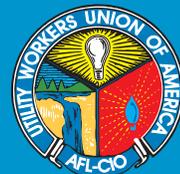


# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LX, No. 3 July/August/September 2015



**2015**

## Constitutional Convention Coverage

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# THE UTILITY WORKER



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*D. Michael Langford*

# Moving Forward with a Head of Steam!

**W**e've built up a head of steam at the 30th Constitutional Convention and are moving full speed ahead. Our convention theme to "Reclaim, Retrain, Repower, and Repair America!" articulates the sentiments of our members, and the American people as a whole: the need to address the challenges working people face in our country today.

In pursuit of the goals expressed in this theme, the National Union will focus on service, organizing, education, and political action over the next four years.

## Political Action

There is no doubt that billionaires are running this country. They are orchestrating an unprecedented and relentless attack on the rights of working people to organize and bargain collectively.

And in so doing, these billionaires are destroying our democracy.

People are sick of politics. But, we must remain engaged and elect representatives who have our interests at heart. We have to reclaim our nation.

We have to do everything possible to encourage our members to engage in the political process. It doesn't matter if a candidate has a "D" or an "R" in front of their name. If they are for working people, then we're for them. To succeed, we also need to build our political action (COPE) funds.

## Education

I'm a strong advocate of lifelong learning. In the last four years, our Power for America training programs have really taken off. This is becoming a part of who we are: utility workers training utility workers. When we do the training, it gets done correctly.

Our industry is changing rapidly and we need to stay ahead of these changes. This is essential to enjoying a lifelong career with the good pay, benefits, and working conditions often taken for granted.

## Organizing

The only way to raise wages in this country and address inequity is to organize the workforce and negotiate through collective bargaining. The more workers who have the benefits we have, the harder it is to take them away.

Look at what's taking place in coal plants around the country. It's a setup for utilities to charge the highest

price to generate power. When these power plants are eliminated, an artificial shortage is created.

The move to repower America with green technology will not succeed without base load energy. That's why we need to keep these coal plants going. To that end, we are pushing federal agencies to support carbon capture: to make coal clean.

The challenges we face make it an imperative to organize workers in new "green" economy and to make whole those workers and communities affected by plant closings.

## Service

Our country's infrastructure needs repair. We cannot continue to go down this path of run it 'til it breaks. Much of the rebuilding work in water, gas, and electricity should be done by Utility Workers because we know how to do it economically, safely, and on time. The National Officers know the pressure that comes with the job and are committed to serving you. We will give you the tools you need to get the job done.

Through our Member-to-Member program, the Young Workers Initiative Committee, the Women's Caucus, and more, we are rolling up our sleeves and putting our boots on the ground.

We won't back down. We never have and we never will. We will continue to fight to make sure our members are protected, reclaim our work, and take back our country.

Let's roll up our sleeves and get to work!

**"We won't back down. We never have and we never will. We will continue to fight to make sure our members are protected, reclaim our work, and take back our country."**

# Contract is Solidarity In Action

## *MSUWC Agreement a Point of Pride for UWUA*

The newest UWUA contract with Consumers Energy is one of the best for utility workers in the nation.

The Michigan State Utility Workers Council (MSUWC), comprised of 22 of Michigan's UWUA local unions, worked with National Executive Vice President Steve VanSlooten to negotiate with Consumers Energy and win a contract that is unprecedented in the United States. All of the local presidents had a say in the negotiations and stood together for their members.

### Unprecedented gain

The 5-year contract includes unprecedented benefits. Highlights include: 85% of work guaranteed on all generation, electric lines and gas work. Only 15% of work can be contracted out at any time. Saturday and Sunday shift premiums also increased an additional 25%. Weekend on-call shift schedules were also set so that working on-call 16 hours on Saturday and Sunday results in being paid for 40 hours. Additional shift premiums and a double time day for working during the week before assignment were also negotiated.

Health benefits were changed slightly. However, employer 401(k) pension contributions are being raised coinciding with the raise in base salary for current and future employees. Seasonal employees will also begin receiving health benefits during the off season.

### Mutual gains bargaining

"The newest contract is an example of solidarity in action," said Local 105's President Robin McGregor. "With all of the locals working together, we've won the best contract in the industry today. A special thank you to UWUA National Executive Vice President Steve VanSlooten for his help in obtaining this contract."



Michigan members employed by Consumers Energy. The MSUWC is proof that a strong, unified union can overcome obstacles imposed by so-called right-to-work laws.

**“As a result of local president involvement, information obtained from many membership meetings across the state, and a new member survey designed to not only identify issues but also suggest solutions, the negotiating team was well armed with information and direction from the membership. This contract had unprecedented significance due to Michigan’s new right-to-work law, and the negotiating team feels they brought back a great contract and expects little impact from right-to-work.”**

— MSUWC President Pat Dillon

With the Consumers Energy OM&C contract set to expire in June 2015, the council agreed to enter into early negotiations with the company utilizing a mutual gains bargaining (MGB) approach. The MGB process allows for

the involvement of more members in the development of options aimed at resolving one party or the other's issues. As a result, four joint option teams were put in place made up of members of management and local presidents

# FL Local 604 Continues to Make Strides Improving Members' Lives

Municipal workers in Lakeland, Florida, members of Local 604, recently ratified a new 3-year contract that builds on their success in a right-to-work state. The 400 members in electric will see raises of 5%, 5%, and 4%, while the 200 water workers won 4%, 4%, and 4% over the life of the agreement.

“We accomplished every goal we had and are extremely grateful for the National Union’s awesome support for Local 604,” said Local 604 President Robb Upthegrove. “Florida has once again seen the UWUA in action in a right-to-work state. If the UWUA had not helped us organize and fight for a contract, we would not have the pay, benefits, and job protections we have today. We have again climbed up another step by our recent contract ratification vote.

**“Florida has once again seen the UWUA in action in a right-to-work state. If the UWUA had not helped us organize and fight for a contract, we would not have the pay, benefits, and job protections we have today.”**

— Local 604 President Robb Upthegrove

In addition to the raises, Local 604 members won pension improvements, locked in a cost share formula to keep track of health care expenses, and reduced the amount of time needed to progress to maximum pay. And, there were no give backs.

The road to the improved contract

Below: Securing contract improvements is one way Local 604 President Robb Upthegrove contributes to his Florida community. Another is as a licensed trapper, removing alligators from populated areas and releasing them in the wild.



was bumpy as the union pursued a number of unfair labor practice charges and lawsuits in order to get the city to understand the membership’s desire to do what it takes to improve their lives and provide the quality of services that taxpayers deserve.

Lakeland is a growing city of more than 100,000 residents located in Polk County, just outside of Tampa.

within the council. The option teams included one gas team, two electric teams, and a generation team.

