



IBEW 11 URGES 'YES' VOTE ON PROP 50 TO PROTECT UNION JOBS

On Nov. 4, 2025 California voters will go to the polls to decide on Prop 50 to ensure that the 2026 mid-term elections are conducted on a level playing field.

IBEW 11 is urging its members to vote "yes" on Prop 50 for one simple reason: jobs.

President Trump's aggressively anti-union agenda; his gutting of funding for alternative energy projects like solar, wind, and

battery storage; his decimation of collective bargaining rights for thousands of union Brothers and Sisters; his termination of critical project labor agreements; and his personal animosity towards California –

all jeopardize current and future union jobs.

"Trump's attacks on labor just keep coming," said Local 11 Political Director Antonio Sanchez. "He has frozen or eliminated billions of dollars in infrastructure funding that created thousands of jobs for the IBEW, canceled union contracts for hundreds of thousands of federal workers, and shut down OSHA offices. That's why we are calling on all our members to vote yes on Nov. 4. Proposition 50 will help send more Democrats to the US House of Representatives and bring a halt to the Trump administration's anti-union agenda."

Prop 50 puts the power in the hands of California voters to temporarily draw fair congressional district maps to counterbalance the Republican power grabs already completed in Texas, Missouri, and North Carolina. In those states legislators have already changed the rules in the middle of the game at President Trump's urging and redrawn their maps to explicitly favor Republican candidates.

This blatant attempt to rig the 2026 mid-term election will hurt IBEW members and their families and allow the Trump administration to expand its anti-union campaign.

(Continued on Page 3)

City of Palmdale CWA Sets Foundation for New Union Jobs in Antelope Valley

Palmdale CWA Comes on the Heels of \$442-Million CWA With Rio Hondo College

IBEW 11 notched another victory for members this month when it joined with the LA/OC Building Trades Council to sign a landmark Community Workforce Agreement (CWA) with the City of Palmdale that will ensure that citywide improvement projects will be performed by 100-percent union labor.

The new City of Palmdale CWA, which runs for four years, ensures employees represented by unions will be hired to perform work to support the City's Capital Improvement Program (CIP). Covered projects include all multi-trade prime contracts over \$750,000 (and their subcontracts) and all specialty prime contracts over \$150,000 (and their subcontracts). This a win for the Local Community.

"We're delighted with the new Palmdale citywide CWA," said IBEW 11 Business Manager Robert Corona. "This agreement will mean hundreds of good jobs in the Antelope Valley for our members for years to come. This is a good example of how

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IBEW 11 Women Step Up

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Carlos Rodarte Takes on New Challenge

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Standing Up in Solidarity

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BUSINESS MANAGER'S MESSAGE



Playing the Long Game for Good Jobs

IBEW 11 spends a lot of time and political capital in relationship building – with our elected officials, with developers, with our various subcontractors – in order to fill the pipeline for good jobs for our members for years to come.

A good example of the fruits of that relationship building came last month with our valuable \$2.7 billion Convention Center expansion victory – a project that should be completed just in time for the 2028 Olympics. Expanding the convention center had been on the city's wish list for many years, but the project always got delayed. This time, thanks in part to our behind-the-scenes relationship building, near constant communications with all parties involved, and many meetings with council members about the merits of the project, we were able to overcome the resistance and finally all that hard work

paid off. In the end, not only the city, but our members, will be better off having a modern convention center that will attract many new conventions and meetings.

What exactly does this victory mean for our members? Expect job calls to start in the next few weeks. Rosendin Electric is just setting up their trailers and logistics now. And because the project is fast tracked, we are expecting two shifts a day translating into thousands of man hours.

Yes on Prop 50

I want to call your attention to an important election right around the corner, and why we are urging our members to vote YES on Prop 50 on the Nov. 4th. Once again, we are fighting for our members and their families, making sure California doesn't get left behind. Unfortunately, other Republican, anti-union

states around the country are rigging the system to change the rules of the 2026 midterm elections.

They are restricting to change the boundaries of the election to retain their power. But over the past several months, we have watched this anti-union administration cancel and shut down infrastructure job after job, causing hundreds of thousands of IBEW members around the country to be laid off. The Trump administration has been no friend to labor. They have even clawed back funds that were allocated years ago like offshore wind projects on the East Coast, causing havoc, layoffs and billions in wasted money.

I don't believe any of our members who voted for this administration voted for cancelled projects, tariffs or higher food prices. So please vote YES for Prop 50 to balance the scales and give working families a fighting chance.

