  
Gaylor R. "Rusty" Roten  
IBEW Local 11 President

## APPRENTICE

*Continued from page 1*

Washington strode confidently through the upper terrace level toward her post underneath a lattice of bright red triangles that will brace the new stadium's superstructure.

There, Washington set to work bending conduit and wiring up a small portion of one of the biggest construction projects currently underway in Los Angeles just three years into her career as an apprentice.

"As far as the future, I'm excited because electricity provides endless possibilities," Washington said. "You can build as much as you want, but you'll just be in the dark without electricity."

Diana Limon, IBEW 11's Director of Women Recruitment and Support, said that big sites like the Intuit Dome are the perfect training grounds for young apprentices and engines of diversity among the ranks of the IBEW.

"In the construction industry, it's actually quite rare for women to see other women," Limon said. "I can't tell you how many times I hear women say, 'Oh, I've never even worked with another female,' but a project like this, as you walk around the site, you just see women everywhere. That's obviously part of the owner wanting to encourage that people get opportunities to be on these projects."

AECOM and other contractors on the Intuit Dome brought together all the women in trades on site for a rare luncheon event last March,

Limon said. About 40 women attended. One woman who spoke at the event, a carpenter for more than 40 years, said she had never attended an all-female event like this before.

Experiences like that are important for Limon as she encourages the more than 90 women she has been actively recruiting into IBEW's apprenticeship program since she took the position this past year.

Established by the U.S. Department of Labor, National Apprenticeship Week showcases the fact that apprenticeship programs can support racial and gender equity and build "a superhighway to good jobs" that can support and send funds flowing back into underserved communities, said Acting Secretary of Labor Julie Su.

"Labor organizations make the long-term investments needed to ensure a pipeline of talent for the good-paying, quality jobs being created across the nation," Su said.

Here in California, the state has invested \$240 million into apprenticeships this year alone through initiatives like the Equal Representation in Construction Apprenticeships (ERiCA) grant.

At the Intuit Dome, as you make your way up and down in construction elevators and dodge wet cement and overhead cranes, you see signs promoting diversity and inclusion at nearly every corner. The signs encourage employees to say something if they see someone acting out of line.

Down below, in the maze of tunnels at the stadium's floor,



Savannah Caruana is working alongside a journeyman to run wire and conduit through walls on the building's edge.

With a pink bandana cascading out from underneath her helmet and pink sweatshirt that says, 'Women in Construction,' the fourth-year apprentice said the training and opportunities she's received with the IBEW have changed her life.

Her grandmother cooked and sold food from her home to make ends meet. Her mother works cleaning houses and construction sites. But Caruana is on the way to a high-paying and steady job that can last for years, she said.

"I've gotten to meet a lot of women in my field, along with other women in different fields," Caruana

said. "It's helping me stay stable, keep going, and it's actually the best thing that's happened to me so far. So, I'm pretty happy about it."

IBEW's Apprentice Coordinator Alton Wilkerson said that projects like the Intuit Dome can expose apprentices to a lot of different skills quickly - from fire suppression to kitchen installs and building management to LED installs - and that's why he likes to find spaces for them on big jobs like this.

But it's the connections that count.

"It does help with the camaraderie of the unionism when you're on a job like that," Wilkerson said. "You get to meet a lot of people, and sometimes on those big jobs, you build friendships with people that'll be your friends for the rest of your life."

# A Labor of Thanksgiving Love at the ETI

On the Saturday before Thanksgiving, a steady stream of cars pulled through the parking lot of the ETI in Commerce where they were loaded up with Thanksgiving meal supplies and a healthy helping of Labor love.

Along with Local 11 staff and volunteers, Labor Community Services, part of the Los Angeles County Federation of Labor, gave

away 1,500 turkey baskets with a bird and all the fixings to those in need.

Earlier in the week, volunteers from the Electrical Workers Minority Caucus also gathered and sorted clothing donations and other gifts for those in need on Monday and Tuesday that were passed out to those who came through the ETI.

Thanks to all those who showed up for those who are less fortunate than us.



## Breaking Bread: Host an IBEW 11 Brother or Sister This Thanksgiving

To address the alarming suicide rates in the construction industry, IBEW 11 is teaming up with IBEW 440 on the 'Break Bread' program to ensure no member feels isolated this Thanksgiving.