Additionally, there was a data team that focused on validating any numbers utilized throughout the process. The result of these negotiations were significant, and a new 5-year contract (June 2015 – June 2020) with Consumers Energy was ratified overwhelmingly by the membership. The contents of this contract include among other things:

- 3% general wage increase for each year of the agreement, with the existing COLA folded into the base rate and a yearly COLA true-up
- A guarantee of percentage of work

to MSUWC members/classifications covered under the contract

- Gas and Electric Field – 85%
- Generation Maintenance 80% by contract term
- Generation Operations and Fuel Supply 100% including new emissions equipment
- Increase in night shift premium and Saturday and Sunday premiums
- Increase in per diem and per day in lieu of board
- Increase in on-call pay
- Increase in natural fiber and fire retardant Clothing Allowance
- Bonus for storm response

- Health Care PPO plan from 85% to 80% with caps on weekly employee contributions
- Medicare exchange account for Medicare retirees beginning last year of the contract
- 100% pension survivor benefit after age 55 for deceased actives
- Increase in employer provided defined company contribution program
- Increase in employer 401(k) match
- Increase in company provided life insurance
- Establishment of generating plant 12-hour rotating shift schedule as a pilot at selected plants

# On the Chopping Block One Year Ago,

Less than a year ago, with the City of Philadelphia still pursuing the sale of Philadelphia Gas Works (PGW) to UIL Holdings Company, Local 686 members were fearful they would spend 2015 bargaining for a new contract against UIL and not PGW.

Local 686 utilized all of its resources to combat the sale, as UIL was committed to eliminating layoff protections, pension benefits, and imposing a 20% employee contribution to health care. UIL had also informed the local that they intended to freely use contractors in all areas, including work on live gas.

## Privatization defeated

Local 686 launched a successful campaign to convince the Philadelphia City Council that the City Administration's plan to privatize PGW was bad for the workers and the city residents. The sale was defeated.

After defeating the Mayor's proposal to sell PGW, the local was concerned it would be extremely difficult to reach



a fair collective bargaining agreement with PGW and its owner (the City of Philadelphia). The attacks on good jobs and services continued as the Pennsylvania Public Utility Commission sought to undermine PGW's operation, while encouraging talk of a state takeover of PGW.

When bargaining started, it appeared the union's worst fears were realized, as

PGW proposed the elimination of all restrictions against contractors working on live gas, sought employee contributions to health care premiums, the elimination of daily overtime, and many other draconian changes.

Unable to reach an agreement by contract expiration on May 15, 2015, Local 686 was prepared to live under terms of the old contract for an extended period of time, as a public sector employer cannot unilaterally implement a final offer in Pennsylvania.

In June, Local 686 secured an extraordinarily good contract for members, with economic costs exceeding \$35 million over its five-year term. The agreement provides for wage increases totaling 12% over five years, a 10% increase in starting salaries in many job classifications, a continuation of the current health care plan without any increase in out-of-pocket costs, and no employee premium contribution. Job security protections were also increased by extending the no-layoff guarantee to every bargaining unit employee, including the 623

## Energy Sec. Moniz Joins UWUA in Job-Creating Partnership



Michigan roundtable takes on impact of plant closings. Left to right: Rudy Cianfarani, UWUA Local 223 Gas Division vice chair; Michael Smith, UWUA Local 223 president; U.S. Secretary of Energy Ernest Moniz; Diane Hall, UWUA Local 223 Transmission Trades chair; Tanya McCullough, UWUA Local 223 Office, Professional and Technical Division vice chair; Mike Langford, UWUA president; John Massengill, UWUA Local 223 recording secretary.

Addressing UWUA concerns about the impact of plant closings, Department of Energy Secretary Ernest Moniz joined Utility Workers in Dearborn, MI, in August to launch a DOE-Labor Working Group to help unions maximize job creation as states develop their compliance plans under President Obama's Clean Power Plan.

Moniz announced the working group following a roundtable discussion with union officials.

The partnership will provide DOE's technical expertise and assistance to unions and others that wish to participate on how different energy technologies and policies can best preserve and create jobs in the energy sector. Many of the options available to states in designing their State Implementation Plans are major job creators for America's workers such as retrofitting coal plants to capture carbon and updating energy infrastructure.

"It's good to know the administration has taken our concerns about the effects of the Clean Power Plan on good union jobs seriously," said UWUA President Mike Langford. "We appreciate the efforts of Secretary Moniz to champion our issues. Working together with the DOE to preserve middle class jobs and protect grid reliability will help ensure our communities are safe, secure and sustainable."

# Local 686's New Contract Exceptional!

employees who were not previously protected from layoff based on their date of hire. Shift differentials will also increase by approximately 30%, shoe allowance will go up 50%, the cash out of sick leave on retirement was boosted, and improvements were made to the terms of pension related survivor benefits.

Significantly, protections were won against PGW using subcontractors in almost all areas involving live gas. Prior to this contract, PGW could only use subcontractors on live gas projects that related to distribution functions in the PUC-mandated Cast Iron Main Replacement Program, over 22 miles per year.

The new agreement allows PGW to use contractors to perform related field service restoration work only as part of this Cast Iron Main Replacement Program in excess of 22 miles per year, and on "abandonment projects." The local believes that accelerating these non-payment shut-offs will actually result in increased bill paid turn-on and other restoration

**"In the end, we were able to obtain a contract with over \$35 million in economic increases, including first-rate health care without any employee contributions, and protected all key areas of live gas work against the encroachment by subcontractors."**

— Local 686 President Keith Holmes

work that remain the sole domain of Local 686 members. All such bill paid turn-on restoration work, all leak and maintenance work, and all new business work will continue to be performed exclusively by Local 686 members.

## Guarantees won against subcontracting

In addition, guarantees were achieved

protecting certain work against subcontracting even though it does not involve live gas, including the Parts and Labor Program, the distribution of shut-off notices, and the composition of drawings in the Distribution Department.

"In the end, we were able to obtain a contract with over \$35 million in economic increases, including first-rate health care without any employee contributions, and protected all key areas of live gas work against the encroachment by subcontractors who had been expecting to ramp up operations significantly as their employees

replaced UWUA Local 686 members on significant live gas projects," explains Local 686 President Keith Holmes.

The membership overwhelmingly ratified the new agreement, recognizing that in the current environment, guaranteeing pensions, fully paid health care, and maintaining significant limitations on the use of contractors was a significant victory.

## Congratulations to UWUA's National 2015 Scholarship Winners

As a testament to the hard-working ethic instilled in the children of UWUA members, a big congratulations goes out to the students and their families who were selected for UWUA scholarships.

### Hailey A. Marcus

Hailey is an amazing young lady with a great supportive family. She is attending Ohio State University. Currently, she hopes to be a history teacher, but she is keeping her options open and is also considering a career in law. She is a musician (the floor bass), and an honors student. As a high school student, she participated in Model Congress on



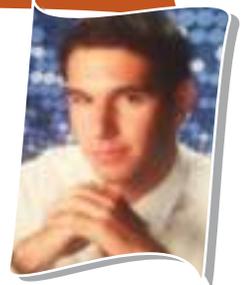
Pictured are Hailey, her parents Glen and Karin Marcus, with Region 1 National Rep Reggie Davis. Glen is a Local 1-2 member who works for NRG Astoria Gas Turbines.

the debate team. She enjoys watching old movies with her mom and she holds a 2nd degree black belt in karate.