More Work in Antelope Valley

I'm also pleased to report that our good relationships with both sides of the aisle in the more conservative Antelope Valley have paid off. The Palmdale city council just passed a citywide Community Workforce Agreement (CWA), that will create hundreds of jobs for our members who live in that area.

This CWA is a good example of how we look beyond party lines and how we can work together with all our elected officials to create good jobs for our members. We can work with politicians who understand the value of a skilled and trained workforce that brings good jobs and good value to the community. See the story on page 1 for more information on this CWA. It's a win-win for all sides.

On a final note, I want to give a shout out to our Business Development Representative Tommy Faavae, who was appointed earlier this year to the Director on the District 1 Water Board. A 25-year IBEW member, Tommy is the first labor voice elected to the Water Board. With this appointment, he gives labor's voice a seat at the table – a voice that wasn't there previously. In his role, he can better promote the value

“ In the end, not only the city, but our members, will be better off having a modern convention center.

– Robert Corona

of using a skilled and trained workforce on Water District jobs, as well as the quality workforce that comes from prevailing wage jobs.

We encourage all of our members to run for local offices, from school board to water district to council seats. By being active and involved in our communities, we can better promote the value of IBEW built projects. As someone has said before, “If we are not at the table then we will be part of the menu!”

In solidarity,

Robert Corona

IBEW 11'S NEWS@11

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FROM THE PRESIDENT



Local Forecast: Jobs, Jobs, Jobs

Good news is on the horizon for Local 11 electricians across Los Angeles. The work picture is looking stronger than it has in years. Major public and private projects are ramping up across the region, creating hundreds of opportunities for our members

in the coming months and years.

One of the most significant developments is the long-awaited expansion of the Los Angeles Convention Center. This massive project aims to have 80 percent of construction completed in time for the 2028 Olympic Games, and

it's expected to put a couple hundred Local 11 electricians to work. The jobs will include major electrical infrastructure upgrades, lighting, controls, and state-of-the-art energy systems, which will provide steady employment and showcase the skill of union labor on one of the city's most visible stages.

Meanwhile, up in the Antelope Valley, a large-scale hydrogen, solar, and battery storage project is set to break ground soon. This clean energy development will not only advance California's renewable energy goals but also provide work for several hundred more electricians. Members can expect to start seeing job calls for this project hopefully in the first quarter of 2026.

With these and other projects moving forward, the future looks bright for IBEW Local 11 members. Stay ready, stay trained, and stay connected. More opportunities are on the way.

**ANY
IBEW LOCAL 11
JOURNEYMAN
INTERESTED
IN SALTING?**

Please contact the Organizing Department at:

**626.243.9701
organizing@ibew11.org**



IBEW 11 URGES 'YES' ON PROP 50 (Cont'd from Pg. 1)

Six Reasons to Vote Yes on Prop 50

Here are six reasons why Local 11 members should vote yes on Proposition 50:

- 1. Prop 50 Protects Union Jobs & Infrastructure Projects.** A yes vote on Prop 50 will send a clear signal that we stand united against any further cuts to critical infrastructure projects that power our future and employ union Brothers and Sisters.
- 2. Prop 50 Advances Clean Energy & Grid Modernization.** Prop 50 will help ensure we send labor allies to Washington who will deliver funding to continue California's grid modernization and support new projects that will create new union jobs as we work together to power California's clean energy future.

- 3. Prop 50 Supports Workforce Development & Apprenticeships.** Prop 50 helps protect California's successful apprenticeship programs and workforce training programs that offer Brothers and Sisters a gateway into their union careers. Without Prop 50, these apprenticeship programs will face steep cuts from Republicans determined to advance their anti-union, anti-worker agenda even further.

- 4. Prop 50 Defends Collective Bargaining & Workers' Rights.** Prop 50 will protect union wages and strengthen safe working conditions. Since taking office in 2025, the Trump administration has weakened wage protections and decimated union-organizing power. These actions include reducing minimum wage and overtime for federal contractors; scaling back

construction safety, such as rescinding requirements for adequate lighting on construction sites, and promoted measures to make union organizing more difficult and to limit the power of unions as part of its Project 2025 agenda.

- 5. Prop 50 Strengthens Labor's Political Voice.** A yes vote on Prop 50 will help protect the voice of working families in California by ensuring we send representatives to Washington, DC who will support worker safety, fair wages, and clean energy projects that will create a new generation of good-paying union jobs.
- 6. Prop 50 Secures Fair Representation for California Workers.** Prop 50 prevents a handful of states from rigging the political system to advance their anti-union agenda. California voters should carry their full

weight in Congress. Just a few more Democrats in Washington, DC can tilt the balance of power back into the hands of working people.