While many of us are fortunate enough to have enough food on our tables and the warmth of our loving families, we know not every member shares this privilege. For those of you in a position to extend an invitation to a fellow member who would otherwise spend Thanksgiving alone, we kindly request you to utilize the QR code below to sign up

for Break Bread program.

By doing so, you offer a sense of belonging and inclusion to those who may be feeling isolated.

And if you are a member without a place to go this Thanksgiving, we encourage you to also use the QR code below to connect with a member who has volunteered to host a union brother or sister for the holiday.

We firmly believe that no one should spend Thanksgiving alone. Through the Break Bread program, we hope to foster a supportive community where everyone feels valued and cared.

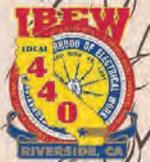


### BREAK BREAD PROGRAM

## DID YOU KNOW?

**MORE AMERICAN CONSTRUCTION WORKERS DIE BY SUICIDE THAN FROM JOB SITE INJURIES OR ACCIDENTS.**

**NO MEMBER ALONE FOR THANKSGIVING**







**SIGN UP**



For questions please contact  
V.Ingalls@IBEW440.org  
cherrera@ibew11.org

## VETERANS

Continued from page 1

into the ranks of IBEW electricians since he joined the union in 2014.

It all started with handshakes and hustle. When Kufchak left the service, he was Sergeant Major of the 1st Marine Division out of Camp Pendleton with 27,000 war fighters under his watch. So, now working for IBEW 11, he could march right back onto the base and spread the word unit-by-unit that engineers on the base would be a perfect fit as electricians.

“The crawl-walk-run of this whole thing was that I was going base to base. These men and women

in the military sacrifice so much. They risk their lives for minimal money,” Kufchak said. “This was an opportunity for me to continue paying it forward and working with military service members from all branches to help provide them a good middle class living.”

Today, Kufchak estimated there are more than 800 veterans with combat experience dating back to the Vietnam War in the ranks of IBEW journeyman and apprentices.

Oliver, who was named a District 6 agent this summer, had a very different experience when he tried to get into the union after serving in the Marine Corps from 1990 to 1994 in Iraq, Somalia and on the streets of Los Angeles during the 1992 Riots.

After failing the entrance test on his first try, he doubled back and went to trade school while he waited for another testing date to come around. It took him a year to enter the apprenticeship program.

Today, there is a whole array of programs that seek to smooth this process for veterans. The most important among them is the Veterans’ Electrical Entry Program, or VEEP, which allows service members to begin training for their careers with IBEW even before discharge. The testing and math requirements are waived, and a successful interview gets them in the door.

But, Oliver said, despite the support, he still hears frequently



from veterans who are struggling. As recently as this week, he fielded a call from a Union Brother, a veteran, who landed in the hospital after a mental health crisis.

“The biggest thing is to let these people know they’re not alone,” Oliver said. “Sometimes they think the end of the world is coming, that they’re not going to make it through the day.”

Every veteran has struggled or knows someone who has struggled, said Oliver, who has struggled



with anxiety himself. “Us veterans aren’t perfect,” he said. “Now I have sympathy and understanding for what people tell me. They have an anxiety attack or something similar. It’s scary. And it’s real.”



## POLITICAL DIRECTOR'S REPORT

# Labor Shows up Big in Sacramento at Democratic Convention

By Antonio Sanchez

The California Democratic Party held their Endorsing Convention this past weekend in Sacramento at the SAFE Credit Union Convention Center in Sacramento, and labor’s presence was felt, seen and heard in a big way.

The California State Association of Electrical Workers sponsored the political gathering, and everywhere you looked, you saw our logo on the canvas bags participants received or on the big screen where our promotional videos aired.

We had a sizeable cohort of five Brothers and Sisters attend, and we were able to talk with many of our fellow delegates about labor concerns.

At the Endorsing Convention, Democrats from across that state endorse candidates for district-level and state wide office. At the forefront of

everyone’s mind is putting forward the right candidates to take back the U.S. House of Representatives next year.

It’s been years since I’ve been to one of these conventions, and coming back this year, it was obvious that the attendees were more fired up than I remember and working to enact this year’s theme of ‘Organize to Win.’ And that’s what Labor leaders know how to do best.

At the convention, the delegates also vote to adopt the California Democratic Party 2024 Platform. If you’ve never heard of it, take a read [here](https://cadem.org/our-platform/) <https://cadem.org/our-platform/>.