### Frank J. Tetto

Frank is attending Lehigh University and majoring in Chemical Engineering. He was admitted into the Integrated Degree in Engineering and Arts and Sciences (IDEAS) program and is seeking a degree there. Beyond that, all of his other plans are tentative, he says. He hopes to find a career path that he thoroughly enjoys at school, and put the work in to achieve his goals.

His father, Joseph, is a Local 1-2 member who works for ConEd.



Frank J. Tetto

# *‘I fought for the American Dream and now I am ready to live it!’*

## UMAP-CA Program Puts Veterans to Work in Good, Union Jobs

The UWUA is providing a solution to veterans who have returned home from overseas to face a new challenge, finding a job. The Utility Workers Military Assistance Program (UMAP) gives veterans the job skills needed to excel in the utility industry. By putting veterans to work in good, union jobs, the UWUA is doing its part to honor those who have served the nation while addressing the growing shortage of skilled workers due to the aging workforce.

### Chicago program the model

With the success of the Chicago UMAP program with Peoples Gas, UWUA President Mike Langford and Robin Downs, president of Local 483, spoke to SoCal Gas about the possibility of initiating a UMAP-CA program. UWUA arranged for company representatives to visit Chicago, meet Richard Passarelli, business manager, Local 18007, and Jonathan Harmon, executive director of P4A; tour the training site; and speak to the instructors and executives of Peoples Gas. Impressed with the Chicago experience, plans for starting a Substation and Pipeline Technician pilot UMAP-CA project moved forward.

The Union began the outreach and recruitment of veterans for the UMAP-CA program in collaboration with several Workforce Investment Boards – Orange County, Long Beach and Los Angeles County – along with various veterans’ agencies. The Orange County Workforce Investment Board was instrumental in assisting UWUA in attaining access to the Los Alamitos Joint Forces Training Base, where several UMAP orientations were held.

On August 3, 2015, 17 veterans began

**“Thank you for all your help. You may not know, but I’m sure I’m not the only veteran that felt misused, down and alone before this program. This UMAP program gives not just me, but a lot of us, hope for careers and starting a life outside the Army. I really do appreciate everything the union and this program has given not just me, but all of us. I see the faces of the other veterans in class and I hear their conversations. So, on behalf of the group, I thank you.”**

— Mercedes Yeager, UMAP-CA student

the 3-week UMAP-CA training that includes a paid internship. All of the veterans completed the program and were awarded Certificates of Completion in Orientation to Transmission and Storage. On September 8, the UMAP veterans began their one-month paid internship. Along with the internship, UWUA Local 483 journey-level members are mentoring them. Once the veterans have completed the program and are hired by Southern California Gas Company, they will become UWUA Local 483 members.

“These veterans have made an extraordinary sacrifice for our country – not returning home to job security, stability and the American Dream for which they fought is not an option,”



UMAP-CA trainee Howard Drake, left, with Local 483 mentor Ed Delano.

says Local 483 President Downs. “The UMAP-CA program will assist them in attaining their American Dream. It is the right thing to do!” UMAP-CA trainee Alejandro Gonzalez agrees, “I fought for the American Dream and now I am ready to live it.”

# Reclaim, Retrain, Repower, Repair America

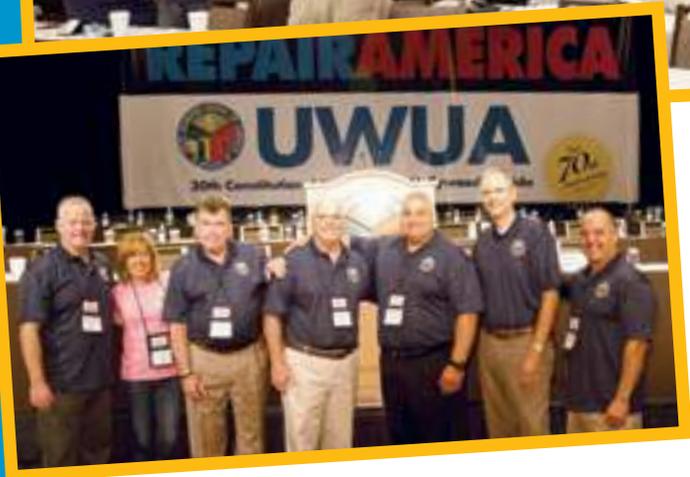
2015

Constitutional  
Convention Coverage



**“This is my first convention as a newly elected president. I think it’s great. It’s opening a lot of doors, showing a lot of positive things about the union. I’m learning a lot about how the National Union supports the locals. I come from a really small local, 43 members. I know we have backup that goes thousands deep. When I get back, I’m going to step up my game. We have a young workforce and I’m going to get them involved.”**

— Kevin Uraine, President, Local 283



**For four action packed days, Utility Workers convened at the 30th Constitutional Convention in July to set a course for the union for the next four years.**

The theme of this year’s historic 30th Constitutional Convention struck a chord with delegates and guest speakers. The need to Reclaim, Retrain, Repower and Repair America was echoed by AFL-CIO President Rich Trumka, Department of Energy Secretary Ernest Moniz, Democratic Presidential candidates Hillary Clinton and Bernie Sanders, and MA Senator Elizabeth Warren, all of whom addressed the convention live or in a special video tribute.

Commemorating the 70th anniversary of the founding of the UWUA, the convention demonstrated the historical role of the Utility Workers in charting a course, doing the hard work, and leading the way toward improving the lives of its members, the communities they serve, and the country as a whole.

## Activating members

“We have to activate our members in ways we have never done before,” President Mike Langford said in his open-

Continued on page 10

# National Women's Caucus: Convention Launch Makes History

The opening day of the convention included an historic first, the creation of the UWUA's National Women's Caucus. After completing the official work for the day, Delegates, Alternates and guests remained in the convention hall to participate in the caucus launch.

Caucus Chair Valerie King, Local 601 executive secretary, started things off. "The number of women in the workplace has declined since 2014," she said. "The U.S. now ranks 19th among 24 countries in this area; in prior years the U.S. ranked 7th. We can't afford to leave talent on the sidelines! We not only shortchange women and their dreams, we shortchange our country and our future!"

**"We can't afford to leave talent on the sidelines! We not only shortchange women and their dreams, we shortchange our country and our future!"**

— National Women's Caucus Chair Valerie King, Executive Secretary, Local 601



Presentations were given by UAW Vice President Cindy Estrada, Roberta Rear-don, AFL-CIO special liaison for Common Sense Economics, and Georgi-Ann Bargamian, director, UAW Education and Community Services Departments, and the floor was opened up for a lively discussion.

The Women's Caucus vision statement reads: "To Empower All Working

Women to Achieve Economic Security!" And the mission statement is: "The National Women's Caucus and UWUA are dedicated to empowering women in the workforce. We will provide communication, education, strategy and a support system to advocate for equality and economic security for women and their families, as well as promoting a quality work environment."

Continued from page 9

ing remarks. "We have to be creative, brothers and sisters, because we cannot keep doing things the way we have before. Business as usual is just not going to get done what we need to get done. So let's roll up our sleeves and get to work defending what we've won, bringing union power to others, and rebuilding the middle class and our great country!"

Daily presentations by members of the Young Workers Initiative Committee, the convening of the first-ever National UWUA Women's Caucus, the formation of UWUA Retiree Chapters, and the unveiling of a UWUA Convention App were all part of how the National UWUA is opening new fronts in the battle to protect worker rights, improve members' lives, and reverse the attack on workers.