"By voting yes on Prop 50, you will be protecting jobs and infrastructure projects that the current administration in Washington has delayed or canceled," said IBEW 11 Business Manager Robert Corona. "You will be voting for fair representation for all working families. And you will be securing your future by advancing clean energy and grid modernization projects that create thousands of jobs for our members. We need to stop those who want to turn the clock back on unions. A yes vote on Prop 50 will keep elections fair and preserve Californians' voting power."

[Click here to cast your vote.](#)

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IBEW Takes Chicago By Storm in Show of Tradeswomen Solidarity

By Jeremy Kehoe

There was a decidedly different drumbeat of footsteps echoing across the streets of Chicago recently – one of hope and pride powered by thousands of tradeswomen marching lockstep in shared celebration of victories realized and barriers overcome and a collective determination to achieve goals yet unmet.

Almost 6,000 tradeswomen, advocates, and industry leaders took to the streets to flex their collective strength, then collaborated in conference rooms over the ensuing two days to plot a course to grow their ranks at the 15th Annual North America's Building Trades Union Tradeswomen Build Nations (TWBN) conference, the largest gathering of unionized tradeswomen in the world, last month.

IBEW represented more than 800 strong – its largest contingent in TWBN history – including 26 members from Local 11 (another record) who immediately embraced the union ethos of empowerment, solidarity, and inclusivity and got right to work assembling swag bags for fellow attendees.

This year's conference was especially poignant for 30-year Local 11 member Diana Limon, Local 11's 9th District Representative for the IBEW Women's Committee (IWC) and Local 11's Director of Women Recruitment & Support.

Limon, the first female to receive Local 11's Outstanding Apprentice Award in 2000, attended the first TWBN in 2002, and said this year's conference was an inspiring blend of experience and idealism that fueled an exchange of ideas that manifested into real-world action plans members could take back to their locals to implement and affect measurable results.

"It was exhilarating to witness and partake in the massive progress of tradeswomen empowerment that has developed since I attended my first Tradeswomen Build California in 2002, which grew into the Tradeswomen Build Nations as we know it today," said Limon, who co-led a conference panel, "Building Strong Voices: Communications & Leadership & Influence for Women in Construction." "Tradeswomen left this year's conference invigorated, motivated, and energized to become more involved in their union and committed and eager to learn more."

Among the Local 11 members feeding into and off of that TWBN energy were Leah Luna and Savonnah Branch.

"After seeing so many different women from so many different walks of life at the conference, I felt really encouraged and motivated and inspired and it made me feel, 'Wow, I can really

do this,'" said Luna, a third-year Sound & Communications apprentice. "When I came back home I felt like I wanted to give as much support as I felt like I was given. It makes me want to give more support to the union and become more involved and want to make people feel like this. I'm really grateful to be part of Local 11 and have so much support."

Also joining the ranks of this year's 26-member TWBN crew was Local 11 Business Manager Robert Corona, who has prioritized diversifying the membership and actively recruiting more female apprentices and journey-level workers – not just to grow the Local's numbers but also infuse new talent, strength, and innovation into its leadership ranks.

Limon credited Corona's leadership and commitment for the Local's success in continuing to recruit, train, and retain more female members.

"Business Manager Robert Corona is 100-percent supportive of both bringing in more women into the trade and supporting the women that we have," Limon said. "The more women we see applying (for IBEW membership), the more we're going to see women being accepted, and the more we'll see our numbers increase. Without a doubt, that's already happening."

EMPOWER, Solidarity, VEEP

Local 11 has steadily built a robust network of internal programs to not only recruit and train new female members but, as importantly, urge them to become more active members as well as pay-it-forward advocates for other women considering becoming Local 11 Sisters.

"Ultimately, the investment of sending people to events like TWBN is to create members who become active, because there is plenty to do, whether that's volunteering, become more politically active, or speaking out wherever it is we need greater visibility," Limon said. "That's what we're looking to do – create activists."

One Local 11 program that has flourished in the last two years is EMPOWER (ETI Mentorship Program Offering Women Extra Resources), which is run by the ETI and whose mission is to recruit, retain, and support female apprentices and journey-level workers.

Led by 18-year IBEW 11 member Anthy Hadjimarkos, EMPOWER members meet monthly to connect, share experiences, learn about the industry, gain knowledge from experienced professionals, and find mentorship opportunities.

These meetings provide 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.

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.

Another Local 11 program that has grown exponentially is the recently chartered Solidarity Committee, a hierarchy-free group dedicated to elevating the moral, intellectual and social conditions by emancipating all people from gender-based inequity in the electrical industry, and beyond.

