

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXI, No. 4 October/November/December 2016



Reducing Methane Leaks

Ensures Safety, Creates Jobs, Helps Environment

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RECLAIM, RETRAIN, REPOWER
REPAIR AMERICA

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From Risk to Opportunity

D. Michael Langford

Voters took great risk when they chose to elect Donald Trump president. Candidate Trump said many things during the campaign, and citizen Trump did many things in his life, that would have knocked him out of the race at any other time in the history of our nation.

Yet, voters are fed up enough with the system to risk putting an untested billionaire turned politician, warts and all, into the world's most powerful position.

The electorate decided to go with someone who will shake things up. What we don't know is how workers, and in particular union workers, will fare.

Both parties made a lot of promises to protect working families and rebuild the middle class. Our job now is to hold them accountable.

Republican control of government

The Republican Party will soon control all three branches of federal government. A review of the 2016 Party Platform lets us know what to expect when it comes to workers and their unions.

The Republican Platform makes no mention of workers' right to organize and bargain collectively. It is this right, the right to be a member of a union, that is most responsible for building the great American middle class.

Instead, as written in the "Workplace Freedom for a 21st Century Workforce" section of the platform, the party's plans are, "... our first priority is getting people back to work by fostering the kind of growth that creates jobs. That ... impels us to challenge the anachronistic labor laws that limit workers' freedom and lock them into the workplace rules of their great-grandfathers."

So, if we read this correctly, in order to create jobs, we must do away with the labor laws that built the middle class and that our great-grandfathers fought,

and in some cases, died for. Those same laws that are fundamental to democracy helped make America the greatest power the world has ever known.

And, when it comes to Social Security and Medicare, the Republicans call for dismantling and privatizing them.

"I see real opportunity by doing what we do best: negotiating and enforcing our contracts. That way, we will be an example for everyone to see, and understand, why America needs unions."

National Right-to-Work Act

The platform goes on to state, "We support the right of states to enact Right-to-Work laws and call for a national law to protect the economic liberty of the modern workforce." In other words, Republicans support a National Right-to-Work Act.

Now the law in 26 states, history shows so-called "right-to-work" laws do not create jobs. Instead, they reduce wages for workers by weakening their unions.

There is much more in the platform worth noting. I suggest UWUA members go online and become familiar with it because it will be the federal government's playbook for the next four years.

No friends of workers

It is clear that President-elect Trump's appointments to lead the agencies that most directly affect the workplace — the Department of Labor, the Occupational Safety and Health Administration, the National Labor Relations Board — will not be supporting organized labor.

The voters have taken a risk with Trump and are hoping for the best. The Republican Party, for its part, has stooped to new lows when it comes to protecting workers. As a result, I see real opportunity by doing what we do best: negotiating and enforcing our contracts. That way, we will be an example for everyone to see, and understand, why America needs unions.

I wish all the best for you and your family in the New Year.

NJ State Council Endorses Phil Murphy for Governor

The UWUA's New Jersey State Council recently voted to endorse Phil Murphy for Governor. "Phil Murphy is a friend of utility workers and we wanted to get out early in support of him," explains Noel Christmas, UWUA Executive Board member and Local 601 president. He continued, "We have to elect worker



Pictured here are, from left to right: Local 423 VP John Cuccaro; 423 President Mike Esposito; UWUA Organizing Director Bob Houser; Local 601 President Noel Christmas; NJ candidate for Governor Phil Murphy; 601 1st VP and 601 Trustee Michael Garcia; 424 Divisional VP Mike Powell; 424 Treasurer Mike Kelly; 601 Treasurer David Stout; and 601 Trustee and Legislative Advisor Lee Herbert.

friendly candidates to state and local government to combat what is going to happen on the national level. If we do so, working people will be protected from some of the federal regulations we expect will be passed." Murphy will be in the Democratic primary race on June 6, 2017. If he succeeds then, he will run for governor with the vote on November 7.

UWUA and Japanese Electric Power Workers Union Exchange International Solidarity



Seated left to right: Mari Nishiyama, Toenec Service Union; James Harrison, UWUA Region IV Senior National Representative; Hiroyuki Tanaka, Chuden-HS

Union Executive Chairman; Mike Coleman, UWUA National Secretary-Treasurer; and Naoko Kuno, Chubu Electric Power Union.

UWUA leaders recently hosted a meeting with a delegation of 24 trade unionists from the Chubu region of Japan – all officers of Japanese electric power workers union Denryoku-Soren. Like UWUA, Denryoku-Soren is an affiliate of IndustriALL, a global union federation that unites unions representing 50 million workers in energy, mining, manufacturing, and related industries from 140

countries in every region of the world.

The meeting, held on Nov. 21, 2016 in Washington, D.C., was the latest in a series of meetings in recent years between UWUA and Denryoku-Soren designed to exchange information about the electric utility industries in Japan and the U.S.

"We were pleased to have this opportunity to welcome our Japanese union colleagues," stated Mike Coleman,

UWUA national secretary-treasurer.

"UWUA can better represent our members when we build strong bonds of international solidarity with other unions from around the globe."

UWUA represents utility workers from at least 13 companies owned by overseas corporations, including companies headquartered in Japan, Australia, Canada, France, Spain, and the United Kingdom.

P4A Sets Sights on More Successes in 2017

Setting a high standard for quality training, the UWUA's Power for America (P4A) Training Trust continued to provide safety and skills training to UWUA members throughout 2016. "It is exciting to see the continued commitment that the UWUA and our fund employers have towards making sure the workers have the skills needed to do the work," said P4A Executive Director Jon Harmon.

High schools and vocational centers could be next

Over the year, P4A provided much needed job specific skills to 375 UWUA members with American Water, Consumers Energy and Utility Lines. "Our instructors work hard to make sure the next generation of utility workers has the skills necessary to rebuild the needed infrastructure, as well as provide daily service to the communities they live in and serve," said Harmon. The skills training offered at P4A expanded in 2016 to include a basic welding course for gas workers. Using the new, state of the art Potterville welding lab, P4A offered 500 hours of training to its first class.



The Utility Workers Military Assistance Program continues to meet with great success training veterans for jobs. Pictured here is Chicago UMAP Cohort 13 with instructor Dino DiDomenico.

The P4A Utility Workers Military Assistance Program (UMAP) continued to expand work across the Great Lakes region, with 114 veterans receiving training and offered employment with either Peoples Gas or Consumers Energy. All five branches of the military were represented in the trainings.

P4A looks to build upon these successes in 2017 and is working with its fund employers to provide more UMAP programs across the country. P4A is also excited about the opportunities to work with high schools and vocational centers as it educates youth about the careers that UWUA members have.

P4A partnered with the Department of Labor's OSHA training division to provide Susan Harwood safety training for workers and employers. Using

a grant that P4A was awarded, the focus of this training was the UWUA-developed Systems of Safety program with an emphasis on Focus 4 hazards of caught-in or -between and struck-by hazards. Throughout 2016, 900 individuals with American Water and Consumers Energy were trained, with 844

trained by a UWUA member.

Three Train the Trainer sessions were held in Pittsburgh, PA, St. Louis, MO, and Potterville, MI, and these sessions trained 58 members on how to train their union brothers and sisters. This training helped members to recognize hazards that exist within their work area. It also gave them a chance to work with employer supervisors, directors and vice presidents in identifying hazards and how to create a safer work environment. These peer-led trainings opened a conversation for UWUA members and management.