The party platform is the document that states the values of the California Democratic Party.

Although, I’m sure most people don’t know of its existence, it is important. I served on the platform committee and fought to include important language regarding project labor agreements and the inclusion of “skilled and



IBEW Local 11 Sr. Asst. Business Manager Robert Corona, Political Director Antonio Sanchez, Business Rep Shomari Davis, Organizer Tommy Zielomski and Business Rep Jackie Waltman attended the CADEM Endorsing Convention as delegates.

trained” language.

And guess what, I had opposition from several democrats, including another union member! I mention this as a reminder – IBEW and the Building Trades must stay involved or else our interests will be forgotten.

Wishing everyone a peaceful week as we celebrate with our loved ones during the holidays.

**DISTRICT 1 (NORTH)**  
**Brett Moss**

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

As the year draws to a close and the holidays approach, please stay focused on safety and watch out for your Brothers and Sisters on the job.

Work in the area is still moving slowly. We have LAUSD work, the newer residential project at Sunset and Western, Metro with various contractors at Purple Line 1, multiple contractors at Kaiser Sunset and Prop HHH residential work. We are still waiting for more work to start in Hollywood. We are also looking forward to a USC Cancer research building project coming to the area around County Hospital.

Please mark your calendar for the D1 Holiday party during our December meeting. It is December 13, 5pm in Commerce. I look forward to seeing you there.

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

**DISTRICT 1 (SOUTH)**  
**Shomari Davis**

The Clippers' Intuit Dome will soon start installing the LED Panels for the Oculus

inside the Arena. Summit Swing is awarded installation. They will need manpower. Baker Electric is installing solar. GECTWO is installing the broadcast system, and they will need manpower as well.

ELAC Southgate Educational Center is awarded to Taft Electric. This is a large LAUSD school being built from the ground up that's in the beginning stages and would be a good call.

Olympic and Hill Tower by SASCO is more than 56 stories tall and is around the eighth floor now. They will need manpower as they start to build out floors.

Cupertino Electric is doing a battery storage project that is working 6-10's and is a great opportunity for overtime. You must be able to do it.

It is an honor to serve you.

**DISTRICT 3**  
**Mike Costigan**

I'd like to start my report by wishing all my Sisters and Brothers a happy and healthy holiday season.

District 3 has a few jobs that continue to move forward as well as a few new jobs starting up next year.

The project I'm monitoring is the new building going up in Century City on

Constellation at a future MTA Station. We also have work continuing at LACMA where it's been mostly rebar and concrete, but I'm expecting more members will be called to that job after the first of the year.

L.K. Comstock had a few calls for manpower for the Purple Line Project and is expected to call for more members during the next couple months.

Also, at LAX they have started grading for Terminal 9 and setting up the prefab area for the MSC South project. Make sure to get all the certifications you may be lacking. Don't get stuck on the sidelines.

**DISTRICT 5**  
**Mitch Klein**

Warm wishes Brothers and Sisters,

Now we are at the end of the year. I hope this finds you and your families well.

The Defense Plants have slowed down due to the end of their fiscal year. Northrop, Lockheed and Boeing will pick up next year due to considerable spending on defense.

We are continuing work at Antelope Valley College on the new Cedar Hall project. That job is just coming out of the ground with steel.

We will have more solar/battery projects coming up and hot off the press is the new Resiliency Emergency building at the Antelope Valley Fairgrounds. We will also see work coming from The Antelope Valley Union High School District, which is under a new Community Workforce Agreement.

Special thanks to our officers, staff and members for all their help, hard work and participation.

Happy Holidays.

**SOUND & COMMUNICATIONS**  
**Christine Austria-Lozoya**

Heads up!

Intuit Dome has a fast approaching deadline to wrap up the low voltage work that is currently being done by many of our Sound and Communications contractors.

The calls for manpower for Journeymen and Apprentices will start coming in the next few months, if not earlier.

As of November 14, 107 Journeyman on Book 1 have been reported. A substantial number of Journeymen, due to reasons that are unbeknownst to me, do not take calls when they come available, and they continue to sit on the book.

This is of grave concern considering that the outcry and the need for work is perpetually voiced on a constant basis.