Adding to the momentum is the launch this month of Local 11's first-ever All-Women's Veteran Electrical Entry Program (VEEP) Pre-Apprenticeship class. Twenty-two new recruits, female veterans looking for a career after their military service, have signed up for these classes, which offer direct entry into

TRADESWOMEN SOLIDARITY (Cont'd from Pg. 4)

apprenticeship for veterans who have successfully completed the Pre-Apprenticeship Program.

In addition to these IBEW 11-driven programs, the Local has forged alliances with national organizations including the National Association of Women in Construction, Women in Non-Traditional Employment Roles (WINTER), coordinated pre-apprenticeships with the Los Angeles and Orange County building and construction trades, and partnered with employers and awarding agencies to make sure women are represented on the job.

Looking Forward

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.

“One of the things that women tell me is the difference that they see in comparison to all of

the other trades is how much support the women have here, and I agree with that,” Limon said. “I don’t know that there’s any local, especially in the LA area, that has the type of programs that we have in place for women, like the number of women on staff, women in the apprenticeship program, a mentoring program, and a women’s committee. That’s, quite frankly, pretty unheard of.”

Limon acknowledged that empowering women to overcome barriers so they can thrive in male-dominated careers is a journey, not a sprint.

“Working with women to get them into the IBEW is very intentional work,” Limon said. “It’s a constant process of checking in with them, following up with them, walking them through the process. I think women can sometimes talk themselves out of going through that process, but the recent momentum has been huge.”

This year’s TWBN theme was “She’s not waiting. She’s

leading.” That slogan not only set the tone for the conference but served as a message attendees can take back to their locals.

“When I asked the women of the IBEW Caucus to raise their hands if they had a women’s committee, I was happily surprised to see the majority of the room raise their hands,” Limon said. “I would argue that

IBEW women that attended TWBN are more likely to become activists in their local unions and actively participate in forming women’s committees for ongoing support and growth.”

On Dec. 6 IBEW will host what is expected to be the largest gathering of Local 11 women at the 2nd Annual IBEW Local 11 Women’s Luncheon.



CWA SETS FOUNDATION FOR NEW UNION JOBS (Cont'd from Pg. 1)

long-term relationship building can pay off. We have invested years in our relationships in the AV with both Republican and Democratic elected officials. They understand the skilled and trained values our members bring to projects there. It’s all about good jobs that lift up the entire community.”

This new Palmdale CWA comes on the heels of the landmark CWA the Building Trades Council signed with Rio Hondo College in August that will ensure the \$442-million bond measure (Measure RH) passed last year to fund campuswide renovations, upgrades and new construction, which is expected to create thousands of new jobs, will be performed exclusively by union members.

“This agreement is a powerful example of what union solidarity can achieve,” said Ernesto Medrano, Executive Secretary, Los Angeles/Orange Counties Building and Construction Trades Council. “CWAs ensure that local residents have access to family sustaining careers, that projects are built to the highest standards of safety and quality, and that every dollar invested is strengthening our communities. The Palmdale CWA reflects

what happens when we work together to make sure opportunity and fairness are at the heart of every project.”

And, like the Rio Hondo College CWA, this City of Palmdale CWA sets goals to hire local residents and veterans.

Among the high-priority projects in Palmdale that are covered by the CWA and will be built with union labor are a series of renewable energy facilities, including electric vehicle infrastructure, solar photovoltaics, battery energy storage, microgrids, and hydrogen electrolysis.

“This is a win-win for the people and leaders of the City of Palmdale, who know that every taxpayer-funded project to improve their city will be built by the best-trained and highest-skilled union workforce, and for our IBEW 11 members, who can count on a steady pipeline of good-paying jobs to support themselves and their families,” said Local 11 Business Agent Adalberto “Beto” Gonzales, whose district includes Palmdale. “This CWA is another step in our long-standing commitment to work with elected leaders in Palmdale and provide them with the dedicated teams they need

who can help them transform their vision for their city’s future into reality.”

The City Council’s strategic investment priorities also include enhancing citywide mobility through impactful

improvements such as the Rancho Vista Boulevard grade separation project; upgrading key infrastructure such as facilities, streets and vehicles; and partnering with key agencies to restart air service at Palmdale Regional Airport.



BUSINESS REPORTS

DISTRICT 1 NORTH



Zac Solomon

Happy October, District 1.

This month brings lots of opportunities to get involved. We had the Local Picnic & Health Fair on October 11, the EWMC Trunk or Treat at the ETI on October 25, and at the beginning of November we will hold the D4 Chili Cookoff. So, please come out and enjoy the Brotherhood and Sisterhood.

