



## JATC Instructor Jenn Hionis Inspires Students In Many Subjects

**J**enn Hionis graduated as a JATC apprentice in 2014 and now teaches second-year students AC Theory, Masterclock, Computer Skills, Nurse Call Systems, Fire Alarm, Emergency Communication Systems and Paging. Hionis has been in Sound and Communications for eleven years and finds it rewarding to contribute to the high quality of installers in the field, getting extra gratification from inspiring other females.

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PHOTO BY: HAWKEYE PHOTOGRAPHY

Jenn teaches the students at JATC: AC Theory, Masterclock, Computer Skills, Nurse Call Systems, Fire Alarm Emergency Communication Systems and Paging



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## JATC Instructor Jenn Hionis Inspires Students In Many Subjects

### Q: As a JATC instructor, what do you teach?

A: I am the second-year instructor for the JATC. I currently teach AC Theory, Masterclock, Computer Skills, Nurse Call Systems, Fire Alarm, Emergency Communication Systems, and Paging.

### Q: What is your background and experience in the industry?

A: During my apprenticeship, I had the opportunity to work on installing data and AV (audio visual) systems. Once I graduated, my direct experience in the sound and communication industry revolved around fire alarm systems. I spent most of my time in the field servicing, inspecting, installing, and programming fire alarm systems.

### Q: What positions have you held in the industry?

A: The positions I've held in the industry are as an apprentice and as a Service Technician for a fire alarm company. I've obtained my NICET certification in Inspections and Testing of Fire Alarm systems and my California Fire Life Safety Certification.

### Q: How long have you been in the industry?

A: I have been part of the sound and communication industry for eleven years now.

### Q: Did you graduate through the JATC apprenticeship program?

A: I began my apprenticeship in 2011 and graduated from the program in 2014.

### Q: Why did you decide to join the program as an instructor?

A: My primary motivation for joining the program in an instructor role was my excellent experiences as a student in the program. I had many of my current co-workers as instructors during my time as an apprentice. I enjoyed the hands-on learning and appreciated the guidance given to me during my training, and I wanted to do the same for current apprentices. I also felt I could add to the program by being an example for other female apprentices and to show them they belong. There are many opportunities and chances for success in this industry for them.

### Q: What parts of your background best help you in your teaching experience?

A: As a mother of two teenage sons in high school, I've learned that listening and encouraging go a long way towards motivating them to do well in their studies. I've also developed a lot of patience through parenting. Transferring the same sense of patience and engagement to my apprentices has helped me get to know them and the learning styles that work best for them. The apprentices in my classes know they can ask me questions, and I'm happy to assist and answer them. Our classroom is a comfortable learning environment where we all learn from each other.

### Q: What do you like best about teaching at the JATC?

A: The best part of being an instructor at the JATC is the apprentices, for sure. I enjoy hearing their anecdotes from job sites and offering tips and wisdom I've absorbed from my time in the field, hoping it might prove helpful to them. Making an impact on their journey through the program is rewarding to me, and I feel like I'm contributing to the high quality of the future installers of our industry.

### Q: How do you try to motivate students to learn?

A: The main motivation tactic I employ in my classroom and lab is to make the environment conducive to learning by asking questions. I try to foster a sense of the room being a place to ask questions and not be embarrassed about doing so. I allow the students a chance to contribute their own experiences and opinions. Having a space where all students feel welcome and comfortable adds to the learning environment. Being patient and receptive contributes to every student getting the most out of their training.

### Q: What is the greatest challenge students face in the program?

A: The greatest challenge apprentices face throughout their training is having good time management skills. In a blended learning program, the apprentices have online and in-person assignments. Establishing a consistent routine is the key to being successful in their training. Everyone has responsibilities in life, outside of work and the program,

so finding a good balance and sticking with it can be challenging. I am constantly impressed by the efforts students put forward to be successful here.

**Q: *What is your favorite subject to teach? Why?***

**A:** My favorite subject to teach is Fire Alarm. My time working in the field revolved mainly around this area, so I feel that I have so much to add to this area of their training. I've got some good stories to tell that tie work in the field with the training in our classroom. I enjoy telling the apprentices about mistakes I made, so they can hopefully avoid making them when working in the field themselves.