All of these advances build on the successes of UWUA programs since the last convention four years ago: expansion of the Power for America Training Trust, establishment of the UWUA Veterans Committee and the Utility Workers Military Assistance Program (UMAP), and the rolling out of the



Member-to-Member program.

Recognizing that utility workers are first responders, a UWUA National Hero Award was also created to honor those who went beyond the call of duty since the last convention. The first National Hero Award was presented to Steven Rosatti, a member of PA Local 164, for rescuing a number of people threatened by fire.

The convention is the highest policy-making body of the union, with the power and authority to elect National Officers, modify the Constitution, and set policy.

The 337 Convention Delegates and 117 Alternate Delegates representing 175 UWUA locals passed 24 resolutions that will guide the work of the union until the end of this decade. The National Executive Officers were also re-elected by acclamation: President D. Michael Langford, Executive Vice President Steven VanSlooten, Vice President John Duffy, and Secretary-Treasurer Mike Coleman.

Go to [www.uwua.net](http://www.uwua.net) for complete coverage of the historic convention.

# Young Workers Shine!



UWUA President Mike Langford formed the UWUA's Young Workers Initiative Committee (YWIC) in 2010 with the sole purpose of getting younger workers more involved with union activities and important social and economic issues. Since then, the YWIC has been hard at work.

The fruits of their labor was on display for all to see, as YWIC members made educational and inspiring presentations at the convention.

Over three days, YWIC members made presentations focusing on the following three core principles of their young workers program:

- (1) improved communication with, and education of, all members utilizing the Member-to-Member Program;
- (2) improving the public view of unions through benevolent actions and building community partnerships; and
- (3) fighting for social and economic justice through political action.

YWIC members then challenged

Eric Hofmann and young workers from Local 132, SoCal Gas, got involved in a rate case with their Executive Board and National Staff. "This helped show everyone that young workers do want to get involved and do care, provided we are given the opportunity."

convention delegates: "Every major change in this country began as a movement, and every movement has been led by those who believed in their cause enough to risk everything to fight for it. This is our movement and I ask you, brothers and sisters, who better to lead this fight? Who better than us?"

"This committee realizes if we want change, we can't just talk about it, we have to do something about it," said President Langford. "And that is exactly what this committee has done. We have

**"Every major change in this country began as a movement, and every movement has been led by those who believed in their cause enough to risk everything to fight for it. This is our movement and I ask you, brothers and sisters, who better to lead this fight? Who better than us?"**

— YWIC

much to be proud of with this group of tomorrow's leaders."

The YWIC is a diverse group of UWUA women and men ages 18-35. It functions as an educational and advisory organization to assist UWUA locals in establishing young worker groups and developing progressive and relevant agendas. The committee is made up of 15 members representing each of the UWUA's five regions and chaired by National Representative Reggie Davis.

## 2015 Utility Worker Hero Award

Steven Rosatti and his Scottsdale, PA Water Authority crew rescued a family from an intense house fire. Repairing a water main break nearby, they sprang into action when they saw the flames. Steven, along with his co-workers Frank Francia, Dave Hall and Rich Salandro, quickly moved a backhoe and dump truck into position to remove a family of four from the roof. Steven, a 30-year volunteer fireman, wasn't done, though. Despite not having his firefighting equipment, he went around to the back of the building, kicked in the rear door of the fiery house, woke up and escorted three downstairs tenants to safety. "Thank God we were here. It was the one time a broken water line actually paid off," Rosatti said.



Steven Rosatti



“America will need a base load of coal-fired electrical generation now and for the foreseeable future. We know we can capture and store carbon emissions from burning fossil fuels, and the AFL-CIO is committed to making sure this technology comes into the marketplace. This is one reason why it’s so critical to get involved in member-to-member organizing and with your Central Labor Councils and State Federations of Labor. We are fighting for what America needs, massive investments in America’s infrastructure. We’re going to need a broad and bold coalition to win this. We’re part of a powerful movement at an historic time, and you are on the front lines, fighting to reclaim an America that works for all workers!”



**Rich Trumka**  
*President, AFL-CIO*

“The world my children are growing up in is not the kind of world that I grew up in. There is a struggle going on for the soul of this country right now, two different visions for the future. There’s this vision of hate, fear and division. And there’s this other vision that we represent, the vision of hope, compassion and love.... We must focus on what we have in common and not what divides us. We must focus on how to build a world where everyone can make it because they have a good education and a good job. I know that together, we can make this a better country for our children and grandchildren.”



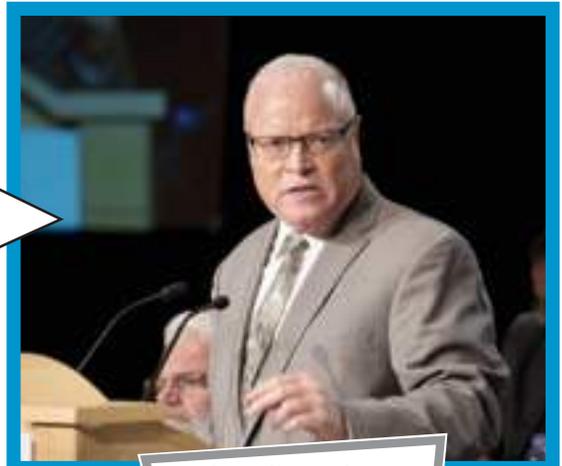
**Cindy Estrada**  
*Vice President, UAW*



**Elizabeth Sherwood-Randall**  
*Deputy Secretary of Energy*

“DOE is focused on the technologies needed for this transition to low carbon, but we also understand that big transitions are a challenge for the workforce. If there’s one person and one organization that deserves credit for achieving a coordinated approach to delivering federal resources to communities and workers impacted by the shutdown of coal mines and power plants, it’s Mike Langford and your union. I also want to thank the UWUA for its advocacy and partnership across a broad spectrum of energy and water issues. For example, last year DOE launched an initiative to reduce methane emissions in the natural gas sector. You took a leadership role in passing legislation in my home state of California to help accelerate pipeline replacement.”

“The average CEO of a Fortune 500 company makes 331 times as much as the average worker. That is the widest wealth gap in the history of this country. The 1% are intent on decimating the American labor movement. In the private sector, the union’s share is about 6.5%. In the public sector it is around 36%. That’s why public sector workers have a bull’s eye on our backs: because they want to do to us what they have done in the private sector. I am here to tell you that we cannot have a healthy public sector labor movement if we don’t have a healthy private sector labor movement. We can make that happen if we stand together.”