Now, on to jobs. Thanks to the hard work and dedication of IBEW Local 11 staff, LA FED, LA/OC Building Trades, and Local 11 rank and file members who volunteered their time, the LA City Council approved the LA Convention Center expansion and modification project. This four-year, \$2.6 billion project was a long and hard-fought battle, and this expansion will not only provide many IBEW jobs over the next four years, it will also create lots of long-term jobs, because both the frequency and sizes of future conventions will increase. This is a big win for District 1!

DISTRICT 1 SOUTH



Errol Cutley

Greetings siblings! We are entering a new season with changes in temperature and a change in daylight hours. We are starting to bundle up with layers of clothing and receiving warm hugs from the people that surround us. Let's all remind ourselves how fortunate we are and celebrate the little things.

Our forever growing industry is picking up. I want to thank and congratulate everyone who worked hard and contributed to help Los Angeles elected officials support the Convention Center expansion project. This project will create union jobs both in the short- and long-term. Now that this expansion

project has been funded, there have been talks about funding other potential projects to beautify the City of Los Angeles even further.

I want to encourage all our members to come out and be a part of your local union's growth and development. Come to the General Meeting. Come to your Unit Meeting. Come to the Welfare Committee Meeting. Understand what's going on in your local union.

DISTRICT 5



Adalberto "Beto" Gonzales

Greetings from District 5, Brothers and Sisters.

Work is looking better here in the Antelope Valley, and contractors have been placing calls for manpower.

SunBelt Electric continues work at the LA County High Desert Regional Health Center expansion. They are adding three new buildings, have all the manpower they need, and are set for completion in November.

Braun Electric has started a solar project at the Palmdale Water Reclamation Plant. They have started to put in calls and will be adding more as the project moves along.

CSI Electric has picked up more work at Northrop Grumman and has been putting in calls for JW and Apprentices over the last few months. They are expected to be busy this last quarter of the year. CSI continues work at the A.V. Fair Grounds for the M.A.R.R.C. project and is expecting to ramp up manpower soon now that the steel is nearing completion.

Our D5 holiday party will be December 9 at 5pm. More information to come soon.



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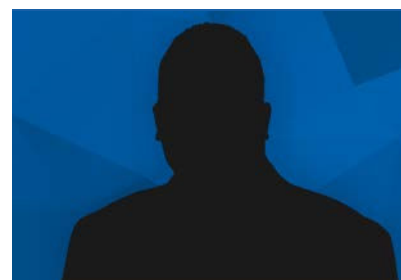
DISTRICT 3



Mike Costigan

Hello from District 3. We are now in the fourth quarter of the year, and we are still waiting for the work to bust loose. That's not to say we haven't had some quality job calls come in, just not what some of us are used to. As for most agents, we've been attending a lot of virtual pre-jobs in our respective districts, so we know better times are ahead. For District 3, LAX has multiple projects going on as well as projects coming down the pike. Terminal 5 is currently performing enabling and will roll right into a completely new terminal. Fisk has been consistently putting calls in for the Purple Line station build-outs. Other work to consider is LAUSD is currently installing security cameras on all their campuses. This work is being done by multiple contractors, but they are requesting a lead and asbestos certificate, which can be acquired at the ETI or online.

SOUND & COMMUNICATIONS



Joe Mendiola

The IBEW Unit 9 Team and I attended the BICSI (Building Industry Consulting Service International) conference in September. It was great to see how the low-voltage technology is rapidly evolving and creating new opportunities for electricians in data, security, and smart systems. As buildings become smarter, demand is rising for professionals skilled in structured cabling, fiber optics, access control, and integrated AV systems. Electricians are now working alongside IT teams to install and maintain networks and automation systems. Training in IP-based systems, PoE (Power over Ethernet), and wireless technologies is becoming essential. With the growth of EV infrastructure and energy-efficient buildings, low-voltage specialists are at the forefront of innovation. Staying current through certifications and hands-on training ensures union members remain competitive and ready for the future.

Veterans Corner

Fellow veterans of Local Union 11, as of this writing the Veterans Committee is focused on our IBEW Annual Picnic Booth. The Veteran's Committee is looking forward to engaging with our veteran members and families outside of the normal meeting space and work environment. Also, our new Local 11 Veterans Coin has gained a lot of attention from our community. The only way veterans can receive the coin is by attending our Veterans Quarterly Meetings. The coins cannot be sold or bought. We are also excited to announce that our All-Female Veterans VEEP Cohort started on October 6 and will graduate on December 5. In recognition of Veterans Day, we would like all Local 11 veterans to email a photo of themselves in uniform for a photo collage that we will post online for our Annual 9th District Veterans Day Message. Please email photos directly to kufchak@ibew11.org

Respectfully,

Mike Kufchak

Director of Veteran Affairs, IBEW Local Union 11



ORGANIZING REPORTS

DISTRICT 1



Jorge Hernandez

Hello Brothers and Sisters.