P4A was excited to welcome Eversource to the fund in 2016 when Local 369 and Eversource reached an agreement to participate in P4A trainings.

Local 555 Wins 5-Year Contract at Seabrook Nuclear

On December 1, 2016, UWUA Local 555 members overwhelmingly ratified a new collective bargaining agreement with NextEra at the Seabrook Nuclear Power Plant in New Hampshire. The new agreement provides the roughly 200 members with great general wage

increases, health care improvements, and other hard fought enhancements to their contract. The new agreement also provides job security for the next five years to the Local 555 utility workers at the plant.

"The most important thing that occurred in this round of bargaining is

the solidarity that we had as a membership," says Local 555 President Ted Jenis. "That made it possible for the Executive Board to go into negotiation meetings aggressively to fight for the things we needed and not back down."

The ratification vote was 135 – 7 in favor of the contract.

What do you want to see President Trump do for utility workers?



Brian Butler

Vice President
Local 604

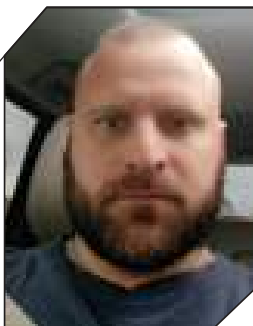
“I expect trade agreements that will protect and keep American jobs from going overseas. I expect reduced regulation that will allow American businesses and industry to compete in the world markets. And, I expect that he will treat other countries in the world the same way they treat America.”



Craig Mathis

Local 604

“I expect President Trump to stop letting jobs go overseas. He will quit trying to get rid of coal and keep workers employed in the coal industry. Solar and wind are not cost effective, reliable alternatives at this point in time.”



John Dziurzynski

Local 287

“I expect the new administration will protect our jobs. I also believe the new administration will do much to better protect the safety of working families by securing the borders and taking more action to fight terrorism. We have many freedoms that were built upon the traditional American values of hard work and opportunity that made us great, and the new administration will protect those.”



Charles Cofer

Secretary
Local 121

“With the new administration, we can only hope for the best and prepare for the worst.”

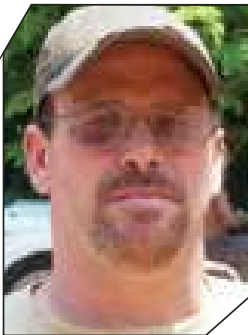
The National Union wants to hear your thoughts and is launching an online interactive member survey platform to make that possible. Please participate in our latest poll by visiting <https://uwua.typeform.com/to/EuZwmx>. Future polls will be announced by email and on social media.



Mike Stewart

President
Local 604

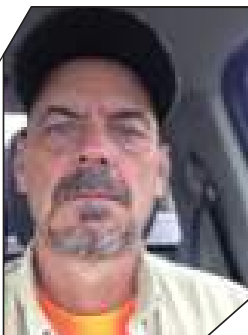
“I expect President Trump will create jobs, rein in illegal immigration, repeal the Clean Power Plan, eliminate EPA regulations that needlessly increase costs and cause jobs to go overseas, and stop the assault on the 2nd Amendment.”



Scott Swiger

Local 304

“My expectations of the new administration are exactly what Trump promised: putting people back to work, lifting regulations on coal fired stations, and bringing union jobs back to our country.”



Trent Meador

Local 604

“I expect the new administration will very clearly put American jobs first as the most important issue. I am a 30-year lineman from Florida, and although the coal industry doesn’t exist here, I believe it has been the backbone of our energy generation for many years. I believe the Trump Administration will protect my union brothers and sisters in that industry. I also believe that, because Donald Trump is a businessman, he will not negotiate trade agreements that will outsource American jobs, so more jobs will be kept here at home.”



Wayne Elliott

Local 604

“I expect tax reduction for the middle class. Money in the hands of the working class is spent more efficiently than money in the government’s hands. I believe this administration will bring jobs home and close our borders to illegals. I expect this administration to re-industrialize the rustbelt.”

Deregulation 20 Years Later

UWUA National Staff Weigh In

Deregulated electric utilities have been adopted by more than a dozen states in some form or other. The Utility Worker recently hosted a roundtable discussion with

national staff to discuss the state of the industry and the lessons learned from some 20 years of hands-on experience with deregulated electric utilities.

What's happening with deregulation in the states you cover?

Rich Cossell (National Representative, Region III) – We are experiencing the effects of deregulation in Ohio with FirstEnergy and AEP. And in Pennsylvania, there's discussion about restructuring, or re-regulating, because there has been a tremendous amount of generation assets shut down or sold off to private equity firms.

Because natural gas prices are so low, they are saying they can't compete. With deregulation, the vertically integrated companies had to separate their assets and operate them horizontally and the generation companies are not profitable. They are dragging down the rest of their business model. They are making money on transmission and distribution. But, nothing is coming out of generation.

Jim Harrison (Senior National Representative, Region IV) – We've got an energy bill in Michigan that's been languishing for over a year now, with much of the debate centering on whether or not to deregulate more of the energy market which impacts generation. In upstate New York, they're trying to keep nuclear alive through subsidies. And in Illinois, the Governor has signed a bill to recoup assets of two coal plants and a nuclear plant.

The discussion centers around the question: in deregulated states, how is the system going to be maintained if utilities don't know if they're going

to recover money when they invest in distribution and generation?

Utilities with coal and nuclear assets are bleeding money and they are in debt because it's unprofitable. So, you either shut it down or find somebody to sell it to. When they are shut down, there is not enough baseload generation from renewables, and this has an impact on the reserve margin and reliability. Low natural gas prices allow people to

“Low natural gas prices allow people to say deregulation is working. But, what happens when the price of natural gas rebounds? We're really going to be in a heck of a mess.”

— Jim Harrison, senior national rep., Region IV

say deregulation is working. But, what happens when the price of natural gas rebounds? We're really going to be in a heck of a mess.

Ed Good (Legislative Director) –

If you look at those who pushed deregulation the hardest, they are the same ones who are crying foul now because they haven't seen the profits that they thought they were going to.

Daniel Hurley (Senior National Representative, Region I) – In 1997, the Massachusetts Legislature enacted a comprehensive electric restructur-

ing law with the intention of creating a competitive electric-supply market that would lower consumer electric rates and still provide for a reliable source of energy. However, these promises have come up short for consumers and workers alike.

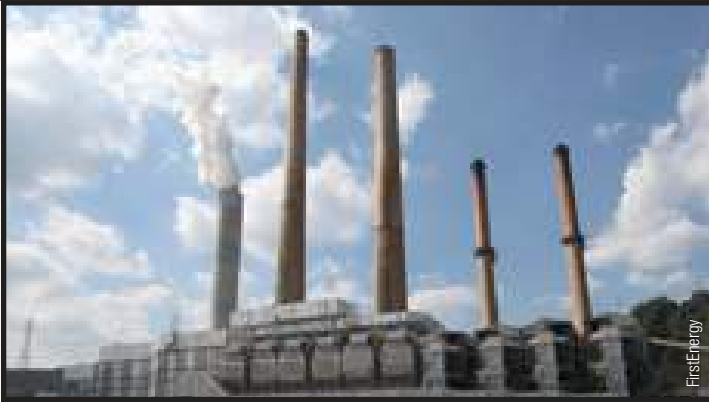
How are UWUA members affected by deregulation?