**Lee Saunders**  
*President, AFSCME*

# 30th Constitutional Convention Committees

## Arrangements Committee

Brad Eurich, <i>Chair</i>	Vito Carbonara
Deborah Foster, <i>Secretary</i>	William Foley
Michael Barber	Wilfredo Soto
Travis Beck	Robert Upthegrove

## Constitution Committee

Jason Carter, <i>Chair</i>	Thomas Ferron
Lee Herbert, <i>Secretary</i>	Raymundo Tischina
William Connolly	Julian Zielinski Jr.
Norman DeLong	

## Credentials/Ballot Committee

Craig Wright, <i>Chair</i>	Eva Figueroa
Rebecca Mount, <i>Secretary</i>	Moses Rams
Allan Bathon	Rocco Talarico
Dorothy Curry	Michael Watkins

## Nominating Committee

Russell Plummer, <i>Chair</i>	Florris Fortune
Robin McGregor, <i>Secretary</i>	Beverly Gibson
Robert DeMascio	Daniel Leary
Juan Estevez	Alan Ratermann

## Officers Report Committee

Yolanda Crawford, <i>Chair</i>	Edward Hall
James Bambina, <i>Secretary</i>	Michael Nelson
Thomas Cole	Larry Weber
Christopher Ericksen	

## Reception Committee

Cynthia Estevez, <i>Chair</i>	Thomas Martin
Paul Caminiti, <i>Secretary</i>	Cynthia McCormick
Herbert Gurney	Robert Ritsema
John Kenfield	Ressie Smith

## Resolutions Committee

Linda Lesnewski, <i>Chair</i>	Joshua McTaggart
Robert Vuono, <i>Secretary</i>	David Stout
Jerry Gonzales	Vivian Valentin
Ricardo Irizarry	

## Rules & Order Committee

Lori Warren, <i>Chair</i>	Dominick Napoleon
Joel Arroyo, <i>Secretary</i>	John Poroda
Craig Dickson	John Stadtmuller
David Miller	

## Appeals Committee

Cynthia McCormick, <i>Chair</i>	John Kenfield
Robert Vuono, <i>Secretary</i>	Robert Ritsema

## Human Rights Committee

Craig Massey, <i>Chair</i>	Matthew Marfione
Clinton Carson	Eric Richardson
Robert Howard	Milagros Valentin-Grantham
Kelli Lacy	

## Sergeant-at-Arms Committee

George Manoogian, <i>Chair</i>	Edward Good
Jerry Acosta	James Harrison
Mark Brooks	Robert Houser
Kelly Cooper	Lawrence Kelley
Richard Cossell	Bernie LaBelle
Reggie Davis	James Lewis
John Devlin	Robert Mahoney
Shawn Garvey	Jami Simon
James Gennett	Carl Wood

## Young Workers Initiative Committee

Reggie Davis, <i>Chair</i>	Eric Hofmann
Clinton Carson	Matthew Koch
Jason Colwell	Steven Lucero
Jessica Evans	Ryan Meadows
Joseph Fern	Nick Passarelli
Jessica Francis-Wright	Craig Pinkham
Sharon Griffith	Paul Talboo



# New Executive Board Members

Since the 2011 Convention, 11 new members have been elected to the National Executive Board.



## Milton Davis

Secretary-Treasurer, Local 132

Milton Davis has been a Utility Worker for 36 years with Local 132, located in sunny California. For 16 of those he held various positions, first as a Shop Steward, then as a Trustee. He went on to become Regional Officer, served two terms as Business Agent and he is currently the Secretary-Treasurer for Local 132. "I was just elected to serve on the National Executive Board, which is an absolute honor," he says.



## Robert Hoffman

President, Local 132

Robert Hoffman started working for SoCal Gas in 2002 as part-time meter reader. After 8 months, he became a full time Field Technician.

During that time, he also became a Local 132 Shop Steward. He was promoted to Energy Technician Residential. In 2007, he transferred to Corona Base within SoCal Gas, where he became a Unit Officer for the Inland Region. In 2012, he was elected as a Regional Officer of the Inland Region. In April 2013, Hoffman was elected President of Local 132.



## Cindy McCormick

President, Local 205

Cindy McCormick started at California Water Service in 1998 and became a UWUA member of Local 205. She was a Customer

Service Representative until 2002 and then became a Certified Pump Operator, a job she does 40 hours a week. In 2008, she was elected Vice President and then President in 2009. There are six UWUA locals at California Water Service; from each of those locals there are two Delegates that serve on the California Water Utility Council. The CWUC is the body that negotiates and works with Cal Water for UWUA members. She was elected Vice President of the council in 2011 and became the President in 2012. "This kind of work is challenging, I am lucky to have a very supportive and understanding family and members that are absolutely worth working for," she says.



## Anthony Pedagna

Senior Business Agent, Local 1-2

Anthony Pedagna joined Local 1-2 while working for Con Ed in 1974 as a High Voltage Substation Operator. He held that position for 33 years, until 2007, when he was appointed to full time position as a Business Agent. He is an officer of the Contract Negotiation team, negotiating contracts with the local's 10 employers. He has held the elected positions of Shop Steward, Chairman of the Shop Stewards, and Executive Board member of Local 1-2. He is also a member of the Military Veterans Committee with Con Edison, which reaches out to local veteran committees to hire veterans into the workforce. He attended Cornell University, studying labor relations. "I am grateful to my coworkers and membership for their support throughout my career and to have this opportunity to represent them as a member of the UWUA National Executive Board," he says.



## Craig Pinkham

President, Local 369

Craig Pinkham is a graduate of Suffolk University with a Bachelors of Science Degree in Business Administration. After graduating, he began his career working at NSTAR Electric (now Eversource Energy) located in Boston. He was elected Local 369 Secretary-Treasurer in 2011 and assumed the presidency in September of this year. Prior to his election, he served in various positions at Eversource Energy with job titles including: Distribution Dispatcher in the Control Center, Overhead line worker, Underground line worker, Customer Service Associate, and Customer Service Representative. He also serves as Treasurer on the Board of Directors for Members Plus Credit Union. In May 2013, he was inducted into the Suffolk University Hall of Fame alongside his 2000 baseball team.



## New Executive Board Members

Since the 2011 Convention, 11 new members have been elected to the National Executive Board.



**James Shillitto**  
Vice President, Local 1-2

James Shillitto has been a Local 1-2 member for 37 years. He is the son of a 41-year utility worker and Shop Steward. Starting out as a meter reader, Shillitto worked for 20 years as a High Voltage Lineman/Troubleshooter. He served as a Shop Steward, Executive Board Member, Systems of Safety Trainer for the National Union, Business Agent, Senior Business Agent, and currently Vice President. He is a graduate of the Cornell University School of Industrial Labor Relations. He is also active in coaching local youth sports.



**Mike Smith**  
President, Local 223

Mike Smith joined the National Executive Board in 2012 and was re-elected at this year's Constitutional Convention. He has been employed at DTE Energy since 1986, starting at the Monroe Power plant as an Assistant Power Plant Operator and serving there as a Steward and Committee person. In 2003, he was elected to Chief Steward and went on to serve as Vice Chair and then Chair of the Power Generation Division of Local 223. In 2012, he was elected President of Local 223, when Jim Harrison joined the UWUA National Staff, and was re-elected in 2015. He has been involved in contract negotiations with a number of companies including Peoples Community Hospital Authority, DTE, DTE Energy Services, Hamtramck Energy Services, Detroit Renewable Power, and the City of Port Huron.