This past month was a busy one visiting jobsites, attending City Hall meetings and advocating for our membership.

Huge win for us here at District 1 with the approval of the expansion and modernization of the Los Angeles Convention Center.

This project will bring lots of jobs not only for our members who will be building it but also for the upcoming bigger and better convention calls that will follow upon its completion. I would like to thank all the rank-and-file members who showed up and supported these efforts.

I, as well as other Organizers, attended the Train the Trainer C.O.M.E.T. training in Seattle. This training provided great information on how and why we organize. Be on the lookout for C.O.M.E.T. classes coming soon.

Best regards, and stay involved!

DISTRICT 2



Myra Hildreth

Hello, Brothers and Sisters.

Organizing efforts continued last month across District 2. Our "boots-on-the-ground" job walks at nonunion sites – including recent visits in Inglewood, Culver City, Malibu, and Ladera Heights – were highly effective. These visits not only raised awareness but also created genuine connections with workers looking for better representation.

These visits are more than just a quick chat. They are about having meaningful, one-on-one conversations with workers who are tired of being undervalued and are searching for a better way. Thanks to their personal connections and a powerful word-of-mouth network, we have welcomed several promising new prospects who are ready to join our IBEW family. This growing interest proves what we've always known: the promise of fair wages, safe working conditions, and a true Brotherhood and Sisterhood resonates deeply. We're not just growing our numbers; we're building a stronger foundation for every member.

DISTRICT 5



Adalberto "Beto" Gonzales

Hello Sisters and Brothers. I

recently attended a meeting at Eastside Union School District, where I was notified by Kathy Mac Laren-Gomez that one of the board members was planning on speaking about not having a Community Workforce Agreement (CWA) in place.

The board agreed to meet with us so we could educate them on how a CWA works and the advantages of having it in place. We wanted some rank-and-file members from the community to show support, and I want to thank brothers Jeremiah Contreras, Eric Jimenez, Roberto Aguilar and Brody Mahood for showing up on such short notice. Organizing efforts continue here in the Antelope Valley. There are residential communities being built all over the valley and hotels as well. The non-union electricians are doing the majority of this work. We are approaching the workforce and trying to bring them over to the IBEW and grow our residential program. If you have thoughts about starting your own company reach out to the Organizing office to help with any questions.

APPRENTICE REPORT



Kelly Oliver

Hello Apprentices.

October is here, and as usual the year is flying by. We are averaging 40 apprentices on the book with jobs constantly coming in. If you are on the out-of-work book you must show up at 7:30 am every day per the A-14 apprentice policies.

To those higher-level apprentices who like to request LOA's, we are noticing it is always the same apprentices. You will be a journeyman soon, and you are only hurting yourself. You joined this union to learn a trade and make a decent living, so go to work. We are starting two new bootcamps to bring in new apprentices.

I am very proud of you apprentices who call me when the contractor asks you to sit home or when you have been doing the same task for too long. It's your career: OWN IT. Remember, when you get the chance, sign up and take the RSO, TWIC and the LEAD and Asbestos classes.





Local 11's Newest Compliance Officer a Proud Behind-the-Scenes Bulldog

By Oren Peleg

If all is going according to plan, Local 11's Compliance department is one most members never encounter.

Yet, this small staff plays an outsized role to ensure all projects adhere to union rules and that Local 11 Brothers and Sisters get paid on time.

When those union red lines get crossed, though, the Compliance department becomes the bulldog—conducting investigations and holding contractors accountable.

Earlier this year, Carlos Rodarte, Local 11's former District 3 organizer and 25-year Local member, was brought on to the Compliance department as a Compliance Officer.

"I'm really excited to start this new role," said Rodarte. "Sometimes members are not too familiar with how we work, but when it comes to compliance and holding contractors accountable, we go in there and let them have it, because you're talking about hundreds of thousands of dollars or millions of dollars."

News@11 spoke with Rodarte about his new role and the challenges and opportunities ahead.

Explain the role of the Compliance department and why it's important to our members.

Rodarte: My job in Compliance is to facilitate the pre-jobs. The Business Manager, he's at an 80,000-foot level overseeing the whole ship. The Compliance department makes sure that projects under PLA, and CWA are following the union rules and making sure they follow the CBA as well—our contract bargaining agreement. And if, for some reason they don't, we hold them accountable.