**Q: *Do you mentor and help students after class?***

**A:** One of my main reasons for joining the JATC was the hope that I could help mentor apprentices. I've made myself available to all my second-year students and have had the chance to help a couple outside of class hours so far with tracking their on-the-job hours in their blue books, providing resources for certifications, etc. This is something I'm looking forward to doing throughout my career here.

**Q: *What do you think of the current curriculum to help students in the field?***

**A:** The curriculum at the JATC is top-notch. Lots of work is done behind the scenes to curate updated labs, lessons, and activities for the apprentices. The curriculum is very beneficial for applying to the work done on job sites. The hands-on learning we do during labs strengthens skills in the proper use of tools, best industry practices, and the importance of safety equipment. The curriculum is designed to give the apprentices a chance to work on all aspects of our trade, including the commissioning and startup of different systems. This is something they may not have the opportunity to work on in the field until later in their career. We show them the how and why, and they can apply their new skills with confidence at work.

**Q: *What kind of person should strive to enter the apprentice program?***

**A:** The ideal apprentice is a motivated individual. The program is a three-year commitment, and throughout their training, they will be expected to have a good attitude, be punctual, and be willing to learn. A person that likes the idea of working at different locations and enjoys physical work over a desk job would make a great candidate. Anybody that is looking for a rewarding career and is willing to put in the work will find success in the program.

**Q: *What is the career future for an apprentice who graduates?***

**A:** The career prospects in our industry are great. During the recent shutdowns from the pandemic, many installers and apprentices were able to keep working as they were classified as essential workers. If you look around the Bay Area, you will notice there is a lot of construction going on here. The members of our program are a crucial part of the industry. Setting up a building's data facility, installing the security and access control systems, and the fire alarm and teleconferencing equipment in conference rooms all comes down to the sound and communications installers. We play a part in many aspects of the tech-centered work in the area.

**Q: *What skills do you think students need to do well in the program?***

**A:** To do well in the program, the students should be self-motivated with a desire to learn. If students are willing to do the work by participating, contributing to class, and having a good attitude, they will be successful here. In general, I would say being organized, having good time management skills, and working with others are essential skills. We will teach the apprentices what they need to know about the industry if they show up ready to learn!

**Q: *What attributes do you think students are looking for in teachers?***

**A:** When I was an apprentice, I appreciated how approachable my instructors were. If I needed help or further explanations on anything, they were always willing and happy to set me on the right track. Making apprentices comfortable to ask for help makes for a good instructor. Having relevant experience in the subject matter being taught is also a desired quality. The wisdom that seasoned instructors can impart to the class keeps it exciting and applies to similar situations that apprentices may face in their careers.

**Q: *What is your most memorable day in the classroom?***

**A:** I haven't had too many in-classroom teaching days yet, so the most memorable day I've had to date was during a hands-on lab. The class was setting up our skills boards with common fire alarm equipment, and everyone had to work together to connect all the boards and create a complete fire alarm system. Seeing the class work together and help each other out was amazing. When we turned the system on and everyone had a chance to test and activate their devices, it was cool to see how all the contributions came together.

**Q: *What is your favorite sport? Or favorite sports teams you follow?***

**A:** I used to watch football (Go Niners!) but haven't been paying much attention lately. My youngest son plays defensive tackle on his high school team, so that's my main sports exposure currently.

**Q: *What are your hobbies outside of the office?***

**A:** My hobbies when I'm not at work are standard. I enjoy seeing the latest movies, playing video games, and bicycling on the weekend.

**Q: *What books, magazines, etc... do you read in your free time?***

**A:** I was an avid reader for most of my life, but recently I've been too busy to read as often. I occasionally enjoy catching up on current events in Reader's Digest and People magazine. I have found myself reading more non-fiction books when I have the time for them.

**Q: *What is your favorite TV show?***

**A:** My favorite TV show is usually true crime-related—something like Dateline or 20/20. I get caught up in the story and like to see if I can figure out what happened before they tell the audience.

**Q: *Anything you would like to add?***

**A:** I'm excited to be a part of the team at the JATC. My co-workers have made my transition to teaching easier than I thought it would be. I have high hopes for the impact I can make here. I hope to inspire the apprentices that come through the program and look forward to their success.