Cossell – The utilities model right now is to try to do more with less. They are trying to go as bare bones as they can on staffing. So you have layoffs, overtime increases, work related stress increases.

Harrison – When we talk about deregulation, what gets lost is the worker. What happens in the communities when those plants close? No one really talks about that.

What happens when utilities sell generation assets? There goes your contract unless you have very strong successor language. You get screwed. All your vested benefits, health care, pension, go down the toilet.

Hurley – When the utilities in Massachusetts were forced to sell off the generating facilities, the new owners were bound to uphold the terms and conditions of the “utility” collective bargaining agreements because of the strong successor language that existed, even though they were not utilities anymore. However, when the contracts expired, the new owners rewrote the entire contracts; that resulted in major concessions by the workers.



The combined effects of deregulation, low gas prices, and renewable energy not quite ready for prime time threatens the reliability of the electric grid.

Sammis coal plant units, left, and Pilgrim nuclear facility, right, are slated for closing.

How has deregulation affected national security?

Cossell – No new money is being spent to replace the amount of generation that is closing. That’s affecting grid reliability. That’s a national security issue. Every utility used to have a Black Start plan on file with FERC to ensure reliability in an outage. As a result of deregulation, you don’t have them anymore.

Good – Grid reliability is not an issue for utility executives until something happens like the 2014 Polar Vortex or the 2003 blackout. Because generation is deregulated, they don’t have the responsibility to consumers to ensure the system is reliable anymore.

Hurley – If we don’t have the generation we need to sustain our businesses that provide vital resources, such as armaments to our armed forces, we inevitably are at risk. In Massachusetts, the scheduled shut down of the Pilgrim Nuclear Power Plant, Brayton Point and the multiple units already shut down poses a clear and present danger to the defense industry and others in Massachusetts.

How have consumers and communities been affected by deregulation?

Cossell – So many things have come

to pass as we said they would back in 1997. And, some have come to pass worse than we even thought they would. Take the Polar Vortex – gas generators refused to kick up their load. Utilities were so afraid of losing the system that we had one in Pennsylvania tell their industrial customers, “you will drop load or you will be dropped period.” The grid was within hundreds of megawatts of going down.

The generators told regulators, “If you don’t lift the price per megawatt, we’re not going to generate more power.” The government caved and the price went to \$2,500 a megawatt.

Good – Another way communities are affected is through the loss of their tax base. Before deregulation, if you had that powerhouse or wires in your community, property taxes were collected from them. Deregulation laws in some states reduced electric utility personal property taxation from 25% down to zero. These cuts affected local government services like road maintenance, schools, parks and health districts.

Harrison – In those states that have deregulated or have some kind of mixed market, a lot of government intervention has been required. That’s because low prices have affected reliability and the lives of people.

Hurley – When a facility closes that employs hundreds of people, the community is directly affected. The

restaurants that provide breakfast and lunch, the hotels that provide rooms for months for contractors working during overhauls and, last but not least, the taxes and money paid in lieu of taxes by these companies will not exist for these communities. This could result in layoffs to fire, police and teachers.

What can members do to help protect their jobs and communities?

Cossell – Members affect change. As staff, we can only do so much with legislators. When we go to their offices, they want to know how many members are in their jurisdiction and they want to hear from them.

Harrison – Be vocal. Make sure officials know what your jobs are and how important they are to the local economy.

Good – The National Union works hard to educate our members on issues and candidates that affect our members, families and communities. Deregulation is a good example of how members are affected by results of elections and anti-worker policies.

Hurley – Talk to your elected officials, tell them that deregulation is a bad idea. If they don’t listen, then vote them out of office or run against them. Start a group to oppose this idea and use social media to spread the word.

California Leads the Nation

On January 1, California will take another major step to reduce methane leaks from storage facilities and pipelines. That's the day legislation, SB 887, becomes state law.

UWUA Local 483, with the support of sister Locals 132 and 522, was instrumental in drafting and passing the law that will create good paying jobs for utility workers, help ensure public safety, and protect the environment from the harmful effects of methane.

Improving safety and service

SB 887 builds on other UWUA-sponsored California legislation that puts utility workers at the table as equals with employers and regulators on gas safety issues.

The UWUA represents 4,500 workers at Southern California Gas (SoCal Gas), the nation's largest gas distribution utility. Local 483 represents all SoCal Gas transmission and storage operation employees, including those who operate and maintain the gas storage field at Aliso Canyon, among several others. As the largest natural gas supply reservoir in California, this storage facility helps ensure millions of people have enough energy for their homes and businesses.

During the utility's last two rate cases, Local 483 President Robin Downs led efforts to convince the California Public Utilities Commission to increase SoCal Gas spending to improve safety and preserve existing service levels.

"Instead of fighting with the company

"You can argue and plead with the company all you want, but when you get involved with the passage of laws, that's when you're going to see true change."

— Local 483 Vice President Paul Carriera



UWUA California locals are making great strides by working together to address critical safety issues at gas utilities. Pictured here, left to right: Larry Hutchinson, president, Local 522; Robin Downs, president, Local 483; Javier A. Salas, president, Local 132; Paul Carriera, vice president, Local 483.

over the money they wanted," Downs explains, "it made more sense to partner with them because we know that if they don't get what they are asking for, the cuts are going to be in people, the cuts are going to be in jobs. And, when we looked at the testimony of the company's storage, transmission and pipeline directors, it was quite clear they didn't ask for enough money."

Then, when the Aliso Canyon gas leak happened, Downs partnered with the other UWUA locals in the state and the BlueGreen Alliance (BGA), to educate the governor's office, state senators and assemblymen about the need for gas storage facilities and the importance of investing in the gas infrastructure.

"We explained how gas storage works and how it can be done safely," he says.

The end result was passage of SB 887. "The biggest thing in the bill is that it requires the company to work with the union to train employees. That's the law," Downs explains.

According to the SB 887, "If storage field employees are represented by a labor union, the operator shall consult with the relevant union local on safety issues and, when requested, establish a framework to provide training through a joint labor-management training program."

Mentoring younger workers

SB 887 requires companies to hire workers with years of experience to mentor younger workers.

This ensures the knowledge gained over years of work experience is passed on. All told, the legislation will result in the addition of 25 - 30 new members to Local 483, with the potential over time to add more.

Working with the local, SoCal Gas created seven new positions in transmission and storage, including three senior specialists who will be mentors for their union brothers and sisters. In addition, for the first time, two electrician positions were created.

"The number one thing that I've learned in this whole process," says Local 483 Vice President Paul Carriera, "is you can argue and plead with the company all you want, but when you get involved with the passage of laws, that's when you're going to see true change."

Investment in Gas Storage Critical

The country's need for infrastructure investment has become a national rallying cry for rebuilding the American middle class by rebuilding the physical structures that make a strong economy function. Maintaining, repairing, and replacing natural gas transmission, distribution, and storage systems presents a key opportunity for ensuring the health and safety of utility workers and their communities, creating and protecting utility sector jobs, and all while helping to ensure a clean environment.

When the system receives a major shock, such as the Aliso Canyon leak in California, the UWUA has been at the forefront, speaking out on the need for investment in facilities, proper maintenance, staffing, and training.