I will continue to reiterate that certifications are crucial. TWIC, RSO, CPR, LAQSP (OSHA30), VDV, FLS, etc., along with hard work and great craftsmanship, are keys to obtaining and holding a job!

IBEW LOCAL 11  
**Cigar Club**  
Date: November 26th  
Time: 2:00 pm  
\*\*\*\*\*  
Woodland Hills Cigar Company  
21916 Ventura Blvd,  
Los Angeles, CA 91364  
Please RSVP  
cherrera@ibew11.org

**DISTRICT 1  
Paco Arago**

We continue to organize electricians, electrical contractors and secure work for our members in District 1. There are dozens of new construction projects in District 1 that are being done by non-union electrical contractors. Our biggest competitors are out there on these job sites. Their employees and our potential future members are underpaid and unrepresented.

We recently met with the LA Tourism Commission at the LA Convention Center to lock in work for our members in an agreement with IKE - Innovative Kiosk Experience. Our staff showed up in force and we were well received.

Please contact me if you come across a construction job site in District 1 so that I can visit the site and we can organize new members into our Union and continue to build a strong IBEW.

**DISTRICT 3  
Carlos Rodarte**

Greetings Brothers and Sisters,

I recently received an email from the Los Angeles Department of Building and Safety regarding LA's Top Five construction projects.

To mention a couple new projects in our district:

- 3020 W. Wilshire is an eight-story residential mixed-used apartment building with 262 units.
- 684 S. New Hampshire Ave is a seven-story residential mixed used apartment building with 170 units.

This month, I attended a meeting about the upcoming Inglewood Transit Connector project. Inglewood Mayor James Butts spoke about the transit train that will run alongside the Forum, Sofi Stadium, and the Intuit Dome.

We continue with our organizing efforts by visiting non-union job sites, as well as multiple career fairs. We recently held a Construction Organizing Membership Education Training (COMET) class for fifth year apprentices at the ETI.

We had a great evening, and great participation. As we head into the winter holidays, I want to wish you and your family a Happy Holidays.

**DISTRICT 5  
Adalberto "Beto" Gonzales**

Greetings to all from the Antelope Valley,

I continue to visit job sites and speak to the unrepresented electricians to give them information on our benefits and wages. In addition to job site visits, I attended career fairs in all our districts. When speaking to the youth that may not be college bound, I assure them that you don't have to go to college to succeed. I inform them that you can make a great living and provide for your family by choosing a career as an IBEW electrician.

With the year coming to an end, I would like to wish Happy Holidays to you all and your loved ones. The holidays can be tough for some for so many reasons. If you know of a brother or sister going through any difficult times, reach out to them.

Thank you to all who have informed me of job sites in the area. I encourage all to do the same.

**EAA  
Marleen Fonseca**

Contract Negotiations: EAA contracts expire on 12/31/23. Our negotiating team has been

meeting regularly with the city negotiators for over four months. We have yet to reach a tentative agreement. Our members deserve fair wage increases and contracts that are equal to the recent increases granted to sworn officers in the City. We will remain at the table until that is achieved.

Organizing Efforts: EAA and IBEW Local 11 have been working together to organize new members into EAA's units. There are close to 400 unrepresented employees working for council members in the City of LA, many who realize the benefit of unionizing. Our efforts to represent them began in May 2023, and we continue working our way through the city's process.

Latest News: EAA produced a video to lift up the value of the work we provide, and to showcase the importance of our roles in keeping Angelenos safe and thriving. Search "We are EAA Union" on YouTube to view it!

Lastly, we wish all our IBEW siblings the safest and happiest of holidays!

**SOUND & COMMUNICATIONS  
Citlali Castillo**

Brothers & Sisters,

As this year comes to an end, I would like to put it all into perspective.

Job fairs, Council meetings, COMET classes, non-union jobsites in LA that we continue to visit. There is so much organizing that has been done and that we continue to do. There is lots of work out there with unrepresented workers.

As a unit, we can spread the union message and let them know why we chose the IBEW.

This is a great time of year to have that conversation about the benefits of being union. I cover all of LA County, which is very vast. As always, if you can provide any information about jobs, that can help cover more ground.

As a reminder, we are all organizers and as the New Year approaches, we should look forward to growing our unit and having more work. Stay safe & Happy Holidays!