PHOTO BY BAYSPORT

## ***Nutritionist Sue Saso Helps Sound and Communications Clients Move To A Healthier Lifestyle***

***“Anything is always better than nothing.”***

### ***Nutritionist Sue Saso***

That’s one of nutritionist Sue Saso’s favorite mottos. Sue is a nutritionist and coach for the sound and communication’s wellness program, and she embraces the idea that taking small steps at first generates lasting results for her clients.

Sue sets up appointments with her clients by telephone to discuss nutrition, fitness and developing a positive attitude. Her one-on-one coaching sessions include playful conversation, practicing self-compassion and a discussion about the science of nutrition that helps clients make sustainable and realistic lifelong changes to their habits.

To make an appointment with Sue, email Martha Hagmaier at [Martha.Hagmaier@baysport.com](mailto:Martha.Hagmaier@baysport.com). Martha will forward your contact info to Sue, who will send you an email to find an appointment by telephone that works for you.

Sue has worked as a health and well-being coach, motivational speaker, and health educator for corporations, government agencies, and healthcare organizations in the San Francisco Bay Area. Sue’s qualifications include a Master’s in Public Health (MPH) and certification as a national board-certified health and well-being coach (NBC-HWC). She is also a certified personal trainer (NASM-CPT). When she is not working Sue enjoys hiking and biking, SF Giants baseball, live music, reading a good book, and traveling with her family.

### ***Q: If I would like to improve my diet, how do I make an appointment to work with you?***

**A:** Email Martha and she will forward your contact info to me. I’ll send you an email with my calendar link to find a time slot that works for you.

### ***Q: How can a nutrition counselor help me?***

**A:** I will help dispel diet myths, clarify any questions you have about your eating habits, and support you in modifying some eating patterns to help you reach your weight management and/or healthy eating goals.

### ***Q: What happens during our appointment?***

**A:** We will spend 30 minutes talking one-on-one about what your priorities are regarding your health and well-being, discuss different options that support improvements in physical or emotional wellness, and create an action plan that reflects personalized, sustainable, and realistic behavior changes to improve your total well-being.

### ***Q: What kind of questions do you ask during a nutrition appointment?***

**A:** How are you supporting your health today? What is the most important health issue you care about right now? What have you already tried to improve your biggest concern(s)? What healthy habits have worked for you in the past, or are you currently doing, and what do you think could be impeding your success? How ready are you to make small, specific changes? What benefits will healthy you experience from

making improvements to your specific health concern/issue

### ***Q: How do you address high blood pressure during a nutrition appointment?***

**A:** I always ask people to consult with their doctor regarding high blood pressure, but I also recommend people monitor their blood pressure regularly and keep a log of the readings to determine what their average is over a 2–4-week period. Additionally, I look at overall lifestyle, including nutrition (especially sodium intake, hydration, fiber), exercise, sleep, stress, genetics, tobacco, etc to help clients choose the most impactful and realistic lifestyle changes they are confident they can make.

### ***Q: How do you address high blood pressure during a nutrition appointment?***

**A:** Initially, it’s important to be aware of how much and how often one is consuming any of these substances, the pros and cons of consuming said amount, consider alternatives or substitutes, and then make an action plan that incorporates small steps to make changes to current habits. It starts with meeting clients where they are right now, and slowly making changes over time. For example, drinking sugary sodas everyday becomes soda on 6 days per week and flavored sparkling water 1 (or 2) day per week, and over time the action plan incorporates more water alternatives and less sodas. The client must be ready and want to work on behavior changes for progress to be realized.

# **Light-En Up Challenge Expands Activities**

The Light-En Up Challenge program, designed to help Sound and Communication members focus on multiple aspects of their wellbeing, allowed participants to be part of a cash pot if they took part in one of three activity options.

Activities included:

- A free one-to-one nutrition coaching session
- Submitting a photo weighing in on a scale
- Completion of a 4-question quiz related to topics such as sleep, nutrition, or the benefits of brisk walking.

New activities were added to the Light-En Up Challenge Program, including a free cooking demo, and bi-weekly, live Zoom fitness classes. Activities like the cooking demo and the fitness classes were recorded and links were provided to members so they could view these activities at their convenience.

Sue Saso, health coach, led the free cooking demo. Sue shared and demonstrated several quick and easy recipes (see below) with those who attended and held a Q&A after the event. Folks were encouraged to recreate their own version of the recipe and send in photos or provide their own healthy recipe to share with others, so the collection of photos and recipes was shared among the participants. Those who participated in the health cooking classes were rewarded with a free IBEW t-shirt for their contributions.