Gas storage reservoirs provide reliable, base-load energy to consumers regardless of whether the sun is shining, or the wind blowing. Even as other energy sources, such as renewable power, continue to come on-line, a majority of southern California's electricity still comes from natural gas-fired power plants. Storage reservoirs like Aliso Canyon directly supply those plants with gas, and a breakdown in that storage infrastructure can mean power shortages and electricity blackouts.

Supporters of infrastructure investment thus face a common problem in that structures which are indispensable to the functioning of mod-

The country's need for infrastructure investment has become a national rallying cry for rebuilding the American middle class by rebuilding the physical structures that make a strong economy function.



Michigan is investing in its gas infrastructure. Pictured here is a directional bore machine used to lay new gas lines as part of Consumers Energy's Enhanced Infrastructure Replacement Program.

ern society are often invisible, taken for granted, and only noticed when they stop working. Having safely provided reliable gas supplies to the major metropolitan areas in southern California for over 40 years, the vast majority of people who had long benefited from quiet workhorses like Aliso Canyon had likely never heard of it before a major leak was discovered there in 2015.

Utility Workers predicted trouble

In 2014, a year prior to the Aliso Canyon leak, Local 483's President Downs and Area Officer Paul Carriera testified before the California Public Utilities Commission in favor of increased spending by SoCal Gas in order to

operate safely and preserve existing service levels for consumers. They also advocated for the creation of new safety officer positions to mentor the workforce and promote safety consciousness and safety culture.

A number of recommendations for increased safety at transmission and storage facilities were made, foretelling issues that were later to arise at Aliso Canyon. Continuous, in-person inspection of facilities, for example, is necessary to check for safety issues, including indications of leaks due to faulty equipment, geologic disturbances or pipeline damage. Timely repair of leaks, once discovered, is also necessary to prevent their rapid expansion due to changes in

operating pressure over time, or due to ground movement in seismically active areas such as California.

Throughout the recommendations, a common theme was the need for adequate numbers of well-trained, empowered employees. Given the large areas over which gas infrastructure is built, and the size and complexity of such systems, understaffing can lead to insufficient or infrequent inspections, and delayed repairs.

In addition to investments in personnel and training, the need for investment in physical infrastructure was noted given that many gas facilities in southern California were aging and

Continued on page 12

in need of significant replacement or upgrade, with some of the technology dating from the 1950s. Many of the valves being replaced showed evidence of corrosion and received inspection and lubrication only once a year and, in the storage fields, pipes and valves needed even more inspection and maintenance as internal corrosion effects were elevated even higher than in transmission lines.

Fighting for safe storage

In the aftermath of the Aliso Canyon crisis, the UWUA supported efforts to ensure proper investment in gas storage facilities, and improved requirements for their safe operation. Despite urging by the gas company to oppose legislation on improved safety at natural gas storage facilities, UWUA Locals 132, 483, and 522, along with our allies at the BlueGreen Alliance, took to the California State Legislature to advocate for Senate Bill 887, a bill creating proactive safety standards for natural gas reservoirs.

Led once again by Downs and Carriera as subject matter experts, these advocates created a technical paper on how to operate Aliso Canyon safely, laying out their views to state elected officials. Recognizing the expertise of these UWUA members, California Governor Jerry Brown accepted all of their recommendations, including requirements to increase safety monitoring, facility maintenance, and creating a labor/management training program.

Approved by an overwhelming bipartisan majority in both houses of the California legislature (36-2 in the state senate, and 75-1 in the state assembly), SB 887 was signed into law by Governor Brown in September. Without the UWUA's support, this safety legislation could easily have fallen victim to corporate lobbyists advocating against requirements to change their practices, to force them to spend money on safety,



In Illinois, legislators approved funding for the Peoples Gas Accelerated Main Replacement Program in Chicago. Pictured here, installing new service for a residential customer.

or to ensure the presence of sufficient numbers of properly trained employees.

The jobs and safety solution

Originally sponsored by California State Senator Fran Pavley, SB 887 has now put into place a number of new requirements to ensure the safety of gas storage facilities. Among these are the continuous monitoring of natural gas concentrations, requirements for redundant safety mechanisms such as subsurface safety valves, and new equipment requirements when injecting and extracting gas. Further, full testing regimens must be undertaken on a regular basis, and risk management plans must be developed for gas storage facilities that include prepositioning leak response equipment and creating a process for notifying potentially impacted communities of a leak within 48 hours. As to health factors, the California Public Utilities Commission is also required to undertake an assessment of the potential human health impacts associated with a large gas leak.

On the collective bargaining front, Local 483 worked with SoCal Gas to create a number of new job positions focused on safety for transmission and

storage facilities. These include senior gas storage, maintenance, and operation specialists, new electrician positions, and new inventory and administration positions. At a minimum, the local anticipates that these new positions will result in up to 30 new members in the local, with the potential for more over time. The addition of these workers will help to build a safety culture within the gas industry that is absolutely essential to ensuring gas storage facilities are operated safely, and continue to provide reliable energy to consumers for many years.

Ensuring a clean environment

While the U.S. oil and gas industry is a large source of methane emissions, with global climate implications, much of these emissions come simply from leaks in the physical infrastructure. Though accidents do happen, outdated practices and aging technology play an outsized role in creating leaks. These reasons, however, are within our ability to control as practices and technology can be updated and improved, hiring and training can bring more human resources to the issue, and financial investment in facilities can go a long way toward mitigating emissions.

Safety, Creates Jobs, Helps Environment

In addition, gas leaks emit benzene, a known carcinogen, which can endanger workers and communities around large leaks. Stopping leaks and, even more importantly, preventing them before they happen, ensures a cleaner, healthier environment both for the planet as a whole, and for those living in immedi-

ate proximity to gas facilities.

Natural gas systems, including large-scale storage facilities such as that at Aliso Canyon, will continue to play a vital role in delivering energy to Americans for many decades to come. By working to ensure that safety is directly written into the law and, thus, directly

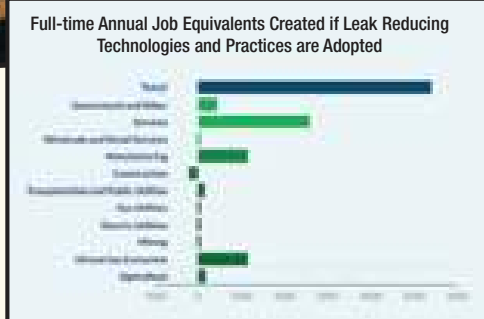
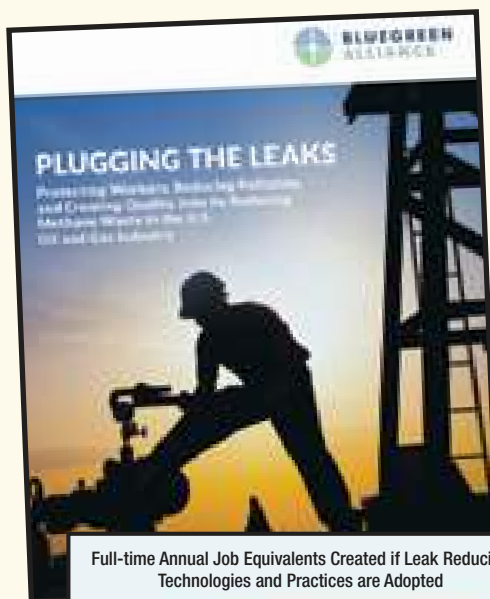
into the workplace, the UWUA has led the way in fighting for utility worker safety and jobs, facility reliability, and clean, affordable energy for consumers – values that the Union continues to advance in California and around the country every day.