How do you rectify any non-compliance issues?

Rodarte: We'll file a grievance. We're here to protect our members. Our members let us know if they're getting the right wages or their benefits are getting paid. If, for some reason they're not, then a red flag goes up, and Compliance gets aware of it. We gather the evidence, and then we have a discussion.

My boss [Veronica Martinez] will generate the grievance and go through the whole process.

You've gone from Inside Wireman, to foreman, to organizer, and now Compliance. Do you miss being on the job site?

Rodarte: I miss the camaraderie with the members on site. To have fun when I go to work is a blessing. When I was an organizer, I had that sense of seeing the members, which was cool. Now that I'm in Compliance, I'm behind a desk, but it's a blessing to be in this position and be able to continue representing the Local and the membership.

How did your time as organizer inform what you're doing now?

Rodarte: As an organizer, we organize non-union electricians. So, you gain more knowledge, and you see other parts of the job. Now that I'm in a whole different department, it opens up even more. It's like, "Oh, that's how that works."

How does the Compliance team—Veronica Martinez, Diana Limon, and yourself—

work together? How do your roles differ, and how do they complement each other?

Rodarte: Veronica oversees the entire department, so she's the one that sets up all the grievances. She wears a lot of hats. She's on committees and goes to Sacramento all the time with our politicians and legislators. Diana is a Compliance officer and also manages women's recruitment. Every year we want to double [our female membership]. We want more women in our trades. I oversee all the pre-jobs – reviewing packages, making sure these non-union companies have a smooth transition, because sometimes they can be a little intimidated. My job is knowing that, "Hey, you guys look intimidated, but let me help you. I want you to be successful because you're putting my members to work."

What about your work do you think most members are not aware of? What do you wish members would know about what you do behind the scenes?

Rodarte: I want the membership to know that the Compliance department's number one priority is protecting them and their loved ones. We're making sure they're getting their wages and fringe benefits. And if companies are not paying, we'll hold them accountable.

“The Compliance department's number one priority is protecting them and their loved ones.”

— Carlos Rodarte

Local 11 just set a record for the number of contractors signed last year. What opportunities and challenges does that present?

Rodarte: It's exciting. We have billions of dollars being invested in LA County with projects like LAX, LAUSD, the 2028 Olympic Games, and the LA Convention Center expansion, which is a \$2.6-billion project. I want to be able to bring these non-union companies into our Local. I'm going to be very busy making sure their transition into the Local is as smooth as possible.

Five Minutes With Solidarity's Three New Leadership Collective

IBEW 11's Solidarity Committee's mission is to elevate the moral, intellectual, and social conditions by emancipating all people from gender-based inequity in the electrical industry and beyond.

The Committee just elected three new members to its hierarchy-free Leadership Collective: Tristen Bonilla, Tywana "Ty" Washington, and Victoria Hernandez.

News@11 caught up with the newly elected three to ask them why they ran, what they hope to accomplish, and to share their vision for the role women can play in shaping IBEW's future.



Tristen Bonilla,
4th year apprentice.

Q: Why did you run to become a member of the Solidarity Committee's Leadership Collective?

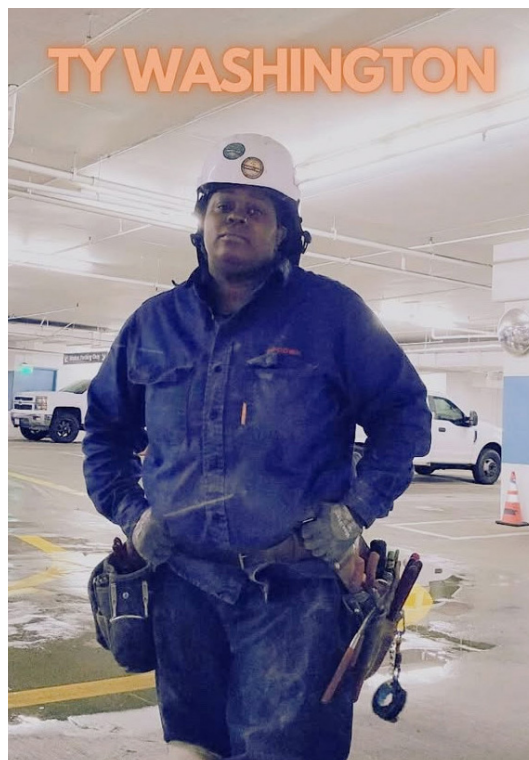
A: The first time I saw people running (for the Leadership Collective), it was really inspiring. I'm not usually that vocal, but I feel like I have been getting better at using my voice, and I just wanted to try and set the same example those girls set for me for other girls in the future.