**VETERANS AFFAIRS  
Mike Kufchak**

The month of November offers us two very important events. The first being Veterans Day, where we as citizens recognize the sacrifices of the men and women of our nation who have served in the Armed Forces both past and present.

Additionally, in recognition of Veterans Day, Local 11 merged with the 9th District to produce a video to recognize our veterans who now serve in the IBEW alongside of us. This video can be viewed on our Local 11 Website.

We also celebrate Thanksgiving, which is a time of reflection, a time to be thankful for all that affects our lives regarding both family and friends. But we also offer our gratitude for being more fortunate than others, which is why we should not shy away from those that are in need and could use our help.

In closing out the year, we graduated our last VEEP Class of the year on November 17. As always, our Veteran Community thanks you for your unwavering support of us.

**IBEW LOCAL 11  
CHESS  
CLUB**

A social, informational, instructional, and competitive meeting place where members come together through chess

**DATE: SUNDAY NOV. 26TH  
TIME: 10:00AM - 1:00PM**

**Pasadena 2nd Floor  
297 N. Marengo  
Pasadena, CA 91101**

Please RSVP [cherrera@ibew11.org](mailto:cherrera@ibew11.org)

# The Basics on Trenching Safety

In anticipation of the work picture picking up in Los Angeles County soon, it's inevitable that some of the projects will include some underground duct bank work. So, with that being said, let's review some of the Cal OSHA safety regulations regarding trenches.

A trench is defined as a narrow excavation made below the ground where the depth is greater than the width, but not wider than 15 feet. Before beginning an excavation, the soil must be evaluated by a competent person to select the appropriate protective systems for trenches five feet or greater.

There are three classifications of soil.

- Type A soils are the least dangerous. They include cohesive soils like clay, silty clay and clay loam.
- Type B soils examples are angular

- gravel, silt, sandy clay loam.
- Type C soils are gravel, sand, and loamy sand.

Each type of soil classification requires different protective systems considerations.

Protective systems include sloping or benching, shoring using aluminum hydraulic or other types of supports to prevent soil movement, and shielding trench walls using trench boxes.

Trenches four feet or greater require a means of egress by either stairways, ladders, ramps, or other safe means. Plywood may be used to build a ramp if it has cleats or other surface treatment for traction.

Trenches 20 feet or deeper require a protective system designed by a registered professional engineer. Make sure all materials and spoils are at least two feet back from the edge of

the trench, and never enter a trench with standing water.

Remember to install barricades and barricade tape to warn people who are not working on any trench-related activities to keep out. The safety person in charge must perform daily inspections before each shift.

If the safety person discovers any hazardous conditions, exposed employees must be removed from the hazardous area, and may not return until necessary precautions have been taken to mitigate the situation.

Hazardous atmospheres are another trench or excavation consideration to pay attention to. Those considerations include oxygen deficiency, high concentrations of combustible gas, and high levels of other hazardous substances.

We always recommend that our

members refresh themselves on Cal OSHA regulations when starting any new dangerous tasks. Be sure to visit your Cal OSHA reference materials, or visit the Cal OSHA website <https://www.dir.ca.gov/dosh/lawsandregulations.htm>.

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



EWMC  
International Day of Service

## Clothing Collection for the Needy

All Donations of Clothing & Hygiene products accepted until Tuesday, December 5, 2023

Volunteers needed at ETI for sorting at 4:00 PM on Wednesday, December 6, 2023

Passing out Donations Saturday, December 9, 2023 Location TBD

For more info contact  
evmclan@gmail.com  
Shomari 626-786-9398  
Alton 661-903-3996

Greetings ISLAND

BACKHOUSE PRODUCTIONS

IBEW LOCAL 11  
RECOVERY GROUP

# RECOVERY IS A PROCESS

IF YOU HAVE A DESIRE TO STOP DRINKING...  
IF YOU ARE STRUGGLING WITH DRUGS OR ALCOHOL, COME OUT AND JOIN US, WE RECOVER TOGETHER.

WE WILL BE HOSTING AN AA MEETING ON  
WEDNESDAY, NOVEMBER 29TH  
5:00 TO 6:00 PM  
DISTRICT 6 HALL  
830 N. DIAMOND BAR BLVD.  
DIAMOND BAR, CA 91765

FOR MORE INFO PLEASE EMAIL  
ACTION\_ZAC@LIVE.COM  
OR TEXT OR CALL  
(818)312-3127