BGA Report: 50,000 Jobs Possible In Next Decade

Just as the UWUA has fought for safe, clean gas infrastructure in California through support of SB 887 and SB 1371, this fall the UWUA, working with labor and environmental partners at the BlueGreen Alliance (BGA), took part in the release of a new report in Ohio and Pennsylvania showing that 50,000 jobs would be created over the next decade by investing in the reduction of methane emissions in oil and gas infrastructure.

The U.S. Environmental Protection Agency recently finalized standards to reduce methane from new and modified sources. The BGA jobs reports answer the question of how many jobs will be created to meet these new standards.

The BGA report, entitled “Plugging the Leaks: Protecting Workers, Reducing Pollution, and Creating Quality Jobs by Reducing Methane Waste in the U.S. Oil and Gas Industry,” estimates that nearly 5,400 direct and indirect jobs will be created every year in a variety of sectors — including manufacturing — and that with full and continuing adoption of leak reducing technologies and practices, fully 50,000 jobs could be created over the first



decade of full implementation of these methane standards.

Importantly, the median hourly wage for workers in the methane mitigation industry is \$30.88, compared to \$19.60 for all U.S. jobs, ensuring these mitigation jobs will be high quality.

In 2014, Ohio’s natural gas producers reported a loss of more than 13,000 metric tons of methane to leaks. As this is enough natural gas

to heat nearly 8,500 Ohio homes, this also demonstrates the revenue savings of capturing a resource that would otherwise be lost, further protecting jobs in the industry. In Pennsylvania, the case was even stronger, with oil and gas producers reporting a loss of nearly 100,000 metric tons of methane — enough to heat 65,000 homes!

In addition, reducing these emissions has the added benefit of protecting workers and nearby communities. When methane leaks, workers in the industry can be exposed to air pollutants like benzene, a known carcinogen. Thus, reducing methane emissions will create quality new jobs to implement the reductions, capture lost revenue to safeguard existing jobs in the energy industry, and protect the health of nearby workers and communities.

Advocating for the capture of a clean energy resource — and the revenue that goes along with it — that would otherwise be lost is yet another way in which UWUA members are on the front lines of the clean energy revolution. Methane emission reduction holds benefits for workers, their employers, and communities in states around the country.

Infrastructure Investment Round-up

Here's a look at some of the big infrastructure discussions taking place in the nation's capital as the country awaits the arrival of a new Congress, and a new administration that has promised a \$1 trillion investment in infrastructure over the next 10 years.



Water

With Congress in flux as the new year approaches, much is being heard about the Water Resources Development Act (WRDA), as well as funding to help pay for repairs to the water infrastructure in Flint, Michigan. While prospects are always uncertain in a 'lame duck,' session of Congress, many in Washington remain optimistic that the Flint appropriations bill may still have a fighting chance.

Natural Gas

As high-visibility incidents such as the massive natural gas leak at Aliso Canyon in California, or the 2014 East Harlem gas explosion, continue to keep issues of public safety in the foreground, the UWUA has pressed ahead with efforts to support investment in pipeline repair and replacement. Working in conjunction with our partners at the BlueGreen Alliance, the UWUA is promoting large-scale investment to modernize natural gas pipeline networks and accelerate repair efforts.



Carbon Capture Technology

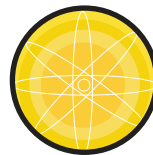
Working alongside a broad array of coalition partners within the National Enhanced Oil Recovery Initiative (NEORI) the UWUA, along with the energy industry, other labor unions and environmentalists, has been actively pressing Congress to incentivize the development and installation of carbon capture utilization and sequestration (CCUS) technology. With nearly one-fifth of the U.S. Senate, both Republicans and Democrats, having signed on to the 45Q tax credit policy needed to grow this technology, NEORI has reached out to the incoming administration team to seek its



support. Building and maintaining the infrastructure needed to make CCUS work – pipelines, pumping stations, injection wells – in addition to the carbon capture technology on power plants and energy-intensive industrial facilities, would mean new job creation.

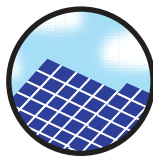
Next Generation Nuclear Power

As a safe, reliable, base-load source of carbon-free energy, nuclear power will remain an essential element in America's future. One of the key issues being dealt with at the federal Nuclear Regulatory Commission (NRC) then, is not whether nuclear infrastructure will continue to be built but, rather, understanding what new forms it will take. While the current American nuclear fleet, comprised primarily of light-water reactors designed many decades ago has served the nation well, nuclear technology has advanced sufficiently that the NRC is now undergoing a long-term internal process to develop a regulatory infrastructure capable of evaluating and licensing the type of small modular reactors and non-light water reactors that are being designed for the future of the nuclear industry. In an 'all-of-the-above' energy policy landscape, nuclear power's carbon-free energy is expected to press ahead in spite of any political headwinds that may otherwise be slowing the advancement of climate policy.



Utility-Scale Solar Energy

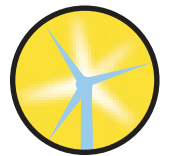
Ohio energy provider, AEP, as part of an agreement with environmental groups last year to phase out some of its coal-fired power production capacity, or convert to gas, has also agreed to develop 400 megawatts of solar energy, with preference for that development taking place



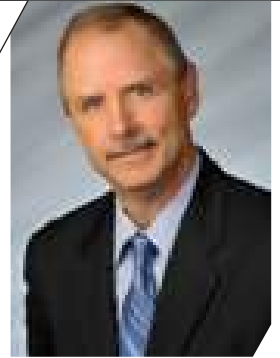
in Appalachian Ohio. Though there are still many hurdles to overcome, the commitment is firm, and the potential for job creation in the building, installation and operation of a utility-scale solar facility could be significant for hard-hit areas in Ohio. More efficient in terms of both energy and economics, utility-scale solar also has a better carbon emissions profile than the kind of 'roof-top' distributed solar systems more commonly seen. Working with labor and environmental partners at the BlueGreen Alliance, the UWUA is actively taking part in the discussions around AEP's development of utility solar and anticipates continued substantial investment in this critical piece of America's energy puzzle.

Wind

Regardless of shifting winds in the national political landscape, there is no reason to think that the pace of investment in renewable energy sources such as wind and solar power will significantly slow. Indeed, with both production and investment tax credits having been put in place for each of these industries at the end of 2015, the way ahead remains clear – invest and build. Even while market forces continue to drive a massive increase in the use of natural gas as an energy source, there is still plenty of room in America's energy ecosphere for these smaller, but growing sectors as well. Nowhere is this more apparent than in the Block Island Wind Farm off the coast of Rhode Island where, already, the UWUA is taking its place as a leading union in innovation and technology in the energy industry. As a union-built, and union-operated energy source, Block Island demonstrates the reality of the wind industry's place in America's energy infrastructure.



Staying Focused on Our Goals



Steven VanSlooten
Executive Vice President

With the election behind us, now is the time for the country as a whole, and UWUA members in particular, to come together to heal whatever wounds were caused by the most contentious presidential campaign in our lifetime.