## **Recipe For Cajun Beans**

### **You will need:**

- 1 lb of beans (Pinto or Kidney Beans)
- ½ cup celery
- ½ cup onion
- ½ cup bell pepper
- ½ cup tomato
- 1 tbsp minced garlic
- 6 cups water or vegetable broth
- 1-2 bay leaves
- 1 tbsp cajun seasoning
- ½ seasoning salt or another no salt option is best
- ½ tbsp garlic powder
- ½ tbsp black pepper
- ½ tbsp parsley
- ½ tbsp thyme

### **What to do:**

1. Soaking beans overnight is an option but do wash beans thoroughly
2. Put beans in pot and cover them an inch over with water
3. Cook on medium high
4. In a separate pan, combine all other ingredients except for dry seasonings

The Light-En Up Challenge Program was created by Wellness Program Manager Martha Hagmaier. Watch out for the next challenge so you can join! To learn more about participating in the next challenge, contact [Martha.Hagmaier@baysport.com](mailto:Martha.Hagmaier@baysport.com).



Doctor of physical therapy, Michael Marcello

How do you treat a stress injury to the neck? Do you have 'techneck' from a prolonged posture injury?

Michael Marcello, doctor of physical therapy, can help you with any repetitive stress injury to the neck you may have developed, or with any other repetitive stress injuries you may have developed throughout the musculoskeletal system.

Michael's services are made available through the Sound and Communications Wellness Program. Michael can be reached at BaySport (Michael.marcello@baysport.com) or by calling 650-593-2800.

Michael says it is a misconception that stretching alone will help prevent neck injury. He instead recommends preventative strength building in the neck area to help activate smaller muscles so that the upper back and neck work in concert. He recommends three main areas for strength building: Working with these areas can prevent many neck injuries.

- Scapular stabilizers
- The mid-to-lower trapezium
- Cervical spine

Michael recommends 4 exercises to strengthen the neck area:

- Foam roller
- Balasana yoga pose (the child's pose)
- Cervical Isometrics (a great way to build strength)
- Bilateral external rotation

"Repetitive shoulder stress injuries can take place in either the soft tissue of the shoulder joint or in the ligaments or a tendon," says Michael. "The pain can be either sharp or achy and dull, or a pinch. Or the pain can manifest as tightness. Sometimes, because the neck and the shoulder are so intimately related, you can experience a little numbness or tingling."

Michael says if you have symptoms of a repetitive stress injury in the neck, the best thing to do is to act sooner than later. "Get on top of the inflammation early so you can get it to calm down, heal faster, and get back into the swing of things," he advises.

# Do You Have A Repetitive Stress Injury to the Neck? Get On Top of It Now

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If you are starting to experience symptoms:

- Put ice on the injury
- Try some low impact, range of motion exercises like the Balasana yoga pose
- If the injury persists, call Michael at 650-593-2800 or email him at Michael.Marcello@baysport.com

Michael says that each patient needs to be assessed on an individual basis, because some injuries that were thought to be caused by bad posture are actually caused by prolonged exposure to certain positions. "It's not that you need to be in perfect alignment or a perfect posture to avoid these pains and stresses," says Michael. "Instead allow yourself to be more mechanically efficient and mindful of the stresses that you encounter day-to-day."

According to Michael, prevention is the best medicine for a repetitive stress injury to the neck. "Set up the foundation for good neck health," he says. "That's the key to success on the job, he said."

"Activating the smaller neck muscle groups and making the connection between your mind and body is essential. These exercises will build the strength to offload stress to the neck structures and I'm happy to show the sound and communications members how to do it," said Michael.

Michael has been practicing as a DPT since 2013, working in the orthopedic and sports medicine areas. He has been with Bay Sport for almost 7 years. Michael holds an undergraduate degree and BS in Kinesiology from San Jose State University and a Doctorate in physical therapy from the University of the Pacific in Stockton.

For physical therapy appointments or general questions regarding the program, you can also contact Martha Hagmaier, the manager of the Sound and Communications Wellness Program at Martha.hagmaier@baysport.com.