**Robert Stahl**  
Senior Business Agent, Local 1-2

Robert Stahl attended La Salle Academy High School in New York City and went to college at the New York Institute of Technology. He joined Con Ed in 1973 as a General Utility Worker. He worked as an Underground Splicer and then became an Underground Troubleshooter in the Emergency Dept. In 1986 he became a Shop Steward and was then elected to union office as a Business Agent in 2005. In 2010, Bob was elected Senior Business Agent.



**Joseph Swenglish**  
President, Local 433

Joseph Swenglish was employed at Allegheny County Sanitary Authority for 21 plus years as a Stationary Engineer in the Energy Recovery Facility. He has served as President of Local 433 for 15 years. And, he was on the Apprenticeship Committee for 6 years. He currently administers four contracts in his local that include road, borough and wastewater employees. Two new groups were recently organized into the local with the help of National staff. He is an active member and Trustee of the Allegheny County Labor Council.



**Lisa Vella**  
Senior Business Agent, Local 1-2

Lisa Vella has been a member of Local 1-2 since 1972. She worked at Con Ed and held various union positions, including Shop Steward. She was elected Business Agent in 2005. She comes from a union family. Her dad is a retired New York Police Dept. officer, her brother is retired from the Fire Department of New York, and her youngest brother is with the NY Dept. of Sanitation. At 62 years old, when most people are looking forward to retirement, Lisa is looking forward to the challenges of being a newly-elected National E-Board member.



**Craig Wright**  
Executive Vice President, MSUWC

Craig Wright is a member of Lansing, Michigan Local 123, and the Executive Vice President of the Michigan State Utility Workers Council (MSUWC). He is a Gas Service Utility Worker "A" with Consumers Energy. Beginning his career in 1992, Wright has held positions in meter reading, tree trimming, and gas distribution before completing his training as a Gas Service Worker "A." He began attending local union meetings as a new hire Meter Reader, becoming Department Steward shortly thereafter, and has held positions as MSUWC Vice President, as well as Local 123 President, Vice President, and Trustee. As Executive Vice President of the MSUWC, representing over 3700 members under seven contracts with five employers working in gas, electric, generation, and customer service call centers, Wright brings experience from multiple areas of the industry.

# 2015 Constitutional Convention Report to Members



Steve VanSlooten  
Executive Vice President

Here are excerpts from Steve VanSlooten's report to the Convention.

**G**ood morning, Brothers and Sisters. Thank you for stepping forward to be leaders of your local unions and taking on the challenges our members face every day. You are in the trenches, fighting the good fight, addressing the concerns of our membership.

Yesterday, the names of members who passed away since our last convention were shown on the convention hall screens. We owe them, and all the members and officers that came before them, for what we have and enjoy today.

Today, we continue to meet the challenges our members face head on. I know that with the leadership of the Executive Board, Delegates, and officers of local unions, we are well prepared for the challenges ahead.

Here is a brief overview of some of my activities since the last convention.

President Langford appointed me as a trustee of the UWUA Deferred Compensation Fund, a 401(k) fund. We have 370 members participating in this fund. When I took over as chair, the fund's investments were governed by an investment policy created by the trustees. Members had no say in how their money was invested.

## Improving National funds

I heard from members and local officers who were concerned about this and, after a lot of discussion with the fund trustees, the policy has been changed and participants can now direct how their money is invested.

President Langford also appointed me to serve as a trustee on the UWUA Health and Welfare Fund. This fund includes HRAs, VEBAs, and a fully insured plan. The HRA has 4,003 members and includes eight employers. The VEBA has 2,831 members. In addition, 370 members get their health coverage through the fund's fully insured health plan. The total equity of this fund is very healthy, with over \$54 million.

You can negotiate for your local to participate in these funds. If you organize a small group and they need health care, the UWUA Health and Welfare Fund can make that happen. If you have to do different things within your Collective Bargaining Agreement to help defer costs, HRAs and VEBAs are a great way to do it.

President Langford also appointed me to the P4A Training Trust Fund. The trust's training programs are a huge success.

Local 18007 launched the P4A's Utility Workers Military Assistance Program (UMAP) with Peoples Gas in Chicago in April 2012. Since then, UMAP has trained over 200 veterans who are now union members enjoying the benefits of a family sustaining job. If we can put 200 veterans to work with one employer, how many other veterans across this country can we put to work? There is no better way to say "thank you" to veterans who are coming home than providing a living wage, family sustaining, union job.

The P4A program in Potterville, Michigan, started as a pilot training program with Consumers Energy in the fall of 2012. And in August 2013, P4A signed a 5-year agreement to perform gas distribution and gas servicing training for the company.

We partnered with the Michigan State Utility Workers Council and converted the council's 10,000 square foot warehouse into a first rate training facility at a cost of over \$800,000 of P4A Training Trust Fund dollars. From September of 2013, through June 30, 2015, the P4A has trained 873 members for Consumers Energy.

We've already outgrown that facility and are breaking ground to expand to more classroom space and a full welding training facility to train gas and power plant welders. The trustees have approved an additional \$600,000 for the expansion.

## Get involved with training

I encourage everybody, whether it's during negotiations, or a mid-term contract agreement, to get involved with the training of their future and current members. We can custom build these kinds of programs anywhere across the country. Whether it is UMAP, or a training facility where we train new and/or incumbent workers, we can do this. We are putting out a great product in training, our members are appreciative of it, and it works.

In closing, let me say, we've had a lot of fights since the last convention. Some of our employers are cooperative in the collective bargaining process. Some employers went so far as to lock out our members, denying them of their dignity, their benefits, and everything they've bargained for.

When we have employers like that, we get off our asses, we get on our feet, we get out the door, and we hit the street!

**"Today, we continue to meet the challenges our members face head on."**

# The National Convention — Why We Gather



John Duffy  
National Vice President

Every four years, local unions from around the country meet to chart a course for the future with the shared mission of improving the lives of utility workers. We came together this year more determined than ever to confront the attack on working people by radical right-wing politicians and their corporate sponsors.

We gathered to renew the fight for what we all believe in: justice in the workplace and in our communities, wages and benefits commensurate with the skill and hard work we bring to the utility industry, a safe work environment that ensures our returning home injury-free at the end of the day, and the ability to retire in dignity!

These are the values we hold dear as trade unionists and they were expressed in the resolutions delegates passed on behalf of the membership. The convention theme, and the main focus of the UWUA for the next four years, is centered on five powerful words: **RECLAIM, RETRAIN, REPOWER, REPAIR AMERICA.** With this theme, our goal is to restore democracy, rebuild America, and grow the shrinking middle class.

The following are brief descriptions of convention resolutions addressing this theme:

## ■ RECLAIM (R-6 Reclaim America – Political Action And Cope)

We need to reclaim our democracy. As the war on workers continues, it is imperative to elect pro-labor candidates. The Supreme Court's "Citizens United" decision released in January of 2010 opened the floodgates to political contributions by declaring that corporations are people and their contributions to political PAC's are simply an exercising of their free speech rights. Although we will never match corporate contributions dollar for dollar, contributions to the UWUA COPE fund will help friends of labor serving in public office.