No matter how we voted and what our beliefs are, we all need to be tolerant of each other, respect the way people voted, and unite around those things that bring us together.

The goals of our union are clear: defending and improving the quality of life generations of UWUA members have fought for and won; protecting the gains we have made in the workplace by negotiating and enforcing our collective bargaining agreements; organizing new members to enjoy the benefits of a UWUA contract; and serving our communities.

Internal organizing a must

Organizing within each of our bargaining units is one of the most important tasks to achieve at our places of work.

This is key because, no matter if you supported Trump or not in the election, there are some things his administration, the Republican controlled Congress and the Supreme Court are going to do that will go against your interests and the goals of your union.

The Republican Party platform lays out the desire to take away the rights of workers to join together in unions to represent and defend themselves against the actions of their employers. And, Trump's appointments so far reflect these goals.

That is why we are going to have to stand together, as one, to do everything we can to defend our wages, safe working conditions, health coverage, the right to union representation, dignity in retirement, and more. Where the new administration does things that we agree with, we will stand in support of them. Where we don't agree, we need to stand together as one and fight to bring justice to our work places.

New organizing opportunities

To defend the way of life that our members fought so hard for, we must help others organize. That means looking for new areas to expand our membership and becoming a bigger player in the industries we represent.

You can help organize new members by talking to people employed by your company who do not have union representation. You can also talk to people you know who do the same

kind of work you do, but don't have a union. Let people know what it means to be a member of a union.

For decades, workers and their unions have been targets of a relentless attack by corporate America and their media. This has resulted in unionization rates of only 6.7% in the private sector, 35.2% in the public sector, or 11.1% overall, enjoying the benefits of union representation, according to the Bureau of Labor Statistics. This is a substantial decrease from a few decades ago.

More than anything else, this explains the dire straights American workers/middle class find themselves in today.

Unions built the middle class. Without them there would be no middle class.

If President-elect Trump is to live up to his promises to American workers, he will need to support their organizations – unions – not work to weaken them.

“The goals of our union are clear: defending and improving the quality of life generations of UWUA members have fought for and won.”

Strength in numbers

What it comes down to is there is strength in numbers. That's why we want to get more people to be active in their union and get those who do not have union representation to join the union family.

There are real reasons to be optimistic about the future of organized labor.

In Gallup's latest national poll, August 2016, 56% of Americans now support labor unions. That's almost six out of every 10 Americans. Pew Research Center's most recent poll on the subject also shows support for unions is growing.

Importantly, Pew found there is more support for unions among young people from both the Republican and Democratic parties than there is among older Americans from both parties. People ages 18-29 view unions favorably by a margin of 55%. And among women, approval of labor unions is 63%.

The growing support for unions can be explained by the fact that, since the decline of unions, the economy has failed to deliver real benefits to most working people. Working people see the connection between unions and their economic well-being.

Americans want unions. Let's get out there and help them organize to enjoy the unalienable rights as expressed in the Declaration of Independence: the right to life, liberty and the pursuit of happiness.

Key Filing Compliance Requirements For Affiliated Local Unions and Councils



Mike Coleman
Secretary-Treasurer

As we come to the year end, it's time to review and prepare financial statements and reports. This past year, we provided training at the regional conferences and continue to work with many of our new leaders at the local levels. Fiscal responsibility is of the utmost importance to our organization. A periodic review of our accounting policies and procedures safeguards the assets of our membership and protects our union democracy. Failure to provide timely and accurate information can trigger an audit from the Department of Labor, and fines or penalties from the Internal Revenue Service.

Below, we have listed several key components for reference and proper filing. Please do not hesitate to contact the National Office for guidance or assistance.



IRS filing requirements

What form do you file?

Depending on size of union's assets and receipts, there are 3 potential forms organizations would be required to file. 990-N (Postcard) if your union normally has gross receipts of \$50K or less; 990-EZ if your union has gross receipts less than \$200K and total assets at the end of the tax year less than \$500K; and the full Form 990, which is filed if either gross receipts are greater than or equal to \$200K or total assets are greater than or equal to \$500K at the end of the tax year.

When is the form due to the IRS?

All forms are to be filed electronically. For organizations that have a calendar year end of December 31, the Form 990, 990-EZ, or 990-N is due May 15 (4 and ½ months after year end).

Organizations can apply for a 1st extension, which will extend the time to August 15 (7 and ½ months after year end) and for 1 additional extension, which will extend the time to November 15 (10 and ½ months after year end). Steep monetary penalties may apply for late filers.

Ramifications for Non-Compliance

In addition to monetary penalties, if you do not file for three consecutive years, your union's tax exemption will be auto-

matically revoked, and you will be considered a taxable entity and possibly be subject to income taxes similar to for-profit entities. To apply for reinstatement to be considered a not-for-profit, you must go through a fairly lengthy application process – so make sure to comply with the annual filing requirements.

“A periodic review of our accounting policies and procedures safeguards the assets of our membership and protects our union democracy.”



DOL filing requirements

What form do you file?

Depending on size of organization's receipts, there are 3 potential forms your union would be required to file. Form LM-2 is filed if your union's total annual receipts were \$250K or more; Form LM-3 is filed if the organization's total annual receipts were \$10K or more, but less than \$250K; and Form LM-4 is filed if your union's total annual receipts were less than \$10K.

When is the form due to the DOL?

There are no extensions on the due date for either of the 3 forms listed above. The Forms LM-2, LM-3 and LM-4 are all due 90 days after year end, and they must be filed electronically.

Fidelity bonding requirements

The LMRDA provides that any person who handles union funds must be bonded for at least 10% of the funds handled during the previous fiscal year, up to a maximum of \$500,000. Your accountant can assist you in determining the amount of bonding required, and the coverage must be computed at the start of each fiscal year. Any increase in coverage must be promptly obtained. The National Office can obtain the coverage for your local union or council through a national policy; however, each affiliate must provide the National Office with the amount of coverage needed annually.

Donald Trump, 45th President of The United States



John Duffy
National Vice President

Throughout this election year, we were listening to many messages from many different candidates from several different political parties. Through all of those messages, Donald Trump emerged as the victor, in what could be called the most contentious election in our lifetime.

With all of the accusations (some true, some false) that were traded back and forth between all the candidates, it is the statements/accusations of the victor, in this case Donald Trump, that will continue to receive scrutiny. That's the norm with the newly elected leader of the free world.

Worthy of scrutiny

Trump, more than any other candidate, should expect to be scrutinized. After all, Donald Trump wasted no time in challenging the legitimacy of our current president, Barack Obama, by falsely accusing our president of not being a natural-born citizen.

Never apologizing for his leading role in birtherism, Trump went on to insult the grieving Muslim-American parents of Army Capt. Humayun Khan who made the ultimate sacrifice for our country; refer to Mexicans as rapists; and accuse a federal judge of being incapable of ruling fairly in the "Trump University" fraud case simply because his parents were born in Mexico. To date, there has been no apology for any of this.

Trump's economic message was a strong one, and resonated with many voters. But there are some things, if followed through on, would be a big setback to working people. President-elect Trump has pledged to repeal the Dodd-Frank Wall Street Reform and Consumer Protection Act. That law was enacted to prevent a repeat of the financial crisis that began in 2008. Wall Street has been pushing for its repeal from the day it was enacted into law, claiming the financial sector has suffered as a result of it. The fact is, Wall Street has been doing just fine under Dodd-Frank. But, rip-offs in the financial sector would have continued unchecked if not for the Consumer Financial Protection Bureau.