Q: Now that you've been elected to this new position what do you hope to accomplish?

A: I definitely want to bring more women into the union and let them know they're not the only women out there, and that there are quite a few more women coming up as well.

Q: What advice would you give to a woman deciding whether to pursue a career at IBEW?

A: I would definitely tell them to go for it. I wish I did it much sooner. And then once they do go for it to definitely not be scared and to use their voice. I'm hopeful about the future. There are more and more women joining the union every year. It's empowering.



Ty Washington,
5th year apprentice

Q: Why did you run to become a member of the Solidarity Committee's Leadership Collective?

A: I decided to run because I believe in being involved in my union and helping other Sisters in the union and doing my part to empower them to find their voice.

Q: Now that you've been elected to this new position what do you hope to accomplish?

A: I want to find new members and build our membership numbers up. I just told myself I wanted to get more involved in the union, and this is one way I can do that and give back.

Q: What advice would you give to a woman deciding whether to pursue a career at IBEW?

A: My advice would be don't doubt yourself, don't let anybody else put doubt in your mind. If you have something you want to do you go for it no matter what and believe in yourself. I'm very hopeful for the future of women in the trades.



Victoria Hernandez,
2nd year apprentice

Q: Why did you run to become a member of the Solidarity Committee's Leadership Collective?

A: From the moment I connected with the Solidarity leadership they took me under their wing. They showed me how to volunteer, showed me what a union is about. I just decided I needed to start giving back – get more involved. The union is this amazing thing, and I think I can help people know more about what the union can do for themselves and for others.

Q: Now that you've been elected to this new position what do you hope to accomplish?

A: Just get the news out about Solidarity to the whole Local so they can support us and be a part of it. A lot of people think it's just a women's group but, honestly, it's just women supporting. Males can join, females can join, non-binary people can join. I want people to know that if they support women they can refer them to our group. Being the only woman on a job is very hard, or women struggling in the union is very hard.

I want them to know they have a support group they can lean on and learn from.

Q: What advice would you give to a woman deciding whether to pursue a career at IBEW?

A: The advice I would give another female is that while you might feel like you're the only female on the job site, you are a part of something much bigger

than the job site. You're in a collective of a union, and we are a part of that union who are here to support you, to mentor you, to guide you, to friend you. And, know that you are not alone. There are so many women in this union ready to help them.

“ They showed me how to volunteer, showed me what a union is about.”

– Victoria Hernandez



All Sun and Fun At the IBEW 11 Annual Union Picnic and Health Fair





Local 11's Business Development Tommy Faavae Keeps Feeding the Pipeline For Clean Energy Jobs

BEW 11 Business Development Tommy Faavae is a man of many talents. By day, he works for the Local helping secure hundreds of jobs for members through major funding initiatives for clean energy projects like the \$1.2 billion Alliance for Renewable Clean Hydrogen Energy Systems (ARCHES) renewable hydrogen plant, the Hyperion Water Reclamation Plant, and the Joint Water Pollution Control Plant.

Faavae also recently served on the LA28 sustainability committee which was tasked with identifying dozens of venues for the 2028 Olympic Games. Nearly a dozen venues in Long Beach were selected to be renovated or newly constructed, including a 6,000-seat amphitheater that will be built near The Queen Mary.

Faavae meets regularly with developers and general contractors, attends city council meetings, and tracks proposed and ongoing public agency construction projects.

"We help feed the pipeline for longer term projects," he said. "We're looking at all different avenues of business development to get work for our members."

Since February Faavae has also served as Director in Division 1 on the West Basin Municipal Water District Board, filling a Board vacancy. His mission is to provide safe, reliable water and improve environmental stewardship, which means construction jobs for Local 11 members across the region.

Division 1 encompasses the southwestern portion of Los Angeles County, including Carson, Palos Verdes Estates, Rancho Palos Verdes, Rolling Hills, Rolling Hills Estates, and the unincorporated Los Angeles County areas of Rancho Dominguez.

A 25-year Local 11 journeyman, Faavae has dedicated his career to championing environmental advocacy, workforce development, and good jobs for his Brothers and Sisters in Local 11.

"I am honored to be appointed as the West Basin Division 1 Director," said Faavae. "I strongly believe in the significant impacts of public service, and I am focused on ensuring safe, clean and reliable drinking water for our residents."

Faavae is the first labor representative to serve on the Water Board.

"I bring the labor perspective to our Board discussions and make sure that the value of a skilled and trained workforce is always in the mix. As a Director, it makes it easier to negotiate PLAs and help to create hundreds of jobs in maintenance and construction," he said.