PHOTO BY ADOBE STOCK

## **Foam roller**

Rest your neck on the foam roller, at the top where it connects to your head, keeping your knees bent. Slowly turn your head to the right, holding where you feel a tightness. Exhale and turn your head to the left. Gently roll from your neck down to your shoulders and upper back. You can lightly increase pressure by raising hips slightly off the mat.

Repeat: As needed

Complete: A 2-3 minute set

Perform: Post-workout or whenever stiffness occurs



PHOTO BY HEALTHWISE INCORPORATED

## **Cervical Isometrics**

Place your hand on the side of your head. Gently (5lbs of pressure) press your head against the resistance of your hand for 5 seconds. Alternate to the other side of your head. Switch your hand to the front of your head and use the same technique. Now do the same rep with your hand on the back of your head while keeping your chin tucked.

Repeat: 10 times (holding each position for 5 seconds)

Complete: 1 set

Perform: Daily



PHOTO BY ADOBE STOCK

## **Balasana Yoga Pose (The Child's Pose)**

Kneel on the floor with your toes together and your knees hip-width apart. Rest your palms on top of your thighs. On an exhale, lower your torso between your knees. Extend your arms alongside your torso with your palms facing down. Relax your shoulders toward the ground. Rest in the pose from 30 seconds to several minutes, steadily breathing.

Repeat: 2 times

Complete: An average 2 minute set

Perform: 4-5 times per week



PHOTO BY ADOBE STOCK

## **Massage Ball**

Using a massage ball or small, semi-hard ball (lacrosse balls work great!), manually massage out any knots as you find them. Stand with your back against a wall with the ball between your wall and upper back. Move in all directions, focusing the motion upwards into your shoulders and neck, working out any tender areas.

Repeat: As needed

Complete: A 2-3 minute set

Perform: Post-workout or whenever stiffness occurs

## Your Health And Welfare Trust Fund Important Phone Numbers

Questions about eligibility for coverage, premiums, reserve accounts, and info booklets, call:

**Plan Administrator - United Administrative Services**  
408-288-4400  
Toll-Free 1-800-541-8059

### **Trust Self-Funded Medical And Dental Plan**

Questions about claim payment, claim forms and benefit info:  
408-288-4400  
Toll-Free 1-800-541-8059

### **Anthem Blue Cross Medical PPO**

[www.anthem.com/ca](http://www.anthem.com/ca)  
To locate a participating preferred provider physician, clinic, or hospital:  
408-288-4400 or 1-800-541-8059  
Refer to Group # 170016M001

### **Anthem Blue Cross Dental PPO**

[www.anthem.com/ca](http://www.anthem.com/ca)  
To locate a participating preferred provider dentist:  
408-288-4400 or 1-800-541-8059  
Refer to Group # 170016M001

### **Kaiser Permanente**

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Toll-Free 1-800-888-2998  
Group # 10000824-0001, 0002

### **Vision Service Plan**

[www.vsp.com](http://www.vsp.com)  
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*(A Defined Contribution Pension Plan with Participant Directed Investment Accounts)*

### **To contact your Retirement Service Center via Internet:**

The retirement service center website offers updates on your pension. You can view your daily account values, personalized rates of return, investment performance information, and rebalance your investment mix online.

- Go to [www.principal.com](http://www.principal.com)
- Select Log In and choose Personal
- Enter your username and password

If you are a first-time user, follow the instructions to create an account.

### **To contact your Retirement Service Center via Telephone:**

You can obtain the same information by telephone. The toll-free, interactive voice response system is available 24 hours a day, 7 days a week.

- Call 1-800-547-7754
- Enter or provide your date of birth when prompted
- Select the desired option
- Follow the prompts. Have your Social Security Number and PIN number ready
- If you need assistance, please enter "0" to speak to a retirement specialist. They will ask you for the Plan name and Contract Number which is:

**PLAN NAME: IBEW District No. 9 Pension Plan**

**CONTRACT NUMBER: 354801**

### **To contact a retirement specialist at the center:**

If you have questions or need additional information about your investment options, you can speak with a retirement specialist at the center. A retirement specialist can provide information (not advice) about general retirement planning and investment education.

- Call 1-800-547-7754
- Enter or provide your date of birth when prompted
- Press "0" to speak to a retirement specialist. Have your Social Security Number ready
- The Client Contact Center is open Mon.-Fri., 7 am - 9 pm (Central Time)

### **Pension Account Member Services:**

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