Trump's goal to bring back jobs to America, or preventing corporations from shipping jobs out of the country, is certainly one all Americans are in favor of. Trump has already taken credit for saving jobs in two instances.

In the first instance, Trump claimed to have prevented the shutdown of a Ford plant in Kentucky that was to be moved to Mexico. The problem with that claim was, it was false. That

plant was never slated to close. That plant builds both the Ford Escape and the Lincoln MKC. Ford's plan was to move production of the MKC to Mexico in order to build more Escapes. That plan, according to *Forbes*, was scrapped when auto sales began to go soft eliminating the need to build more Escapes. Credibility is important, especially for the next leader of the free world.

Deserves a chance to succeed

In the second instance, Trump did play a role in saving some 800 jobs that were slated to be shipped to Mexico at the Carrier Plant in Indiana. He should be applauded for his efforts in saving those jobs. However, when campaigning for president, Trump railed against politicians that bribe corporations to keep jobs in the US by showering them with huge tax incentives. But, that's exactly what Trump did (with the help of VP-

elect Mike Pence who is still the governor of Indiana) with \$7 million in tax breaks from state coffers. Trump campaigned instead, that the days of throwing money at companies to save jobs were over. And, under his presidency, companies would face stiff penalties as a deterrent to shipping jobs outside the country. While those 800 jobs that were saved is certainly good news, unfortunately, more than 1,000 Carrier jobs will still be going to Mexico.

Trump has vowed to bring the country together as one. Apologizing to those he offended would be a good start. President Obama put it well by wishing him success and stating that his success will be our success. Certainly, that should be the position of all Americans. Senator Elizabeth Warren also put it well by stating that on the issues that are good for the working class, like a major investment in infrastructure, we will stand side by side with our new president. But, if there are any surprises that would be of detriment to the workers of this country, we will fight him tooth and nail.

As with all politicians, he deserves our scrutiny. But being newly elected, he also deserves a chance to succeed.

"Mr. Trump has now vowed to bring the country together as one. Apologizing to those he offended would be a good start."

The Journey Ahead...

Many Americans are reeling after the results of the presidential election. Good, bad or indifferent, we must press forward and onward regardless of the outcome. It is clear that we as union brothers and sisters have a lot of work ahead of us, educating others on the importance of not forfeiting their right to vote!

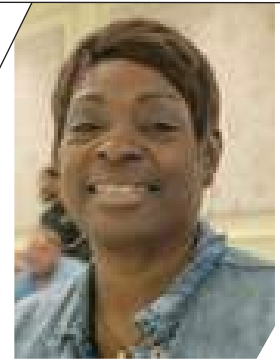
It is unconscionable that 46.9% of eligible voters did not turn out at the polls! Some voters chose not to vote for a presidential candidate, but instead voted only for their respective local government and questions on the ballots. Others failed to recognize that questions even existed on the ballot.

Our focus has not changed! Voter Rights, Voter Registration, Equal Pay, Raising the Minimum Wage, Gender Equality, Affordable Healthcare, Paid Leave, and Reproductive Justice!

The low hanging fruit of our journey is engaging our



“We cannot afford to let our collective bargaining rights be taken away from us. Right-to-Work must be eradicated. The future of the middle class and working class families is being attacked at all levels of government!”



Valerie King
Co-Chair, Women's Caucus

membership, educating, empowering, mentoring, and developing a succession plan for our up and coming leaders! It is not time to give up on our fight! Unionism is about being inclusive, breaking down barriers (not building walls), dignity and

respect, and community!

This past election paved the way for many women to realize their full potential and dreams. Although we may not have a woman as president leading our country, Hillary Clinton inspired the woman that will become the first woman president of our great country. There are other great leaders on the horizon. And, we will continue to thrive until then.

Let's dig our heels in, boots on the ground, and realize our vision in keeping our accomplishments at the forefront and preventing the clock from rolling back to yesteryear!

We cannot afford to let our collective bargaining rights be taken away from us. Right-to-Work must be eradicated. The future of the middle class and working class families is being attacked at all levels of government!

Now, more than ever, we as a people must Stand Up, Show Up, Speak Up, and work tirelessly to ensure that our legacy is one that withstands the turbulence of elected officials that do not have our best interests at hand. Collectively, we can make an impactful difference once we realize the strength in numbers and unison.

It may not be easy, but we know we are up for the challenge!

In Solidarity!



Women's Committee Gives a Hand Up

NJ Local 601's Women's Committee gave their support to Child Protective Services in Plainfield, NJ, giving a "Hand Up" to families during the Thanksgiving holiday.

Pictured here, left to right: members Kymberly Davis, Lazelle Bailey, Anita Rushianally, with committee member Donna Johnson.

Elections Are Just The Beginning!



Clint Carson
Chair, Human Rights Committee

Once again, we have voted for another president to lead the United States of America.

Those of us who voted for Clinton must lick our wounds and focus on what lies ahead.

Holding Trump accountable

In the midst of troubling times, we often look for simple answers to complex questions. Trump won, in part, because he made numerous promises that were very simple to understand, yet attempted to address complex issues.

We must now hold him accountable to his promises.

As union workers, focusing on what candidates say they will do for working people and our communities allows us to stay engaged even when our first choice loses. So, we need a renewed emphasis on understanding the importance of engagement.

An engaged electorate is the most powerful weapon in American history. An involved electorate is what makes America be it's best.

As we focus on engagement, let's focus on how we communicate to our members the simple truth that elections have consequences. But, don't stop there.

Communicating that elections have consequences without effectively communicating what that means is not effective communication. Sharing the history of elections and how they impact collective bargaining is one step to understanding why elections have consequences. What is at risk today includes the National Labor Relations Board being stacked with anti-worker board members; the potential for a national right-to-work law, as well as other assaults on the ability to join a union without retaliation.

Why is this so important? Union worker wages are typically higher than nonunion wages and we need elected officials to protect that. Union members are "just cause" employees and not "at-will" employees. Our contracts provide protections against unfair discipline or terminations. We need to elect individuals that will strengthen workers rights, not weaken them.

Union contracts provide protections against discrimination. The grievance procedure in union contracts allows unions

to fight for objective criteria for job qualifications. This, in turn, combats management decisions that are based on subjective criteria.

If we want to change what is going on in favor of working families, we have to do more than be happy with our union wages and working conditions. We will not have them if we continue to elect politicians who want to dismantle the laws that govern our ability to prosper.

"America's greatness was derived through the efforts and sacrifices of those that fought the battles before us, creating opportunities for education, training, weekends, overtime, health benefits, retirement and safe working conditions."

Understanding our history

Teaching and sharing our union history is like fundamentals in sports; when you forget to lean on the fundamentals, you can be beaten by a lesser opponent. We need everyone to know and understand how far we have come. We need to share the battles those before us won that actually made America great for the middle class. America's greatness was derived through the efforts and sacrifices of those that fought the battles before us, creating opportunities for education, training, weekends, overtime, health benefits, retirement and safe working conditions.

So, as we move forward, it is time to get back to the basics. Learn our history. Communicate our history.