## ■ RETRAIN (R-9 Retrain America)

Following deregulation, utilities stopped training workers sufficiently. This, combined with 38% of electric and gas utility workers expected to retire in the next decade, and young adult unemployment the highest in generations, is why the UWUA cre-

ated the Power for America Training Trust Fund (P4A) to train the next generation of utility workers. Additionally, the union established the Utility Workers Military Assistance Program (UMAP) to train vets for energy jobs. And, the majority

of trainers are retired utility workers, who know the value of belonging to a union.

## ■ REPOWER (R-22 Repower America – Grid Reliability And A Secure And Just Transition)

The UWUA supports a U.S. energy policy that embraces an "all of the above" power generation strategy that does not pick winners and losers. But, there are times when federal and state legislation and regulations fail to include provisions for ensuring that workers and their communities are not left behind in the new "green" economy. The UWUA will continue to speak out on behalf of workers affected by new regulations and utilities manipulating the market at the

expense of workers.

Supporting clean coal technology (R-20 CLEAN COAL AND GOOD JOBS) such as Carbon Capture and Sequestration (CCS) is key in keeping coal a vital part of our energy mix in the face of the EPA's Clean Power Plan (CPP).

## ■ REPAIR (R-1 Repair America – Infrastructure Investment)

The current condition of our gas, water, and electric infrastructure threatens the U.S. economy and the safety of U.S. citizens. Modernization of the grid has been made all the more urgent by our increasing dependence on a reliable supply of electricity.

Because water infrastructure is typically out of sight, it is a chronic source of underinvestment. As a result, the EPA estimates that one-sixth of the water we treat for drinking and pump into our systems leaks out.

The UWUA has successfully advocated for infrastructure improvements through the legislative and the regulatory processes at the local, state and national levels. In Michigan, California, and Illinois, in particular, UWUA affiliates and their communi-

**"We gathered to renew the fight for what we all believe in: justice in the workplace and in our communities, wages and benefits commensurate with the skill and hard work we bring to the utility industry, a safe work environment that ensures our returning home injury free at the end of the day, and the ability to retire in dignity!"**

# Preparing the Next Generation of Union Leaders



Mike Coleman  
Secretary-Treasurer

The 30th Constitutional Convention was a very successful event. We heard from numerous energetic and enlightening speakers who addressed the many issues that we face today in organized labor and in our industry. As importantly, there was enthusiastic participation by our membership at this convention. A good blend of senior experienced workers as well as eager younger workers attended the convention as Delegates, Alternates and guests.

A common theme throughout the various sessions of the convention indicated the need, and desire, to mentor our younger and future members. Experiences and ideas were shared on ways to bridge the age gap and pass on the necessary knowledge to make sure our next generation of Utility Workers are the best trained, highest skilled, safest and most productive workers on the world.

For our organization to thrive, we must acknowledge the experience and wisdom of our Senior Workers while we encourage and cultivate the enthusiasm and new ideas of our Young Workers.

We also understand that we have many new local union leaders since our last convention. The National Union is actively updating and preparing new training programs that will give our leadership the tools and insight they need to perform their duties and responsibilities. Our goal is to implement training sessions at our Regional Conferences in 2016.

## Financial training

This training will provide the knowledge and information our local leadership needs to be prepared to provide our members with the best representation in investigative meetings, grievances, and contract negotiations. We must be diligent in fighting for, and protecting, our membership's best interests in all areas, including wages, benefits, and working conditions. Complacency is unacceptable in our industry. Utilizing the National Union's training and resources will help guide our future leaders.

The National Union is also preparing new financial training programs. Fiscal responsibility is of the utmost importance in our organization. Our updated financial training will include proper recordkeeping and reporting requirements as well as proper income and expense documentation. These training programs

will reinforce the importance of regulatory compliance and our responsibility to protect the Union's funds and assets. A strong treasury provides the leverage and resources necessary to secure fair contracts for our members and their families.

## DC office transition

2015 has been a year of transition in the Washington, DC office. We are making changes with the goal of finding ways to work more efficiently and prepare ourselves for future opportunities in our industry.

We are reviewing and updating our income and expense policies as well as our administration policies and practices. We are streamlining operations and looking for efficiencies and best practices, which includes capitalizing on modern technology.

An example of this was the implementation of our first live app at the convention. This app allowed every participant's smart phone to have current information and live updates. We also utilized the app for interactive participation, including live polling on various topics of interest. Such apps are one more tool for communicating with our membership, and we look to explore more opportunities to utilize them.

The National Office has also implemented a new payroll system that provides accurate and timely payments and expense reporting. Additionally, we have made use of new email, electronic data backup and security systems. All of this activity is geared toward ensuring the UWUA continues to fight effectively for our members to improve their lives, their communities and our country.

**“For our organization to thrive, we must acknowledge the experience and wisdom of our Senior Workers while we encourage and cultivate the enthusiasm and new ideas of our Young Workers.”**

## The National Convention — Why We Gather continued

ties are benefiting from infrastructure investment. The UWUA urges Congress to support investment in electrical, gas and water infrastructure reliability, resilience and affordability through the development of tools, methods, and new funding for operating the grid and water systems of the future.

These are just four of 24 resolutions passed at the conven-

tion. There is certainly much work to do. As one Delegate to the convention put it: “When I arrived at the convention I felt a bit weary, but after being here for a few days, I feel energized and determined to go back to my local and fight for the issues that are important to us all.”



# USA 2016 CALENDAR

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**Over \$30,000 in guns!**



## Raise Money for Your Local

Union Locals make a donation of \$1,000 to receive 50 calendars or \$2,000 to receive 100 calendars and sell them for \$30, raising \$10 per calendar. Locals that donate \$1,000 by Dec. 1, 2015 will receive a U.S. made Carhartt jacket, and Locals that donate \$2,000 by Dec. 1, 2015 will receive a union-made Remington 870 Express. One free firearm per 100 calendars, while supplies last.

Visit <http://52guns.unionsportsmen.org>  
or contact Kyle Wall at (812) 870-4315 or [kylew@unionsportsmen.org](mailto:kylew@unionsportsmen.org)

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Union \_\_\_\_\_ Local # \_\_\_\_\_

Donation Level = \$ \_\_\_\_\_  
\$30 = 1 calendar, \$1,000 = 50 calendars, \$2,000 = 100 calendars

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Franklin, TN 37064

**The UWUA wishes all our retirees health and happiness during your “golden years.”  
Enjoy it — you’ve earned it!**

**Local 1-2**

Doris Ames  
Vincent Campo  
John Cardillo  
Ed Deschent  
David A. Fergus  
Douglas Howard  
Ronald M. Huckemeyer  
Timothy Hunter  
Michael Kennelty  
Raymond Lepore  
Bruce McKee  
Joseph J. Murphy  
Robert O’Connell  
Joseph Richford

**Local 101**

Brenda K. Finch  
David R. Lausch  
Jerry E. Weage

**Local 102-180**

Robin A. Ross

**Local 102-B**

Barry J. Heilman  
Donald J. Negley Jr.  
Ronald D. Shank Jr.