What can you do? Here are a few suggestions: Start by calling your elected officials and letting them know you want them to work on behalf of working families and not just for corporate lobbyists. Consider becoming a local delegate for your political party and support candidates that will work on behalf of the middle class and oppose candidates that do not. If you don't have any candidates that meet the standard of working on behalf of working people, consider running for office.

Elections are just the beginning. There is plenty we must do between now and the next one.

In Solidarity,

Clint Carson (chair), Milagros Valentin-Grantham, Matthew Marfione, Murphy Ball Jr., Nathan Waters, Robert Howard, Kelli Lacy

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See full rules online.

Rosanna Farley Retires

It was straight out of high school that Rosanna Farley began her career working for the International Union of Police Associations in 1973. She continued to work for IUPA for 15 years. Because their office was down the hall from the UWUA office, she learned of a position opening up in the UWUA office. “Well,” as Rosanna puts it, “The rest is history.” And, what a history that has been!

Hired by then National-Secretary Marshall Hicks in 1988, Rosanna continued to serve UWUA members, officers and staff for another 28 years. In 1992, she became secretary to National President Marshall Hicks and, in 1998, President Donald Wightman asked her to become office manager.

From day one, Rosanna Farley has demonstrated a professionalism and dedication to her work that few can match. She’s seen it all – from days of the typewriter with carbon paper to querying computer databases and phones with voice over internet protocol. “Rosanna has been such a valuable asset and the Utility Workers have been very fortunate to have her,” says Presi-

dent Mike Langford. “I want to thank her for her many years of dedication and impeccable attention to detail for us. Whether she’s fine-tuning conference reservations, sending out correspondence or reconciling credentials for a convention, I could always trust that all is in order and nothing has been over-looked.”

Fiercely committed to the basic tenets of organized labor, Rosanna will tell you that she has always seen her job to be first and foremost that of customer service – to tend to whatever the needs may be of national officers and members alike – and anyone in-between. She believes that is the role she plays to help protect and promote the best interests of the union and its members.

Anyone who has worked with Rosanna knows of her kind and gentle manner – a woman who deeply cares about others. So much so that, in 1997, she returned to school in the evenings and completed a Master’s Degree in Community Counseling. She continues to utilize these skills by facilitating a church bereavement group. “I am so thankful for the support I received from



UWUA Presidents Wightman and Langford and the other officers with whom I’ve worked,” says Rosanna. “I could not have pursued my goals without their encouragement and appreciation for higher education.”

On January 1, 2017, Rosanna Farley looks forward to a new journey as she begins a well-deserved retirement. But, rest she will not. While she looks forward to spending more time with her recently retired husband, David, she will also be helping out her daughter by looking after her two grandchildren. “And, after over 40 years of dedicated service to make the world a better place,” says Langford, “you will be greatly missed and your brothers and sisters of UWUA wish you the very best.”

John “Scotty” MacNeill Named UWUA National Safety Director

Meet John “Scotty” MacNeill, the UWUA’s new national safety director. Born in Glasgow, Scotland – that’s why he is called Scotty – he immigrated to the United States in 1967 and grew up as a “military brat” living on Air Force bases from Mississippi to California to Missouri.

He went back to Scotland in 1979 and returned to the states in 1987, where he settled in the Bronx, NY. That’s where he began his career as a utility worker at Con Edison, starting as a general



utility worker in the major maintenance department. He worked in all the company’s power plants from Staten Island to the Indian Point nuclear plant. He advanced to the title of mechanic A

in the boiler turbine group, and then went into the welding field and became a certified welder.

Scotty has held many offices in Local 1-2, from shop steward to business agent. He also served on numerous safety committees, was a trainer for the UWUA’s Systems of Safety program, and has been the recipient of several safety leadership awards in his career.

“I am looking forward to this opportunity to serve as your national safety director,” he says.

Joseph McAlarnen Retires

On November 1, 2016 the UWUA National Office in Washington, DC lost yet another valuable employee to retirement. Joe McAlarnen had served as the senior accountant in the Washington, DC office since being hired by the Utility Workers in July of 2006. With a degree in Business Administration, he came with an extensive history of accounting experience in the construction and related industries. Joe found the organized labor arena to be a bit different and ever-challenging from the work he had been used to, but enjoyed the new experiences. He will tell you that he started with pencil and ledger sheets

and has transitioned through many phases of electronic accounting and payroll systems – and somehow managed to get all the bills, wages and expenses paid on time. The UWUA is particularly grateful for his supportive role to the national secretary-treasurer. Joe is an avid model railroading enthusiast and looks forward to devoting more time to this hobby as well as gardening, reading about history and doing volunteer work. The father of four grown children, Joe also looks forward to spending more time with his



recently retired wife, Tricia, and family. The UWUA thanks Joe for his service and wishes him the very best in his retirement.

SALUTING OUR UWUA RETIREES

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

Local 1-2

Peter A. Burke
Richard Devivo
Larry Dwyer
Charles Epps
Francis Hickey
Nehru Lall
Charles Marino
Reuben Patton
Myles Ryan
Phillip Sanicola
Dorene Strauss
Kevin J. Timon
Teresa W. Williams
Alberta Willis

Local 101

Laurel M. Burkey

Local 102-B

Harlan B. Jervis III

Local 102-J

Kelly Lamison

Local 104

Raymond Guerrero

Local 123

Jeff Brennan

Local 126

Gary Gardinier

Local 127

Will Austin
Leroy Carabajal
Rex Lungren
John Lux
Daniel St. John
Frank Wells

Local 132

Joseph Hernandez

Local 175

Warney Lee Back
James Randen (Randy) Freed
Paul H. Scheiderer

Local 223

Brian Bovee
Robert Hartwell
Bill Ingram
Richard McDevitt
Thomas R. Miller
Audrey Robertson

Local 257

Julie M. Kruger
Keith R. Windes

Local 258

Pablo Martinez
Ken Wills

Local 259

Lon Dodd
Richardson Wun

Local 273

Brian Berry
Barbara Haywood
Lawrence Pasalacqua

Local 337

Kevin Johnson

Local 347

David Retter

Local 369

Manfred ‘Manny’ Debisz
Meniafair Haynes
William Newell
Linda Paluzzi
Lorraine Worthley

Local 380

Richard Kelly
Terry Magann
James Mortensen
Patrick Murphy
Robert Sparan

Local 398

Ronnie Darnell

Local 423

Edward Fol
Michael Ring

Local 430

Marguerite Freeman
John Gordon

Local 470-1

Jerry L. Damon
William A. Gorzelany
Charles R. Jackson
Debra J. Oczkowski
Felicia Scott
James Welch

Local 478

Terry Forrester

Local 506

Karen Timothy

Local B310

Kathi Harrington
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* Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit UnionPlus.org/ATT or contact AT&T at 866-499-8008 for details.

** AT&T will apply the Accessory Discount to the prices of select Accessories available through AT&T, which may be modified by AT&T from time to time. The term "Accessory" or "Accessories" means supplementary parts for Equipment (e.g. batteries, cases, earbuds). The Accessory Discount will not apply to Accessories purchased for use with datacentric Equipment such as modems, replacement SIM cards and car kits or to Apple-branded Accessories, and the Accessory Discount may not be combined with any other promotional pricing or offer.



Learn more at UnionPlus.org/ATT





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From UWUA Officers and Staff