**Local 102-D**

Jeffrey J. Grinch  
Alan J. Miller

**Local 102-F**

Viola Hall  
Steven M. Stanish

**Local 102-G**

Joseph T. Smith

**Local 102-H**

William R. Simpson

**Local 102-I**

Ricky D. Hesson

**Local 102-J**

Donald J. Saeler

**Local 102-L**

Curtis C. Benner  
Raymond E. Lucas  
Chad L. Maurer  
Gary C. Rupert

**Local 102-M**

Gerald Pritt

**Local 102-MM**

Danny K. Douylliez

**Local 103**

Mike Austin  
Martin McGrady  
David Milekich  
Allen Miller  
Austin Rankin  
Robert Singleton

**Local 104**

Gary J. DesJardins  
Steve Haberland  
Leona Holden  
John Ostrander  
Harry Sackrider  
David H. Trevino  
Alan J. Wagner

**Local 105**

Sam Anderson  
Jack Baker  
Robert Briggs  
Robert Burns  
Doreen Jordan  
Michael Lenhardt  
Ricardo McCloud  
Dale Robeson  
Franklin Thompson

**Local 106**

Ron Delaney  
Lora Vasquez

**Local 118**

Jere Anderson  
Scott Anderson  
Thomas Bautsch  
Rocco Bellino  
Rich Berg  
Raymond Costa  
Bruce Curall  
Glenn Day  
Allan Douty  
Ken Evans  
Art Ginnetti  
Ron Hawkins  
Dennis Hohos  
Jim Humfleet  
Theodore Jackson  
Richard Johnson  
Ed Lorenzi  
Joseph Marino  
Gregory McMaster  
James Mestichelli  
Robert Morrison  
Richard Shipley

**Local 118 (cont’d)**

Delores Stewart  
William Thomas  
Rodney Turner  
Robert Unger  
Monte Vicarel  
Tom Wilson  
Paul Work  
William Zurkey

**Local 119**

Allen Goodman  
Mark Sweeney

**Local 123**

Edward E. Gunn

**Local 127**

Dan Arellano  
Arnold Dills  
Michael Etcheverry  
Mary Faunce  
Rodney Faunce  
Don Hoffman  
Debbie Johnson  
James Kroll  
Gary Lair  
Stephen Lassiter  
Ron Wolfe

**Local 132**

Jesus Alanis  
Raymond A. Alvarado  
Lillian Baray  
Michael Barber  
Karen Broerman

Continued on page 22

**Local 102 Special Election**

There will be a special election held to fill the remaining term of the Area D Vice President. Nominations for the office will be accepted during the months of October, November and December 2015, during the local meetings. The election will take place by mail, and the ballots will be sent out on January 18, 2016.

The UWUA wishes all our retirees health and happiness during your “golden years.”  
Enjoy it — you’ve earned it!

## Local 132 (cont'd)

Ralph Butler  
Paul Cardoza  
Timothy Carlson  
Bert Goldberg  
Timothy Kite  
Larry Leza  
Rebecca Lopez  
Ernest Lytle  
Michael Malik  
Garry L. Mitchell  
Veronica Murillo  
Hector Ortiz  
Daniel P. Quesada  
Sarah Russell  
Roy Shine  
Joseph Tombrello  
Linda Tombrello  
Michael L. Williams

## Local 144

Robert W. Debo  
Becky J. Parsons  
Terry L. Prior  
Donat C. Ratell  
Ronald R. Reale  
Theodore D. Schank  
Cyril L. Sieveke  
Scott M. Sugden  
Delance L. Wiley  
John E. Yakich

## Local 150

Charles Axtell  
Bret Bachman  
Richard Bergeon  
David Brown  
Terrence Bauer  
Billy Cossey  
Meryl Davis  
James Dennis Sr.  
Leonard Jennings  
Dennis Kline  
Timothy Nicholson  
Jose Rodarte  
Mark Seiler  
James Sopjes  
Daniel Stratton Sr.

## Local 150 (cont'd)

Michael Swan

## Local 164

Darren Pushic  
William Wentzel

## Local 175

Shelby Lee Bicknell Jr.  
Diane L. Brosey  
Dennis Leroy Cain  
Henry M. Couch  
Edith Gail Cowan  
Ray Craft  
Stephen W. Flohre  
Rudy Johnson  
Sherman Clarence  
Johnson  
Joseph E. Jones  
John Thomas Koverman  
Kenneth O. Mundhenk  
Steven E. Pestke  
Brent M. Petty  
Gladys D. Saunders  
Arvie R. Schieltz  
John F. Schwartz  
Stephen M. Spencer  
Elaine M. Wheaton  
Brenda D. Wilson

## Local 223

Shirley A. Austin  
Robert J. Cataldo  
Richard Champion  
Jasper Collins  
Valdir J. Freire  
De Oliveira  
Scott Erwin  
James “Pat” Gibbons  
James W. Kerr Jr.  
James G. Kunst  
Mark A. Labeau  
Bruce Lamorand  
William L. Laparl Sr.  
Richard Mullins  
Alan Nawrock  
Al Poske  
Curtis Ridley

## Local 223 (cont'd)

Bettye Summers  
Raymond J. Thoma  
Joel S. Thomason  
Harry J. Wismer

## Local 242

Michael Gillung  
Randy Hanley  
Richard Pavlina

## Local 254

Gary Love  
Craig MacIntosh  
Gregory Walsh

## Local 258

John L. Bert  
Thomas Cooper  
Paul R. Grabowski  
Thomas Kozlowski

## Local 261

Craig Windquist

## Local 347

William Bartosz  
David Elenbaas  
Denise A. Randall  
Douglas Richley

## Local 365

Douglas Reicherter

## Local 369

Raymond Barrette  
Josette Day  
Paul Doyle  
James Fredrick  
Edward Gonet  
Thomas Greene  
Harold Hughes  
James Kilday  
Daniel O'Connor  
Deborah O'Connor  
Timothy Sheehan  
William Shine  
Robert Solari  
Michael J. Sullivan

## Local 369 (cont'd)

Edward Russo  
Mary C. White  
Jane Wong  
Taundalier Zimmerman

## Local 388

Kevin L. Durkee  
Dennis J. Kooiman  
Bob Porath

## Local 398

Larry Lundry

## Local 406

Gene Nearhouse  
Paul Wiedlich

## Local 413

Giuseppe Olivito

## Local 416

Terry McNulty

## Local 423

John Lesak  
Leo Nardone  
Martin Trenerly

## Local 445

Ken Norton

## Local 470-1

Desmond Bohan  
Joan D. Celentano  
Azzie Dundy  
Robert A. Holt  
Wesley Jakubiec

## Local 482

Bert Probst

## Local 498

James Manack

## Local 506

Doug Anderson  
Gary Carns

## Local 522

Ernest Castorena  
David Navarrette  
Curtis Skinner

## Local 582

Ronald Clover  
Gordon VanderSchaaf

## Local 590

Peter Manderino

## Local 666

James L. Albert  
David W. Boss  
Wilfred P. Brandon  
David W. Fish  
Danny J. Hildebrand  
Steve Kyper  
Leroy Lepley  
Richard C. McKinney  
James Miller  
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Thomas Russ  
Alvin P. Thomas  
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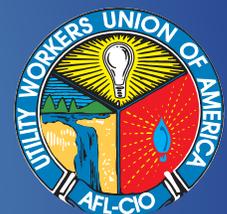
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